



the british
psychological society
promoting excellence in psychology

Chair of Board of Trustees

Candidate Information Pack

June 2024



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Thank you for your interest in becoming our next Chair of the Board of Trustees.

The British Psychological Society is a membership charity with charitable purposes to promote the advancement of psychology and to promote the efficiency and usefulness of members of the society by setting up a high standard of professional education and knowledge.

Part of our mission is to create greater public awareness of psychology - sparking new interests and engagements, while increasing the knowledge and passion that exists for the discipline across a variety of settings.

As a society, we promise to:

- Uphold our position as the recognised learned organisation and professional body for psychology
- Foster an equal, diverse and inclusive community
- Champion psychology and psychologists
- Be the voice of psychology

Our strategy, approved by the Board of Trustees in 2023, lays out our core purpose, vision, and values going forward.

Finally, four shared pillars have been developed, into which the work of the BPS can be divided and against which its progress towards the overall strategic vision will be measured. These are 'Community, Champion, Confidence, and Cultivate'.

This is an exciting time to be joining the BPS. The successful candidate will possess the personal credibility, independence of thought, and experience to lead the Board of a major, high profile, national charity. They will have a proven ability around governance, risk and leadership preferably in the charitable sector. A commitment and belief to our values and to working in collaboration and partnership with the Board and the senior leadership team will be imperative.

Sarb Bajwa

Chief Executive Officer

The British Psychological Society



About Us

We are the British Psychological Society

For more than 120 years, we have championed psychology, psychologists and the wider psychological professions, supporting our members through every stage of their careers.

Psychology affects all aspects of our everyday lives, from government policy to the advertising you see on TV. And with the demand for psychology services growing, so is our community.

We have more than 65,000 members - all of whom share a passion for psychology, and its impact on individuals and society.

Support

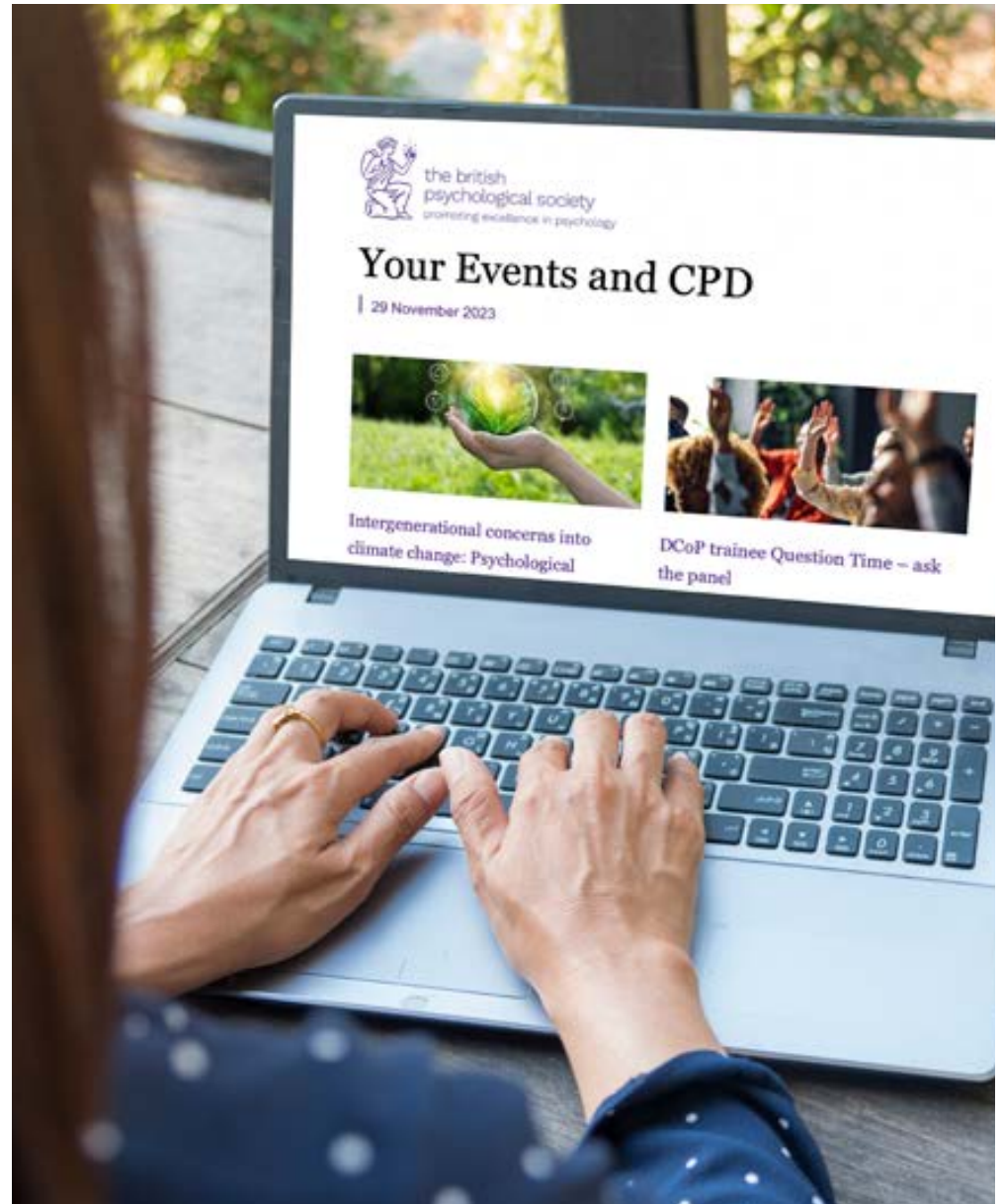
The BPS gives our members the tools and resources to enhance their careers, with the latest psychological research, CPD opportunities and tailored events.

Advocate

We're a forward-facing voice that speaks up for psychology and psychologists. Our work, and the work of our members, helps to influence and develop a psychological approach to policy-making that puts people first.

Connect

Community is at the heart of everything we do and that's why our networking opportunities are so vast. We make it easy to connect and collaborate with other members.



Our Strategy

Our strategy launched in 2023 sets out our values:

Together: We care deeply about our community and connect individuals through acknowledging our similarities with a sense of working toward the same goals by drawing on diverse talent and experience.

Open: We look to do the right thing in an honest, fair and responsible way through appreciating others' opinions, viewpoints, thoughts and ideas so that we build strong and trusting relationships.

Willing: We are curious and deeply inquisitive about people with a thirst to continually improve, we maximise our skills and creativity to enhance the work that we do.

Excellence: We believe that whatever is worth doing is worth doing right, striving to excel in every aspect of our work and approaching every challenge with a determination to succeed.

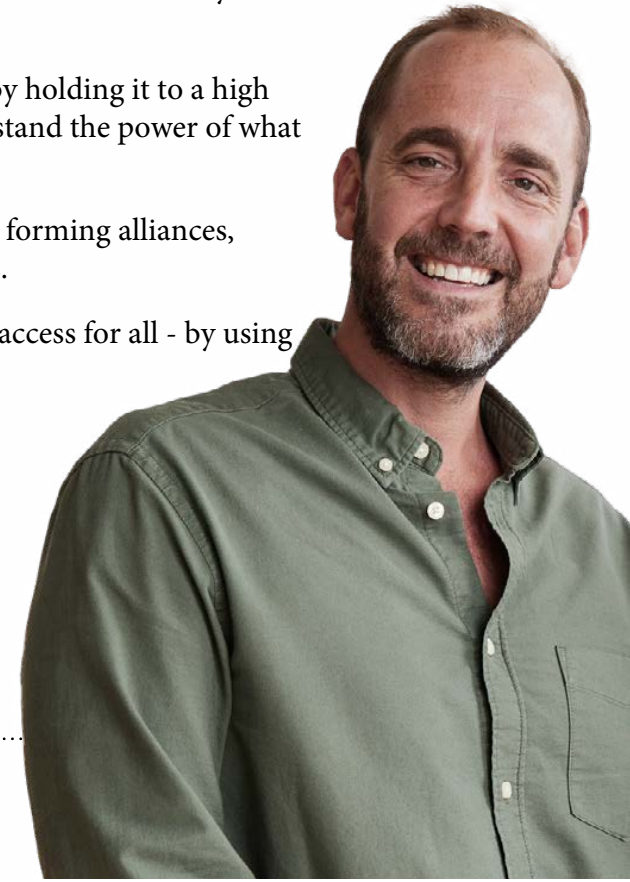
This is underpinned by four key pillars of our work. These are:

Community: We lift up every member and support them to be the best they can be throughout their entire career - by offering them the best community, resources and tools that help them to succeed.

Champion: We are bold, progressive advocates who champion the discipline and the professions - by holding it to a high standard and developing best practice, we can raise our profile and voice so that more people understand the power of what psychology can do.

Confidence: We build confidence and are open to new opportunities and people - by joining forces, forming alliances, providing strong leadership and getting more people to see psychology as the solution to their needs.

Cultivate: We cultivate a culture that is diverse, dynamic, high performing and values-led, allowing access for all - by using insights and data to inform and drive us to achieve our purpose.



Role Description

The Chair of the Board of Trustees leads and oversees the Society's Board, ensuring compliance with the Society's charitable objectives, protecting assets, managing risk, and ensuring sustainable health of the organisation:

Responsibilities include:

- Developing a clear strategy and appropriate governance structures.
- Ensuring the Society has a governance structure that is appropriate to a charity of its size/complexity, stage of development, and charitable objectives and that these structures are reviewed regularly.
- Establishing delegation schemes and terms of reference for board committees.
- Ensuring the Board has necessary skills and accesses professional advice.
- Overseeing fair recruitment processes for Trustees and future Chairs.
- Providing induction, advice, information, and training to Board members.
- Ensuring Trustees act in the Society's interest and comply with the Code of Conduct.
- Implementing transparent processes for the Chief Executive's recruitment, dismissal, and remuneration.
- Ensuring, as part of the Chair's role as line manager of the Chief Executive, that the Chief Executive is supported and enabled in their role.
- Managing Board operations effectively with timely and accurate information.
- Championing equality, diversity, and inclusion.
- Collaborating with the Chief Executive and President on Society representation.
- Ensuring compliance with the Royal Charter and relevant laws.
- Pursuing the Society's objectives and ensuring sustainable resource use.
- Providing strategic direction, setting policies, and evaluating performance.
- Holding the Chief Executive and Senior Leadership Team accountable for strategic and operational plans.
- Acting in the Society's best interests, safeguarding its reputation, and engaging with its activities.
- Building trust, listening to diverse views, and fostering positive relationships within the Board and with key stakeholders.

The Chair will be appointed for a period of up to 3 years. The Chair of the Board of Trustees may be reappointed by the Board, subject to the Society's Statutes.

Time commitment: estimated 2 days per month.

The Chair of the Board of Trustees will be appointed by the Trustees. The Trustees will appoint an individual who has the appropriate balance of skills, knowledge and experience. The Trustees may appoint a Chair from among the Members, or they may appoint a non-Member. If a non-Member is appointed, the individual will be supported in gaining an understanding of the organisation.

Candidates will need to demonstrate the following qualities alongside demonstrable interest in and commitment to the mission, values and vision of the BPS:

- Strong independent judgment, integrity, and diplomacy skills.
- Boardroom experience as an executive, non-executive director, President, or Chair of an organisation of at least similar size to the Society, or comparable experience.
- Experience and understanding of membership organisations and the charity sector.
- Understanding of the legal duties, responsibilities, and liabilities of trusteeship.
- Strong people management experience, including skills in performance management.
- Experience of engaging with a wide range of stakeholders.
- Commitment to diversity and inclusion.
- Strong financial and business acumen in commercial, academic, or civil society settings.
- Sound knowledge of good governance and a clear understanding and acceptance of the legal duties, liabilities, and responsibilities of trustees.
- Proven leadership, communication, and influencing skills.
- A broad understanding of psychology.
- Ability to think and act strategically.
- Inspires trust and confidence in people, including BPS members, management, employees, volunteers, and other stakeholders.

Trustees will come from a range of backgrounds – and for the Board to have maximum effectiveness it aims for diverse composition. The common qualities that all Trustees would be expected to have, however, are:

- sound judgement along with the highest professional standards, reputation and integrity;
- existing non-executive experience, with an understanding of strategy and corporate governance
- cultural/political sensitivity and regulatory understanding
- strong communication skills and the ability to work with others
- the ability to constructively question and challenge
- wider leadership skills and the ability to think strategically
- strong performance management and analytical skills

How to Apply:



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If you would like to apply for this fantastic opportunity, please provide the following with your application:

- An up to date CV with the details of two referees (we will not contact them without your prior consent)
- A supporting statement which details how you meet the main criteria in the person specification, demonstrates your interest in and commitment to the mission, values and vision of the BPS, and explains your motivation for applying.

All applications should be sent to applications@trustees-unlimited.co.uk.

If you would like a confidential discussion about the role, please contact Melissa Baxter at Russam & Trustees Unlimited on melissa.baxter@russam.co.uk / 07789 985229.

Closing date for applications: Monday 29th July 2024

Interviews with British Psychological Society: Week commencing 19th August 2024

