Job Title:	**Chair of the Charity Governance Code Steering Group**
Term Length:	Three years, with possibility of a second term of three years
Time Commitment:	Average 1 – 2 days per month, including but not limited to speaking engagements, Steering Group meetings and other work developing and promoting the Code
Remuneration:	This is a voluntary role with reasonable expenses reimbursed

Introduction

Good governance is fundamental to any charity's success. While it enables and supports charity sector compliance with the law and regulation, it should also promote a culture in which the various components of a charity are able to come together to fulfil its values, purpose, and vision. As a sector, we owe it to those we serve, our partners, our audiences, our stakeholders, and our supporters to demonstrate exemplary leadership and governance, and it is our purpose at the Charity Governance Code to help charities and their Trustees achieve this.

The Code is not a legal or regulatory requirement: though it draws from the guidance of the Charity Commission, it is fundamentally different. Instead, the Code sets the principles and recommended practice for good governance and is deliberately aspirational. These principles comprise Organisational Purpose; Leadership; Integrity; Decision making, risk and control; Board Effectiveness; Equality, Diversity, and Inclusion; and Openness and Accountability.

While some elements of the Code will be a stretch for many charities to reach, this is intentional by design: we want the Code to be a tool for continuous improvement towards the highest standards, a progressive example for the sector. Similarly, we set ourselves high standards and are committed to ongoing self-reflection and progress. As such, the next iteration of the Code is currently planned for 2023 / 24, and our Chair will be expected to lead the steering group in the scoping of this process.

Welcome from the Steering Group

Thank you for your interest in Chairing the Charity Governance Code. In this high-profile role, you will have the unique opportunity to be at the forefront of current thinking on charity governance and to make a significant and tangible contribution to improving the quality of how charities operate across England and Wales.

As a body that is committed to continuous review, the Code has been through many iterations since its inception in 2005, the latest of which considerably strengthened expectations on diversity, inclusion, equality, and integrity. Looking to the future, we currently envisage diversity practice, power dynamics, public trust in charities, and how charities navigate political landscapes as key topics.

We operate on a limited budget and our work is made possible thanks to the kind support from the Barrow Cadbury and Clothworker Foundations. We would like to develop a more sustainable approach to our funding model and are looking for our new Chair to lead the steering group to identify and attract new funds.

As you can expect, our Chair will need to be a credible advocate for the Code, communicating and living our shared vision for good governance. Perhaps your experience may come from having been a Trustee or Board Member, or from a professional role in supporting governance. We are not expecting someone with all the answers, but a good understanding of the challenges and issues faced by charity sector boards is important; moreover, we especially value curiosity, an analytical mind, independence and challenge, and an aptitude for facilitating discussion, navigating relationships, and building networks. As well as being a strategic Chair and the public face of the Code, there is a degree of rolling up sleeves, which is especially true during our revisions and when we seek funding for our work.

In return, we hope to offer a varied, impactful, intellectually stimulating and highly rewarding opportunity to spearhead real and progressive change, to be a crucial part of the fundamental questions – and answers – in the charity sector in England and Wales.

We want to hear from a diverse range of applicants and are firmly committed to an inclusive working environment and recruitment process. Whether you have experience in all the areas outlined in this pack or experience in some but a demonstrable learning commitment to those others, we hope that you will consider an application, and very much look forward to hearing from you.

Thanks again for your interest in this role,

Jenny Berry, ACEVO; Rosalind Oakley, Association of Chairs; Louise Thomson, CGI UK & I; Dan Francis, NCVO; and Mair Rigby, WCVA

The Charity Governance Code Steering Group

About the Charity Governance Code Steering Group

The Code was first produced in 2005, with updates provided in 2010, 2017, and 2021. Our next review is forecast to take place in 2023 / 24. The initial Code was inspired by the range

of codes and governance principles for other sectors and developed by a group of sector umbrella and infrastructure bodies committed to improving charity governance. Our core purpose is to produce, maintain and promote a code of practice that informs and stretches governance application for the benefit of the sector and the communities it seeks to serve.

The Charity Governance Code steering group provides stewardship of the Code and comprises: The Association of Chairs; ACEVO; The Chartered Governance Institute UK & Ireland; NCVO; Small Charities Coalition; and WCVA, with the Charity Commission as observer. Our primary functions are to review, consolidate and promote the Code and to orchestrate any future developments. Our members represent their respective organisations but are encouraged to act in the best interests of the Code and the wider sector.

The latest version of the Code has been developed with the insight and input of over 200 charities, individuals, and related organisations. We have also benefited from the support of a panel of experts with lived experience of the barriers to inclusive governance. Based on this feedback, the steering group opted for a refresh rather than total revision in 2019 / 20. As a result, the key changes to the Code centred on broadening the principle of integrity to focus on a charity's values and over the way charities interacted with staff, volunteers, and those audiences they seek to support, and to fundamentally change the Diversity principle to now cover Equality, Diversity, and Inclusion at Board level and beyond.

How we're governed

The steering group is governed by an agreement that states the respective support each representative organisation is willing to contribute to the evolution and promotion of the Code. This agreement will be shared with shortlisted candidates. However, it should be noted that each member organisation of the steering group provides 'gifts in kind' support to the Chair and the work of the Code, which can be limited due to organisational priorities.

The Chartered Governance Institute UK & Ireland currently provides secretariat support to the steering group. Our website is maintained by the NCVO, which also manages a restricted fund for the Code. Both the Chartered Governance Institute and NCVO commit staff time and expertise to the ongoing evolution of the Code. Other steering group organisations contribute according to their specialities and available resources.

The ongoing commitment and support to the Chair, the steering group's activities, and the Code by member organisations is a key aspect contributing to our success.

Role Purpose

- To ensure the Charity Governance Code remains true to its aims and key objectives, and acts in the best interests of the charity sector
- To provide leadership and strategic development of the Charity Governance Code steering group
- To provide counsel and independent challenge to the steering group in its efforts to develop the Code for the benefit of the third sector
- To act as figurehead and key ambassador for the Code, championing the Code in all aspects of public life
- To ensure that the Code continues to be responsive to the developing needs of the charity sector

Key Accountabilities

- To develop effective relationships with other organisations active in the field of governance, including infrastructure bodies, government, and regulators
- To chair the steering group and any other meetings as appropriate, with support from the secretariat
- To facilitate the collaboration of the steering group's members, including managing potential conflicts of interest
- To lead on the development of a sustainable funding plan for the Code
- To act as the public face of the Code during public consultations and promotions
- To acts as a public advocate for the Code, including undertaking public speaking opportunities, attending networking / sector events, or producing original articles
- To lead on a review of the current steering group members with a view to either a) expanding its membership, or b) establishing an advisory council, or c) identifying a means to improve the Code's interaction with a more diverse range of contributors

Person Specification

Knowledge / Qualifications	• A demonstrable and broad understanding of charity / not-for-profit governance
	• Wide knowledge of the voluntary sector
	• An evidenced commitment to equality, diversity and inclusion
	• High awareness of current good practice relating to third sector governance
	• A demonstrable understanding of / insight into building sustainable funding models
	• Understanding of governance practice in other sectors and/or countries (desirable)
	• Practical knowledge of running public consultations and feedback exercises (desirable)
Skills and Personal Qualities	• An ability to act as a front-facing ambassador and champion for the Charity Governance Code
	• Independence, rigour, and integrity
	• A demonstrable track record of inclusive leadership and effective delivery
	• An ability to work with and build diverse and inclusive teams
	• An ability to articulate an exciting and sustainable vision for the future of the Code
	• Political nous

How to apply

For more information or an informal chat about this position, please contact our recruitment advisors Green Park on Harry.Marven@Green-Park.co.uk. Please mention where you saw this position advertised.

To formally apply for this position, we would like you to provide an up-to-date CV along with a statement outlining your suitability for this role and why you are motivated to join the Charity Governance Code at this time. In particular, we are interested to hear about your experience, knowledge and/or views on the following key areas:

• Effective and inclusive governance practices

- Network building
- The role the Charity Governance Code plays / can play in the charity sector
- Key challenges the third sector and the Code face relating to governance

Please send your completed application to CharitiesandSocialEnterprise@green-park.co.uk by December 1st, 2021.

Successfully shortlisted candidates will be invited to panel interview, including a presentation (topic TBC). Interviews will take place via (videoconference facility TBC) on (dates TBC).

Useful further reading materials

https://www.charitygovernancecode.org/en/foundation-the-trustee-role-and-charity-context

https://www.charitygovernancecode.org/en/about-the-code-1/improving-the-code

https://www.charitygovernancecode.org/en/about-the-code-1/steering-group-and-sponsors

https://www.charitygovernancecode.org/en/about-the-code-1/using-the-code

CGC Diversity Principle https://vimeo.com/embed-redirect/519130241?embedded=true&source=video_title&owner=4505585