



Trustee Recruitment Policy

The BVT recognises that an effective board of trustees is essential to be effective in achieving its objects. We aim to be representative of the residents of the parish and must have available to us all of the knowledge and skills required to run the Charity. Individual trustees must have sufficient knowledge, both of trusteeship in general and of the Charity's activities, to enable them to carry out their role and to represent the Trust. This policy sets out how the BVT intends to recruit a robust and effective board of trustees.

Governing Document overview

The Constitution requires the Trust to have at least 3 trustees on its board and no more than 12. It sets a minimum age for any trustee at 16. Trustees will be elected by members. At the first AGM (June 2019), all founding trustees must retire. At every subsequent AGM, one-third must retire (starting with the longest-serving, or decided by lot where trustees were appointed at the same time). Trustees are appointed for a three-year term; a trustee who has served three consecutive terms may not serve during the next three years. Any vacancies not filled at the AGM or arising at other times may be filled by the trustees or by members; anyone appointed by trustees must retire at the next AGM.

Rules (determined by trustees)

Trustees must be aged at least 18.

Candidates for election at the AGM must either be recommended by the trustees, or be nominated by a member. They will be required to give in writing an explanation of what they can contribute to the board, together with evidence of their willingness to be appointed or reappointed, and must declare anything that might disqualify them. Exceptionally, at the first AGM, nominations may be received at any time before the start of the meeting. Normally, nominations must be given to the Clerk no more than six weeks and no less than three weeks before the AGM. All members will be given notice at least seven days in advance of all proposals for nominating trustees for election.

If a retiring trustee seeks re-election, the other trustees will vote on their recommendation to members; the decision will be made on a simple majority; the same applies to any co-opted trustee seeking to serve.

Trustees will make a skills audit before each AGM to identify specific needs for expertise or functions. The audit will be used to inform their recommendations and will be made known to members.

Guidance

Founding trustees believe that, although the skills and commitment of trustees are of first importance, ideally the Trust should have a balance in the board which reflects the demographic of the parish.

Adopted 2nd May 2019