

Code of Governance Policy Statement and UKTD Advisory Board

UKTD is a national provider and has ambitions for further development and growth within the hairdressing sector.

Our vision, strategy and values focus us on the delivery of high quality teaching and learning, that meets the needs of the communities and industries we serve. We aim to be relevant and plan for the future needs of those we work with and support.

To this end we strive to embrace the spirit of the seven themes of good governance and ensure they are embedded in our mission, vision, values and strategy.

As a small provider UKTD is not positioned currently to set up a full Board that includes non-executive directors as members. Therefore, our strategy has been to set up an Advisory Board, aiming to fill skills gaps at director and senior management level, attracting those that will be direct, truthful and challenge us through honest, frank and direct debate.

We aim to optimise the use of the Advisory Board for best impact and our starting point has been to agree the members we require. To do this we have completed an assessment of the current skills and competencies of the Senior and Management Team, to ensure we co-opt the skills that we need on to the Advisory Board.

This has resulted in all job descriptions being under review, including that of the Managing Director.

There will be a division of labour and clarity between the objectives of the Advisory Board and the Management Team, and clarity on where they overlap.

The key responsibilities and objectives that we are committed to at board and management level are:

Leadership, organisational vision, strategy and impact, policies and procedures, financial viability and performance, roles and accountability, transparency, outcomes and impact on learners and employers, safeguarding and equality and diversity, staffing, risk and conflict, legal compliance, governance effectiveness, insight and judgement.

The Advisory Board will meet quarterly and will ideally include; employers, learners, UKTD staff, a school governor or council educational committee member, a member with pastoral welfare background, bank representative and others that are familiar with our industry. We will support and train them to be able to challenge us from a place of knowledge, understanding and high expectation.

The principles of selflessness, integrity, objectivity, accountability openness, honesty and leadership are inherent in our core values and will be further interrogated through this process.

In sharing information and being open and transparent with members of the Advisory Board and those who seek to use our services, we will provide challenge for the company.

To achieve the objectives of the Advisory Board there will be:

- Clarity and agreement of the Advisory Board responsibilities and mandate.
- Clearly defined authority, responsibilities and accountabilities.
- A review of the processes and structures that we use to direct and manage our organisation's operations and activities.

- Leadership and management accountability for decisions and strategies that have been delegated.
- A strong focus on the activities that contribute most to our overall objectives.
- An effective use of our resources, ensuring that we manage in the best interests of all of our stakeholders.
- A focus on ensuring we achieve our business objectives through challenge and open debate.
- A commitment to ensuring we have the policies, processes, information, time and resources to function effectively and efficiently.