

# Trustee Recruitment Toolkit



## **Board readiness questionnaire**

You know where the gaps are, and what sort of person you are looking for. Now it is valuable to determine how ready, or open, the board is to being inclusive and diverse in order to respond better to the organisation's and the community's needs.

The purpose of this exercise is to alert the team to the issues that might need to be addressed. You may want to address just some of these questions. Board members could answer these questions individually, or the board could discuss and answer them together. You may also wish to add some different questions relevant to your organisation.

<b>Suggested points of discussion</b>	<b>Yes</b>	<b>No</b>	<b>What implications does this have for trustee recruitment?</b>	<b>What action is required?</b>
1. The board has the right networks to be aware of the changing external environment				
2. The board has a clear strategy				
3. The board thinks the aims and objectives are still relevant to the mission				
4. The board's policy documents are up to date especially regarding conflicts of interest, code of conduct, expenses policy				
5. The board's make-up reflects the diverse community the organisation serves				
6. The board is representative of relevant stakeholders e.g. beneficiaries				
7. The board is open to reconsider times and venues for board meetings				
8. The board is open to consider paying for or offering child care arrangements				
9. The board has the ability to offer appropriate support to people with disabilities e.g. sign language interpreters, large print, Braille				
10. The board doesn't think diversity and inclusion are issues for the organisation				

