

## **Board of Trustees and Relationship With Executive Management Team**

1. WCS Care Group Ltd has no Executive Directors. It does have a Board of Directors to which the Chief Executive and other members of the Executive Management Group are responsible. The rules under which the Board function are set out in the Company's Articles of Association. The day to day running of the Company is delegated to the Chief Executive, assisted by the Executive Management Team.
2. There are certain things which must be done by every company if it is to survive and must be done well if it is to prosper. The Board's main function is therefore:
  - To produce a strategy for the future of the business
  - To recruit and retain the people it needs to fulfil that strategy
  - To make sure the strategy is implemented, maintained and reviewed
  - To identify necessary resources
3. The Directors of WCS Care Group Ltd have been selected for the particular skills they can bring to the Board.

### **4. Board – Focus**

#### **Policy**

- Determination of WCS Care Group Ltd's business plan
- Major financial commitments
- Capital investment
- Marketing initiatives/Public relations
- Innovations, including changes in care practice and development of WCS Care Group Ltd's activities
- Major organisational changes
- Initiation or termination of joint venture agreements
- Utilisation of surpluses
- Charging policy

#### **People**

- Appointment and remuneration of key executives
- Recruitment, retention, induction and training
- Industrial relations/Pay Reviews

#### **Performance**

- Setting key objectives and approving annual budgets
- Monitoring progress and performance against care and financial targets

## **Resources**

- Ensure necessary resources are identified, accessed and available
- Resource implications of policy decision

## **Relations with Users and the Community**

- Ensure liaison with service users is maintained whilst upholding equal opportunities
- Uphold Residents Rights
- Ensure social responsibility
- Maintain the Company's reputation in the community

In addition, the Chief Executive will involve Directors in various activities linked to their particular spheres of interest – see Appendix 1.