



**CHAIR
APPOINTMENTS
INFORMATION PACK**

INCLUSIVE BOARDS

BOARD APPOINTMENT | TALENT STRATEGY | ADVISORY

INCLUSIVE BOARDS

SOME OF OUR CLIENTS & PARTNERS



ABOUT US

Inclusive Boards (IB) is an executive search and advisory agency that specialises in equality, diversity and inclusion. We support organisations and sectors in their efforts to develop more diverse boards, senior leadership teams and stronger governance structures. Our services include Executive Search, Advisory, and Executive Training.

OUR EXPERTISE

We have extensive experience recruiting Trustees, NEDs and Chairs in the third sector and commercial non-executive mandates across sectors, sizes of business and ownership structures in the UK. In 2018/19 we worked with over 200 organisations at Board level supporting them with recruitment and Board development.

OUR NETWORK

60,000 SENIOR LEADERS AND PROFESSIONALS FROM DIVERSE BACKGROUNDS

OVER **30%** FROM BLACK, ASIAN AND MINORITY ETHNIC GROUPS



60%

FEMALE

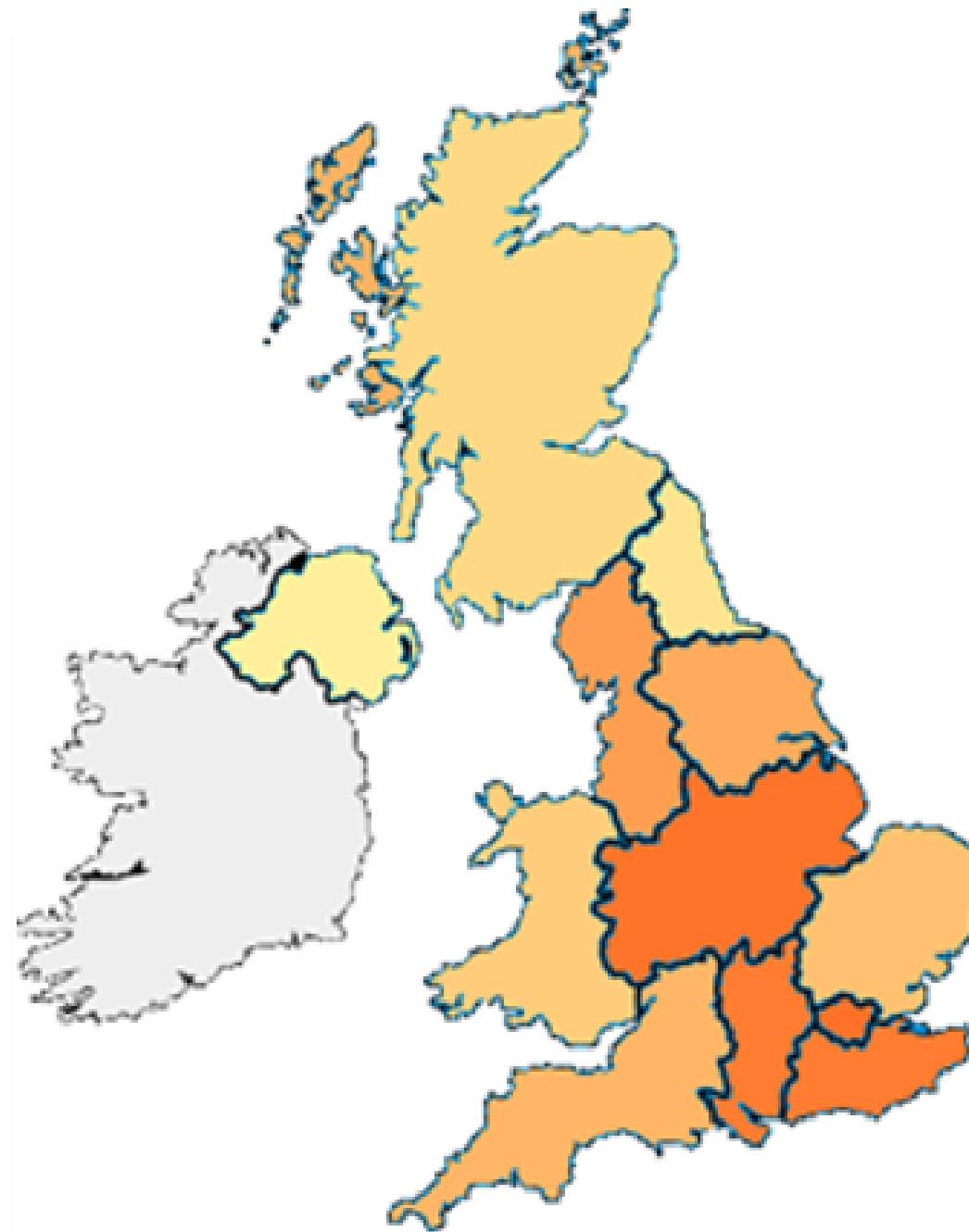


40%

MALE

REGIONAL REACH

REGION	%
Greater London	28.5
South East	20.7
East Midlands	14.7
West Midlands	12.0
North West	6.2
Yorkshire and the Humber	5.9
South West	5.3
East of England	3.4
Wales	1.5
Scotland	1.1
North East	0.4
Northern Ireland	0.3



Almost three quarters (71.5%) of candidates in our network are based in regions outside London

EXECUTIVE SEARCH OVERVIEW

- Our network of over 60,000 diverse professionals and leaders means we have a large pool of talent to scour through, ensuring the best possible candidates are identified and approached.
- Our network of candidates coupled with experience in delivering similar resourcing searches makes it easier to identify relevant individuals who are looking for opportunities.
- A summary will be provided on the final candidates which will include background, achievements & strengths and other information. A final report detailing the search process and an overview of the candidates will also be provided. This will allow you as the client to measure distance traveled for each search campaign.

PHASE 1

- Review and finalise position description
- Develop the candidate profile with you
- Review draft candidate pack for inclusive-language use
- Produce candidate information pack

PHASE 2

- Internal and external promotion
- Initial candidate screening
- Interview process
- Qualify longlist
- Present longlist to you

PHASE 3

- Selection process
- Reference checks
- Search closure and sign-off
- On-boarding
- Client report submitted to you about the campaign process

THE SEARCH PROCESS

WEEK 1-2

Campaign starts

- Inclusive Board will support you to review the recruitment pack to ensure it is inclusive and highlights the diversity of the organisation beyond an 'equal opportunities statement'.
- We will also find out if there are any organisations that are off-limits, that you would like us not to engage with. This could be due to sensitive client relationships, conflict of interest, or an internal policy blockage.

WEEKS 3 -6

Advertisement & Recruitment Process

- We will utilise our diversity media partners to advertise the opportunity to a wider candidate pool.
- We will publish the opportunity on our website and other online platforms.
- We will also conduct primary research to identify candidates.
- Your account manager will send an initial list of 10 sample candidates to ensure we are meeting your needs for the 'best candidate and fit' for you.

WEEKS 7 - 10

Inclusive Boards (IB) Selection

- IB interviews commence face-to-face and during Covid-19 lockdown via video interviews.
- We will conduct media checks on the top candidates from our longlist. We will also conduct telephone interview/screening of candidates and face-to-face or video conferences with potential longlist.
- Inclusive Boards submits a longlist report of candidates for the roles.

**Minimum number of weeks required*

WEEKS 11-14*

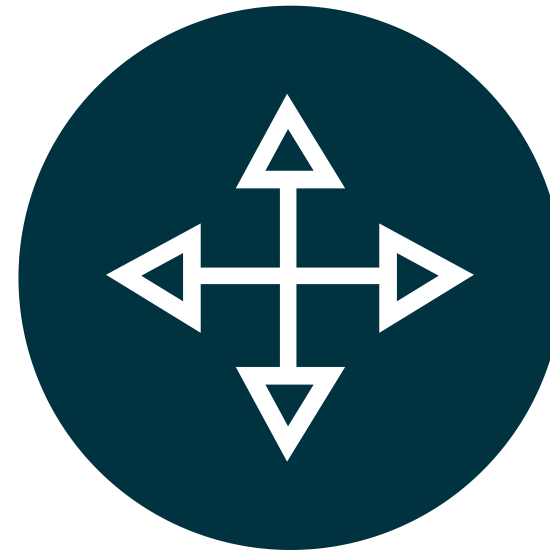
Interview and Selection

- Your interview process commences.
- At the end of the search all applicants will be appropriately notified of the result in a professional manner that reflects well on you
- **End of campaign**

WHERE WE PROMOTE THE ROLES



We will utilise our diversity media partners to advertise the opportunity to a wider candidate pool*



We will target relevant local networks, and online lists. Inclusive Boards' published lists in partnership with the Financial Times - #IB100 and Women in Engineering.



We will create an online campaign and promote the opportunities through our website, social media and key recruitment platforms

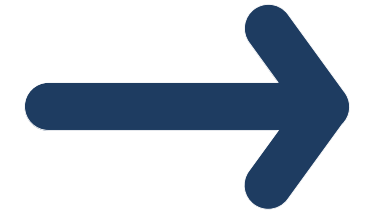
**We will reach out to our diversity media partners depending on the client requirement.*

OUR PLACEMENTS

We're proud to have delivered on our promise of diversity for our clients. In the last year more than 60% of our appointments have been women, over 30% have identified as BAME and almost 20% have identified as LGBTQ+.

Inclusive Boards' specialism in diversity recruitment is not an added-value or a buzzword - it is a part of who we are and it is what our team understands. What makes us different is our fresh approach and methodology to sourcing candidates for our clients.

90%
of our placements are
from direct engagement



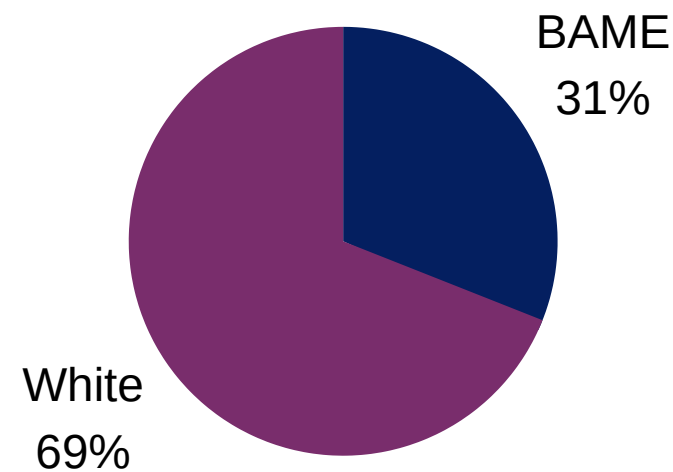
19%
of our appointees identify as
LGBTQ+



9%
of our appointees identify
as disabled

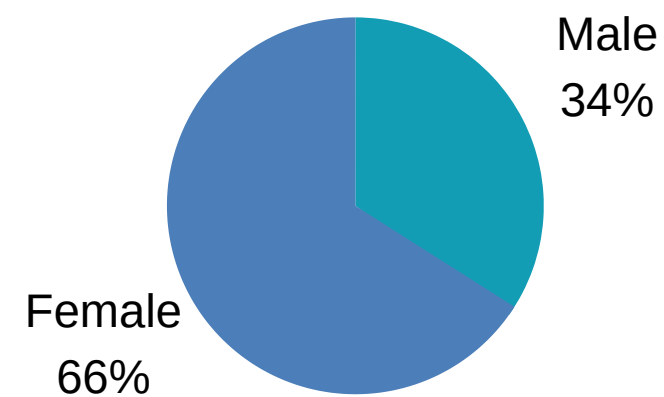


Ethnicity placements



Compared to 8% of directors of FTSE 100 Boards are from ethnic minority backgrounds and 6.3% of the Top 500 Charities' Trustees are BAME.

Gender placements



Compare this to FTSE 100 Boards where women make up 29% of directors or the charity sector where 60% of senior leaders in the Top 500 Charities are men.

SAMPLE CAMPAIGNS

- Chair, LDA Design
- Chair, British Science Association
- Chair, Amber Housing
- Chair of Audit Committee, London & Partners
- Chair, Rounders England
- Chair, 38 Degrees
- Chair, The Space
- 3 NED, Black Country LEP
- NED, Red Badger
- NED, Cambridge and Peterborough NHS Foundation Trust
- 2 NED, Traverse
- 3 Trustees, The Air Ambulance Service
- 3 Trustees, Heritage Care Group
- 3 Trustees, Home Farm Trust (Hft)
- NED, 38 Degrees
- Trustees, British Heart Foundation
- Trustee, Terrence Higgins Trust
- Trustee, Street League
- Treasurer, Rounders England
- Treasurer, 38 Degrees
- Treasurer, British Science Association
- 3 Trustees, Winston Churchill Memorial Trust
- 2 Trustees, Public Interest Research Group
- 2 Trustees, The Winch
- 2 Trustees, Education Development Trust
- Trustee, St Christopher's Hospice
- Trustee, Amnesty International UK
- Trustee, Landscape Institute
- Trustee, Hull Truck Theatre
- Trustee, Citizens Advice Bureau Lewisham
- Trustee, Artswork
- Trustee, Sussex Student Union
- Trustee, Book Trust
- Trustee, Worthing Homes
- 2 Lay Member, British Society of Haematology
- Trustee, Crafts Council
- Trustees, AKT
- Trustees, Street Games
- Lay Member, Bristol University
- New Committee Set-Up & Recruitment, , Amnesty International UK
- 2 England Committee Members, The National Lottery Community Fund

CASE STUDIES

BRITISH SCIENCE ASSOCIATION

British Science Association (BSA) is an incorporated Royal Chartered charity that promotes the development of science. We have worked with BSA on a number of occasions, including sourcing a replacement for their chair, Lord David Willetts. We successfully placed Gisela Abbam as Chair. Gisela is a Global Goodwill Ambassador, the winner of Black British Business Person of the Year, 2019 award, a global Senior Executive, thought leader and Author who is passionate about making a difference in people's lives through the prioritisation of Health. Gisela was also previously the Global Executive Director for Government Affairs & Policy for GE Healthcare. She developed the global function. She was responsible for the strategic direction of government affairs and policy for GE Healthcare, the \$18 billion business unit of GE that provides transformational medical technologies to health customers in over 100 countries.

38 DEGREES

In 2020 we were commissioned to source a replacement for Srabani Sen whom we previously placed as Chair of 38 Degrees alongside 3 new NEDs. We directly engaged with in excess of 90 diverse candidates for the role of Chair. The successful candidate was Sue Tibballs OBE, CEO, Sheila McKechnie Foundation.

Alongside this, 38 Degrees selected 4 rather than the initially commissioned 3 candidates from our longlist for the NED roles. The NEDs were diverse in age, ethnicity and gender and include: Devin O'Shaughnessy, Director of Programmes at Westminster Foundation for Democracy; Elenor Ereira, Associate Director at Pivotal Act, Sarah Sternberg, Media and Advocacy Strategy Director at Movember and Patrick Vernon OBE, Associate Director at the Centre for Ageing Better and renowned Windrush campaigner. Eight out of nine of 38 Degrees' current board members were placed by Inclusive Boards.

CASE STUDIES (CONT)

THE UNIVERSITY OF BRISTOL

We worked with the University of Bristol to appoint a new trustee. The focus of our campaign was candidates with digital technology skills who had links to the region they were also required to have previous experience of managing a significant budget. We put forward 7 strong candidates for the role.

We placed Dr Madhu Bhabuta MEng (ACGI), PhD, MBA - Non-Executive Director (Designate). Madhu holds an MEng in Computing and PhD in Quantitative Methods, both from Imperial College, London and an MBA from London Business School. She specialises in Cutting edge technology, change and transformation. Madhu served as Chief Technology Officer for the UK armed forces and is now managing director of Brinnovate Ltd, a change, technology and transformation startup she founded in 2018 which is based in Bristol.

ACTIVATE LEARNING

We worked with Activate Learning to support the search for 2 new Governors for their Group Board. The Activate Learning Groups provision includes secondary, further and higher education (including 7 schools and 7 colleges) apprenticeships and workforce training, consultancy, international and learning companies. Their divisions are united by a common purpose: to transform lives through learning. We successfully placed Angela Adimora and Jamie Edge. Angela is a senior HR professional with UK and international experience. She is currently Head of Service at Marks & Spencer Plc where she is responsible for managing M&S HR Shared Services. Jamie is an experienced M&A professional specialising in the education and training sector. He currently Heads up Education and Training Corporate Finance at EY and sits on EY's Europe Education Leadership Committee.

FEES

We will work in close partnership with you to ensure that we attract the right candidates from the start; this is why we have put several steps in place to ensure we are meeting your ideal candidate requirement from the outset. Only once a candidate has been placed will we charge the final invoice.

Activities

Fee

- Designing and reviewing the candidate pack
- Advertising the role to our own network as well as externally
- Identifying, approaching, engaging with prospective candidates
- Pre-screening interviews and due diligence checks
- Candidates put forward and report submission
- Interview admin support
- Offer management and candidate stand down
- Reference checks

£8,500



All fees attract VAT at the prevailing rate.

Invoicing stages, 50% on instruction, 30% on submission of longlist and 20% on placement

CONTACT US

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