

# OnSide Nominated Trustee

The OnSide Nominated Trustee (ONT) role is crucial on a Board, representative of the relationship between Youth Zones and OnSide, and is characterised by collaboration, trust, mutual support and respect. An ONT can play a unique role as a valued advisor and critical friend to the CEO and Chair.

The ONT is not 'just' an OnSide representative on a Youth Zone's Board. An ONT should be a 'professional' Trustee on the Board: role modelling and bringing a strong understanding of good governance: providing high challenge and high support; galvanising fellow Trustees; engaging with the Youth Zone; and, actively involved in holding a portfolio and/or a member of key committees/sub-groups.

An ONT will provide their own specialist skills and experience and also link to Network-wide good practice and trends, without an expectation that they will know everything about the Network.

As with any Trustee, an ONT should first and foremost act in the Youth Zone's best interest and comply fully with the Youth Zone's constitutional documents and the law. As with any Trustee, an ONT should apply judgement as to whether they may need to absent themselves from key decisions, if there is a conflict of interest. The Youth Zone's constitutional documents include provisions and guidance for the management of conflict of interests, which ONTs should always be familiar and comply with.

The ONT should support the Youth Zone's CEO to ensure the management and operations are in accordance with the OnSide Youth Zone Network DNA and quality assessed in full within a 3-year cycle using the Excellence Framework. There may be occasions where there is an opportunity for an ONT to draw in support from OnSide, particularly around major issues, risks and/or changes. This should be done openly and with the Youth Zone's CEO involved.

ONTs will usually serve a three-year term (extending to a second three-year term in exceptional circumstances) on a Youth Zone Board and then will be rotated off and onto a different Youth Zone's Board. OnSide will work with the Youth Zone's CEO and Chair to agree the ONT successor based upon any knowledge/experience gaps on the Board and/or any upcoming priorities which might require a specific skill set.

ONTs are supported with training and development by the Talent Academy and each is assigned a peer ONT 'buddy' for support.

## Role profile

It is expected that the ONT will:

- Provide high challenge and high support to the CEO, Executive team and Board, to support the charity in achieving its vision and mission and delivering against its strategic objectives.
- Proactively share information about the Network and OnSide's work that will support good governance.
- Ensure the YZ is aware of and engages with the full range of support available from OnSide and the wider Network and how learnings, best practice and skills can be most effectively leveraged across the Network.
- Provide support, if requested, to the Chair in their line management and performance reviews of the CEO, by providing advice on the broader Network context. For example, sharing best practice and learnings from other Youth Zones.
- Champion delivery quality in line with the DNA and Excellence Framework, providing support and challenge to the executive team. Facilitating support from OnSide or the wider Network in the formation of any development plans, action plans or peer collaboration to improve performance.



- Champion the engagement of young people and support their voice being heard by the Board.
- Actively work with (or bring in other OnSide support to work with) the Chair and HR trustee on the appointment of a new Youth Zone CEO.
- Actively work with the Board and CEO on the appointment of a new Youth Zone Chair.
- Seek opportunities to share good governance practice and examples from across the Network about Board composition, e.g. roles and diversity.
- Update relevant people in OnSide's Leadership Team with what's happening in the Youth Zone following Board meetings.
- Monitor organisational risk levels by being actively involved in the development and ongoing management of the Youth Zone's risk register and assess alongside the Network-wide risk landscape.

