



Training and Development
Better Boards

Better Boards 2021

A comprehensive programme of training and consultancy for trustees, developed to improve the effectiveness of Hertfordshire charities by strengthening the knowledge of their boards.

Better Boards 2021 Programme Outline:

A 10x hour programme of consultancy and training for trustee boards of voluntary and community organisations in Hertfordshire. The Better Boards programme will introduce your board to the key principles of Good Governance as outlined in [The Charity Governance Code](#). The full programme will be delivered online and explored in an interactive format with practical exercises to ensure they are made relevant and that what is learned can be applied to improve the effectiveness of the participating organisations. Supporting resources and training aids will be provided to your board.

HCF Training and Development has established an excellent team of trainers to deliver the Better Boards programme across Hertfordshire. Led by our lead governance trainer Sue Pearlman, our Better Boards trainers have extensive experience of managing organisations, being members of boards themselves and of providing support and training for local charities.

Part 1: Initial Consultation

You will be matched with one of our Better Boards trainers, who will meet with the CEO & Chair separately to discuss organisational needs and what to expect from the programme (1 x hour online consultation with each).

Part 2. Principles of Good Governance Training (3x hour Online training course)

This is an interactive training course delivered with the whole board, Chair and CEO present. The HCF **Principles of Good Governance** course will work through The Charity Governance Code, to build a strong foundation of understanding on the roles and responsibilities of the board. This includes exploring the seven core pillars:

1. Organisational purpose
2. Leadership
3. Integrity
4. Decision-making, risk, and control
5. Board Effectiveness
6. Equality, diversity, and inclusion
7. Openness and accountability

Part 3. Mid-Journey Assessment

There will be a Mid-Journey assessment with the Better Boards trainer, **CEO & Chair together** to reflect on the training so far and discuss further governance training they may benefit from in Part 4 (up to 1x hour online).

Part 4: Tailored Better Boards Consultancy and training (4 x hours)

We understand that each organisation may be facing unique challenges and the remainder of the programme can be adapted to suit your organisational needs. This will have been discussed in the Mid-Journey Assessment in Part 3 and signed off by HCF before being carried out. Options in Part Four may include (but is not inclusive to):

- **1:1 CEO/Chair relationship guidance and coaching**
- **Safeguarding for Trustees:** 1x hour online workshop lead by HCF Safeguarding team. (Will be strongly recommended, unless you have had safeguarding training recently)
- **Bitesize training modules** (Whole board training, 1.5 x hours each)
 - Risk Management
 - Recruiting a diverse board
 - Trustee/Staff relationships
 - Trustees and strategy development
 - Improving your meetings & AGM
 - Leading through Change
 - An introduction to Charity Finances
 - Unconscious Bias for trustees (2 x hours)
 - Fundraising- what does your board need to know?

Eligibility:

The full cost of the Better Boards 2021 programme is £1,250.

The programme is open to small-medium voluntary sector organisations that operate within Hertfordshire, with at least one paid member of staff, CEO or equivalent senior staff member (and a minimum board consisting of Chair, Treasurer, Secretary and 2x other trustees).

The Better Boards 2021 programme will be open for applications from the following dates:

01 February 2021 for all Hertfordshire based voluntary sector organisations operating within Adult Care Services, (who have not taken part in Building Effectiveness or Better Boards from 2019 and earlier). Organisations eligible for funding will be approved on a 'first come first served' basis.

01 March 2021 Applications open to all other voluntary organisations in Hertfordshire. Approved based on capacity and 'first come first served' basis.

Funding available:

- HCF Training & Development can fully fund up to 10x voluntary sector organisations working within Adult Care Services in Hertfordshire to take part in the Better Boards 2021 programme (supported by Hertfordshire Country Council Adult Care Services):
 - **Closing date for funded places: 31 March 2021**
 - **Funded places must complete the full programme by 30 June 2021**



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- Throughout the year, the Better Boards programme may also be funded via the **HCF Workforce Development Grant**, providing your organisation meets the current eligibility criteria and deadlines for application. [Find out more here](#)
- If you are a voluntary sector organisation working outside of Adult Care services in Hertfordshire and would like to explore possible funding options with HCF, for example via the HCF Small grant programme, please contact louise.marron@hertscf.org.uk to discuss further.
- If you will be self-funding the Better Boards programme, applications can be made throughout the year. Payment would be expected in full at the start of the programme.

Better Boards 2021 application form can be found [HERE](#)

Please submit all application forms & enquires to louise.marron@hertscf.org.uk

Trustee support for Hertfordshire charities

Alongside the Better Boards programme, HCF Training & Development also provide a wide range of accessible governance training and resources, that your organisation will have access to:

[A Guide to Building Effective Boards](#): FREE resources produced in partnership with [#Team Herts Volunteering Action Learning Groups](#) for voluntary sector CEO's and Chairs. **Application Deadline 28 February 2021**
[Celebrating Trustees Week](#) (01-05 November 2021), including the Annual Hertfordshire Trustee Conference
[Springboard Webinar Series](#): FREE online workshops and webinars for Hertfordshire trustees (May - June 2021)