

Gordon Moody Association (GMA) Governance Statement

The Board

Whilst day-to-day and operational management is delegated to our Chief Executive, our board is ultimately responsible for all that we do. This includes:

- our purpose and strategy
- our overall performance
- our values, integrity and reputation
- how we meet our statutory objectives and use our legal powers
- our business direction and strategy
- our management team's performance, governance standards and delivery against plans

Our board pays particular attention to:

- maximising our impact and effectiveness
- identifying and managing risks
- maintaining our independence from government
- making sure we use public funds prudently
- making sure we act fairly, responsibly, transparently, proportionately and ethically

Our Governance statement is based on the seven principles of the Charity Governance Code (NCVO) that is based on the assumption that we meet our legal and regulatory responsibilities as a foundation.

Organisational Purpose

Our board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.

Our Purpose - To provide high quality, innovative therapeutic support to those affected by problem gambling including raising awareness of the issues of gambling addiction.

Strategic Aims 2018-2021

1. **SERVICE DELIVERY** – Providing unique, quality, safe and effective evidence-based models of care for problem gamblers and those addicted to gambling
2. **INNOVATION** – developing inspiring and unique approaches to support those who need it in their recovery from gambling addiction
3. **EXPERTISE**– Raising our profile as the charity who are the experts in supporting those with gambling addiction in their recovery
4. **EFFECTIVE GOVERNANCE** – Trustees ensuring the quality services, reputational relationships and financial processes deliver the purpose of GMA

Leadership

Every board is headed by an effective Chair that provides strategic leadership in line with the charity's aims and values.

At Gordon Moody Association we have a **Remuneration and Nominations Committee** whose main role is ensure that the Board of Trustees have the appropriate skills to deliver effective governance by recruiting, selecting and inducting new Trustees onto the Board and the Chief Executive in line with agreed policy.

Along with acting on behalf of GMA in determining pay and reward systems for the all staff in the organisation. The Rem Nom committee will make recommendations to the Board of Trustees for any proposed pay awards in line with the Pay Policy.

Integrity & Values

The board acts with integrity, adopting values and creating a culture which helps achieve our charitable purpose. The board is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

Underpinning our purpose, we have developed a core set of values which are integral to how we deliver our services.

- 1 Non-judgemental - ensuring that we listen to people, respect them and value their beliefs
- 2 Empowerment – equipping our service users with the knowledge, skills and abilities to improve and enhance their lives
- 3 Passion – being dynamic, committed, enthusiast and caring
- 4 Honesty – being open and transparent
- 5 Open to Change – evolving our approach, being forward thinking and open to innovative new ideas

Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely. They ensure that there is effective delegation, control and risk assessment and management systems are set up and monitored.

The Board oversees the Corporate Risk register based on a framework developed by the Charity Commission. This risk register is reviewed regularly with risks being reviewed and updated as necessary.

Board effectiveness

The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

At GMA we currently have two sub-committees where we utilise the specific skills of members who report back to the main board of Trustees. We have a **Finance and IT Committee** led by the Treasurer and **Remuneration and Nominations Committee** led by the Chair of the Board of Trustees.

We have also identified the need for a **Clinical Governance Committee** which will be developed during 2019/20.

Diversity

The Board's approach to diversity supports its effectiveness, leadership and decision making.

Our detailed Skills Register identifies the skills and experience the Trustees bring to GMA and therefore identifies any gaps for that are required. The Remuneration and Nominations Committee review this register and identify any areas for further recruitment along with considering the make-up of the Board.

Openness and Accountability

The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be.

As a registered charity with the Charity Commission (1124751), GMA are required to meet the regulations laid down to ensure our compliance with the CC requirements.

Our Over Arching Corporate Governance Structure

