



Trustee Recruitment & Selection

Trustees are recruited to the Board of Trustees as necessary as members retire by rotation or if the leave. The Board has 15 allocated seats and these are used strategically to accommodate the spread of skills considered necessary to ensure that LOROS is governed effectively.

A Board skills matrix is undertaken annually by its members and serves to indicate where there might be gaps in suitable knowledge around the table. The Board seeks to ensure that its members are appropriate not just for the current scope of the charity but also for its future strategic direction - expansion in to the community is one example of where a different skills mix might well be appropriate or indeed the changing demands upon information technology represents another totally different consideration.

Board places are openly advertised but specific to the skills sought. People who express an interest are then asked to apply in writing after which a sub-group of the main Board considers each application. There is a [Trustee Role Description and Person Specification](#) which sets out the expectations of the charity.

Well-led Governance

The Board of Trustees use the [CQC framework for assessing healthcare services](#), using Key Lines of enquiry (KLOEs) and prompts where they are appropriate. The Ratings characteristics: **Well Led** shows that leadership, management and governance of the organisation assures the delivery of high-quality and person-centered care, supports learning and promotes an open and fair culture.

Interactions with staff, volunteers, patients, and carers inform trustees and provide opportunities for them to be assured about the quality of service provided to patients and families. They also provide opportunities for trustees to reflect, discuss and identify possible scope for improvement of LOROS services.