 **Embrace quality Care Independent Director**

**Expectations and Eligibility criteria**

Before you apply for the position of Independent Director we wish to make you aware of the following **expectations and eligibility criteria.**

All Independent Directors are expected to:

* Declare that they are not disqualified from acting as a Company Director\*
* Pass an enhanced DBS clearance check (on appointment then every 3 years)
* Declare that they are not currently the subject of any police investigation or conviction in this or any other country – and if so to share summary details with the Head of Human Resources or Chief Executive
* Participate in an induction
* Abide by the parent charity’s Trustees Code of Conduct:

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| **Altruistic** | We will strive to act in the best interests of Embrace Quality Care doing what is best for our present and future beneficiaries.  We will support the objects and mission of the organisation and act as its guardian and champion. |
| **Constructive** | We will strive to establish respectful, collegial and courteous relationships.  We will raise issues and questions in an appropriate and sensitive manner, will engage in debate in meetings, and will maintain a respectful attitude toward the opinions of others while also being heard.  We are committed to our development and will attend 3 yearly Independent Director Appraisals. |
| **Accountable** | We are accountable for our decisions and actions. Everything we do should stand the test of scrutiny including from the public, funders, the media, and our beneficiaries. |
| **Objective** | In carrying out our role we will make decisions solely on merit, this includes making appointments, awarding contracts, recommending individuals for rewards and benefits or conducting other business. |
| **Honourable** | We will not act in order to gain financial or other material benefits for ourselves, our family, our friends or any other organisations we represent.  We will not place ourselves under any financial or other obligation to outside individuals or organisations that might seek to influence us in the performance of our role. We will also avoid any appearance of improper behaviour.  We will declare any conflicts of interest, or any circumstance that might be viewed as a conflict of interest, as soon as they arise. |
| **Trusted** | We will maintain confidentiality.  Any public comments we make about the organisation will be in line with organisational policy, whether made as an individual or as a Director. |
| **Lawful** | We will not break the law or go against company regulations in any aspect of the role of Director. |
| **Engaged** | We will actively participate in a comprehensive induction programme.  We will endeavour to attend meetings, and if we need to give apologies will convey our views so that we are still represented.  We will support the company, managers, and each other outside routine meetings. |

*\* A person is disqualified from acting as a Independent Director if certain legal disqualification reasons apply to them including*

* *having an unspent conviction for an offence involving dishonesty or deception (such as fraud)*
* *being bankrupt, or entering into a formal arrangement (eg an individual voluntary arrangement) with a creditor*
* *removal as a company director because of wrongdoing*