

First Trusteeship

First Trusteeship: A training programme for new charity trustees during their first year of trusteeship

Our open programme provides two three-hour training sessions over two or three weeks. It is designed for individuals new to trusteeship and still within their first year of joining their charity.

The *First Trusteeship Competency Framework*, a new trustee competency framework, underpins the programme ensuring training is provided inline with current best practice guidance including the Charity Commission publication *The essential trustee*, the *Charity Governance Code* for smaller or larger charities, and the *ICSA Trustee competency matrix*.

By taking part in the programme, you will gain full access to the framework supporting your development as a trustee as well as contributing to improved governance practice within your charity. The framework includes:

- Accessible summaries of the knowledge, skills and duties required to be an outstanding trustee
- Summary of behaviours of an outstanding trustee
- Checklists of what to read to learn about your charity and about being a good trustee
- Knowledge checklist tool
- In-depth skills self-assessment tool
- Trustee development plan template

Each three-hour session blends short presentations with individual and small group exercises and self-assessments, with the focus on drawing from our collective experiences to deepen understanding of, and model, best practice.

This programme has grown out of the Better Governance working group, part of North East Together: Network for social change leadership.

To find out more or book a place email stephanie@yeswecan.community

2020 dates

- ◆ 11 February and 3 March
- ◆ 9 and 23 June
- ◆ 6 and 20 October

Tuesdays,
16.00-19.00

Location

Newcastle

Cost

£125 per person;
then £100 for each
additional booking

Programme leaders

Robert Laycock
Stephanie Cole

Session 1: Duties and knowledge

- Exploring your duties as a trustee plus an overview of not-for-profit legal structures and understanding what a charity is and liability
- Introduction to the *First Trusteeship Competency Framework*

In-between sessions tasks

We ask you complete the two *First Trusteeship Competency Framework* self-assessments to inform session 2 and your learning:

- Knowledge checklist – what you need to know to deliver your role effectively
- In-depth trustee skills self assessment – identifying your skills development priorities for the next year

Session 2: Behaviour and development planning

Behaviours of an outstanding trustee:

- Raising awareness and understanding
- Identifying most important (and sometimes most difficult) behaviours to get right
- What this means in practice? What gets in the way? How might we overcome it?

Bringing it all together – your trustee development plan for the next 12 months

What people said

- *Chance to discuss issues with wide diverse group and bounce ideas/knowledge in feedback session*
- *Nice combination of input and group exercises – very collaborative*
- *Network of similar people, broad look at both knowledge and behaviours, interactive and crowd-led*
- *Successful training is when you leave wanting to learn more... I will be learning more!*
- *Invaluable learning from facilitators but also from peer discussions, I have identified lots to take away*

Programme leaders

Robert Laycock supports governance development across the north east, and is founder and coordinator of the Better Governance working group part of North East Together: Leaders Network for Social Change. Robert led Helix Arts for 12 years; and is an experienced trustee. He's currently a trustee at Comfrey Project.

Stephanie Cole has worked and volunteered in the voluntary, charity and social enterprise sector for over 20 years specialising in governance, capacity building and organisation development. Stephanie is currently a trustee at Scotswood Garden and Good Space.

Yes We Can

Yes We Can develops leaders of social change in the north east. We work with social leaders to be better leaders, managers, trustees, coaches, networkers, collaborators, facilitators and mentors. We offer training programmes, workshops, coaching, mentoring, facilitation and other initiatives.

Yes We Can is a collaboration between Robert Laycock, Stephanie Cole and Cath Brown.

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