



Moseley Road Baths CIO

Trustee Role Description & Person Specification

Introduction to Moseley Road Baths

Moseley Road Baths Charitable Incorporated Organisation (MRBCIO) aims to ensure that Moseley Road Baths remains open for swimming and other uses that are of value to the local community and celebrate its heritage.

Moseley Road Baths is a Grade II* listed swimming baths in need of significant renovation, with significant heritage attention and much loved by the local community. With support from its partners, MRBCIO took over operating the pool in April 2018 under a License to Operate from Birmingham City Council. It is now run by a fantastic community of volunteers and staff. Together we have gradually increased its opening hours, brought in new swim groups, made physical improvements, raised funds to continue operating and scoped potential new areas of business.

We are working with a 'coalition' of organisations to work together on the long term renovation and future of the Baths. Partners include the National Trust, Historic England and the World Monuments Fund alongside the City Council. MRB is a regional priority for all three heritage organisations. This arrangement provides some security for the CIO as to the care of the building, leaving us to focus on maintaining and developing the community swimming operation and potentially other uses of the space.

The Board of Trustees

We currently have eight active, skilled and enthusiastic trustees.. The existing trustees between them have a good knowledge of MRB and expertise in heritage, project management, finance, fundraising and community engagement.

We are now seeking new trustees to diversify our skillset and to welcome fresh thinking. This is a challenging, but exciting and inspiring initiative and we are looking forward to working with people who share our enthusiasm for the task.

Trustee duties

Trustees can be co-opted during the year or elected at our AGM. They are obliged to:

- Ensure that MRBCIO complies with its aims, objects & constitution, funders' and Charities Commission requirements
- Ensure MRBCIO's financial solvency, stability and probity
- Safeguard and positively promote the reputation and values of MRBCIO
- Monitor staff performance, provide line management to the senior post
- Deliver, or oversee and delegate our strategy, business plan, budget, policies and partner engagement.

In meeting these responsibilities, each trustee will be expected to:

- Attend at least 60% of full Board meetings (we currently meet monthly and aim to reduce this over time)
- Read relevant circulated papers and emails and contribute to discussions
- Take on a 'lead responsibility' role and/or participate in subgroups as needed.

Trustees may be asked to undertake other governance-related duties such as:

- Help draft or review policies, reports or financial statements.
- Support recruitment and selection processes.
- Attend occasional training sessions relating to their role.
- Represent the charity at external meetings or events.
- Any other contributions based on their skills and expertise in order to effectively manage and develop the organisation.

Because of the CIO's size and newness, some trustees take on additional management or operational roles such as coordinating our communications or writing funding bids. This is not essential but would be welcomed.

Skills profile

These skills and qualities are needed in all MRBCIO trustees:

- Active commitment to the concept and values of MRBCIO
- Understanding of and capacity for the role of a trustee, including the necessary time commitment and a grasp of the legal and regulatory requirements.

The following skills, knowledge and experiences are also needed collectively across the board:

- Knowledge of swimming as a sector - pool management, swim teaching or similar.
- Knowledge of our local community and experience in community engagement
- Project management experience
- Legal and governance expertise
- HR and people management skills
- Finance skills, including experience with large budgets and financial business planning
- Fundraising expertise
- Property management, conservation or renovation expertise
- Sales and marketing skills.

Specific requirements

Within this, we are particularly seeking:

- Expertise in Company Secretary duties and governance
- Legal and contractual expertise
- Property management, conservation or renovation expertise
- Knowledge of Balsall Heath and surrounding area across its diverse communities.

We are also keen to ensure that our board maintains and increases its reflection of the diversity of Balsall Heath's population, in its age, cultural, social, ethnic and gender profile, in order to benefit from a wider range of perspectives and ensure we do not inadvertently exclude anyone from our activities.

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