FOWLER'S
SYNDROME UK

Trustees Recruitment Policy

Fowler's Syndrome UK ("FSUK") recognises that an effective board of trustees are essential if FSUK is to be successful in achieving its mission. Our board members must seek to be representative of the community we serve. This policy sets out how FSUK intends to recruit a robust and effective board. Board members should possess an appropriate mix of skills and experience to provide the necessary breadth and depth of knowledge and experience to meet the board's responsibilities and objectives. We aim for a board composition that will reflect the diversity we see in the community. We embrace and encourage differences in race, nationality, ethnicity, marital or civil partnership status, caring responsibilities, disability, age, gender identity, social class, sexual orientation, or religion/belief.

Procedure: The board shall, at least annually, assess its composition in reference to
• Necessary areas of expertise
• Balance between experience and newer members
• Desirable diversity in relevant areas
• Contributions from relevant stakeholders

Should the board identify areas where there are perceived gaps in skills/knowledge/experience, they shall attempt to recruit from FSUK networks, collecting suggestions from members and stakeholders to draw up a list of suitable candidates.

The board may also advertise on FSUK's volunteer's webpage or use external advisors to assist in the process for board openings.
• All candidates will be evaluated using a standardized process.
• All candidates will be required to complete an application form which will identify their skills, experience, suitability for the board, as well as any potential conflicts of interest.
• Appointed members of the Board will review, shortlist, and interview appropriate candidates.
• Identified candidates will be presented to the full board for consideration and recruitment decision and election.

All new board members will receive a Board Member Handbook which will provide the information and tools needed to succeed in their new position, including the roles responsibilities and expectations, trustee declaration form, and board member agreement which needs to be signed and returned prior to attending their first board meeting.

Board Terms: Each board member shall serve a term of five (5) years, and can be re-elected for up to ten years, or until a successor has been elected and qualified.

Policy Review and Amendments: This policy will be reviewed annually, by the end of the first quarter (Q1), to ensure that it continues to meet the needs of FSUK and its community.

How to Contact Us: If you have any questions about FSUK's Hiring Policy, please do not hesitate to contact us.

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Last reviewed on [02/03/26]
Reviewed and agreed by [IH, HE]