

Aves Trustee Skills Audit

What is the purpose of the Trustee Skills Audit?

In summary we use the skills audit to:

- demonstrate the existing skills, as a group, of the Board
- help ensure we deploy Board members into roles that allows them to best demonstrate their skills and expertise
- map the skills Aves Housing association needs in its Board members
- identify gaps which could be filled by recruiting the right additional members
- identify gaps which could be filled by training/developing existing members
- identify gaps which could be filled by other means (e.g. taking external professional advice)
- make recruitment of board members more effective by increasing the diversity of skills and perspectives on the Board
- demonstrate compliance with the Code of Governance.

What do we use it for?

Most commonly the audit is used for identifying gaps in the Governance structure when recruitment is being planned. It will also be used to plan a cyclical training programme for the Board.

What does it tell us?

The 'Skills, Knowledge and Experience Audit' for Board members (the audit) provides a snapshot of the capability of the Governing body at a given time. This gives us some idea of the capacity the board and its committees have for setting the strategic direction for the organisation.

How does it fit in with other governance processes?

It should inform the recruitment and selection process and influence the induction programme.

Frequency

The Board recommend an annual update, with the results being presented at the Board Meeting each July.

Completing the form

Members are asked to grade their competence using the table below, and then to add some description to support the grade they have selected.

It should then be e-mailed back to the HR Manager.

Competence levels

Level 3	Expert (career experience/professionally qualified)
Level 2	Trusted Advisor
Level 1	Competent and can offer opinion
Level 0	No relevant experience to note

AVES TRUSTEE SKILLS AUDIT FORM (2024)

Name of respondent: Roy Smith

Aves Housing Association - Governance Skills Audit			
TYPE OF KNOWLEDGE / SKILL	DETAILED DESCRIPTION	LEVEL OF COMPETENCY	PLEASE GIVE DETAILS OF EXPERIENCE IN THIS AREA (Including level of involvement and frequency, when you used these skills recently or years ago etc.)
General Board Expertise (Business & Commercial Skills)	Previous non-Aves Board Member/Trustee		
	Voluntary Sector		
	Fundraising		
	Strategic Planning		
	Business Management & Operations		
	Risk Management		
	Governance		
	Financial Management		
	Legal (please define specialism)		
	Policy Development		
	HR/Employment Law		
	PR/Comms/Marketing		
	IT & Tech		
	Training & Development		
	Equity, Diversity & Inclusion		
Aves Specific Expertise (Property & Mental Health Services)	Property Management		
	Property Development		
	Property Acquisition		
	Mental Health Policy & Provision		

	Safeguarding		
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	Community Development		
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Additional Questions

Are there any other relevant skills or experience that you feel you offer?

Are there any areas of the organisation's work you have a particular interest in and/or would like to become more involved in?

What motivated you to become a Trustee of Aves?

Thank you for completing and returning this form

Please e-mail to: info@aveshousing.org

