

## **Principles underlying governance appointments in the Trust**

The Trust recognises that one of the most important means by which openness, transparency and accountability can be achieved is through the appointment, selection or election, as appropriate, of high-calibre volunteers capable of overseeing the governance arrangements of the Trust, ensuring that it remains focused on achieving its mission efficiently and effectively.

The Board of Trustees and the various Nominations Committees of the Council play a key role in the process of governance appointments. They ensure adherence to the principles and standards set out in this Handbook in making governance appointments. An external member sits on each of these Nominations Committees to increase the rigour of the appointments procedures.

Before an appointment, selection or election process is initiated for any of the bodies in the governance structure, the relevant committee will take into account:

- the aims and purposes of the body concerned
- the knowledge, skills and experience required for the position in question
- the intention to create a diverse and effective body
- the intention to meet standards of good governance
- the intention to avoid conflicts of interest

These aims will be pursued in a manner proportionate to the nature of the positions to be filled.

The Committees will ensure that selection, appointment and election processes are:

- conducted in an open and transparent way
- applied in a fair, equitable, objective and impartial manner
- designed to be thorough, robust and expeditious
- applied consistently
- fully explained and readily comprehensible