

Streetlight Trustees Skills Audit May 2019

- 4.3 The skills audit highlights a particular strength self-reported by the Board:
- Analysis of data and assessment of performance
 - Business acumen
 - Criminal Justice system: knowledge and understanding
 - Drug and alcohol services: knowledge and experience
 - Housing: knowledge and understanding of access to affordable housing, getting and maintaining tenancies
 - Human resources: knowledge and understanding
 - Legal (particularly employment, charity and company law)
 - Mental health and wellbeing services: knowledge and understanding
 - Public sector/Government/Police/local authorities
 - Safeguarding of vulnerable children and adults
 - Volunteering and the role of the volunteer
- 4.4 From the results, strengths are also considered to be evident in:
- Charity and non-profit environment
 - Community engagement: knowledge and experience
 - Developing organisational strategy
 - Financial management and oversight
- 4.5 Some degree of strengths may extend to:
- Communications/marketing/PR strategy
 - Exercising governance of organisations/businesses
 - Income generation strategy: knowledge and understanding
 - Media/social media
 - Partnership development
 - Public policy development/influencing decision makers and opinion formers
 - Research (sector specific)

Skills gaps needing attention

- 4.6 The results indicate potentially significant gaps in expertise and experience in:
- Benefits system: knowledge and understanding
 - Fundraising strategy and Codes: experience and knowledge
 - Migrant workers' issues: knowledge and understanding
- 4.7 There are three areas where the Board appears particularly weak:
- Digital/ICT strategy/website development
 - Understanding the grant funding world
 - Women's organisations: networks

4.8 The skill/knowledge areas in paras 4.6. and 4.7 immediately above are significant for effective governance impacting as they do on:

- Long term sustainability (efficiently and effectively gathering the funding and resources Streetlight UK needs for its work);
- Service development (developing innovative and high quality services to address current and future needs of current and potential clients/ users);
- Reputation and high level access (ensuring that Streetlight UK is able to access specialist networks, and secure third party high profile endorsements of its achievements);
- Building long term relationships (through key partnerships and alliances with women's organisations).

Summary

4.9 Deciding where to concentrate recruitment energies needs to take full account of the strategic focus of Streetlight UK over the next period, and the consequent governance support and oversight that the Board will be required to demonstrate.

4.10 There needs to be sufficient knowledge in the Board of the content and detail of everyday work of Streetlight UK to enable the Board to effectively steer (but not intrude on) the work of the executive in these areas. Such knowledge will also ensure that in carrying out their governance duties, the Trustees do not entirely rely on senior staff members but are able to arrive at an informed but dispassionate view.

Hilary Barnard

HBMC

18 May 2019