

Skills & Knowledge Audit 2012

An online Skills and Knowledge Audit was sent to all Trustees. Eleven responses were received from the fifteen Trustees. A total of 4 Trustees did not respond; 2 Student Trustees, 1 Officer Trustee and 1 Lay Trustee.

The first thirteen questions were regarding demographic information and contact details for the Trustees. In the following questions, the audit looked at the 5 core areas of skills and knowledge that are required for the Board; Organisational Planning and Strategic Management, Strategic Financial Management, Risk Management, Staff Management and Performance and Evaluating Operational Effectiveness.

The audit questionnaire also asked trustees to rate their Experience of Membership Organisations and Experience of Diversity. For each area, Trustees were asked to rate the amount of their experience, choosing from the options: 'None', 'A Little', 'A Moderate Amount', and 'A Substantial Amount'. Respondents were also given the option of skipping questions.

Trustees were also given an opportunity to write about any other skills and experience that they believe to be beneficial to their roles.

Demographic Information

The following table shows the gender of the Trustees, as a percentage of the whole Board, as compared to the same figure from last year's Diversity Audit.

Gender	NUS Board 2012 (%)	NUS Board 2011 (%)
Male	45.5	62.5
Female	54.5	37.5

The following table shows the age of the Trustees, as a percentage of the whole Board, as compared to the same figure from last year's Diversity Audit.

Age	NUS Board 2012 (%)	NUS Board 2011 (%)
<30	73	50
30-50	0	0
50-65	27	25
65+	0	25

Findings

In the areas of managing staff recruitment and performance and monitoring organisational effectiveness the fewest number of respondents rated themselves as having a substantial amount of experience. Nevertheless, the majority of the Trustees felt that they had a little or a moderate amount of experience in these fields.

Two of the Trustees responded to the question of strategic Financial Management and Risk Management by saying that they had no experience. The majority of respondents to these questions felt that they had a little experience, with fewer Trustees answering that they had a moderate/ substantial amount.

	None	A Little	A Moderate Amount	A Substantial Amount
Organisational planning and/ or strategic management	0%	20%	50%	30%
Strategic financial management, including budgeting and monitoring and setting financial controls	10%	50%	20%	20%
Risk management	10%	50%	10%	30%
Managing staff recruitment and performance	0%	50%	40%	10%
Monitoring organisational effectiveness	0%	44.50%	44.50%	11%
Experience in working in membership organisations	10%	20%	30%	40%
Experience in dealing with issues of diversity in a work or volunteering context	0%	20%	50%	30%

*Figures as a percentage of the respondents as a whole

Recommendations

The Audit suggests that risk and strategic financial management, monitoring organisational effectiveness, and managing staff recruitment and performance are the main areas in which the Board might benefit from added experience.

It is recommended that the committee target recruitment of a new Lay Trustee with experience in these fields.

Equality and the celebration of diversity is a core value of NUS and we hope to appoint a trustee board that reflects this. We will be looking for this diversity in terms of skills and experience as well diversity of social, cultural and geographical backgrounds. As such we would particularly welcome applications from those traditionally under-represented on trustee boards, such as women, black and minority ethnic men and women, lesbians, gay men, bisexuals and trans people.