

## **Board Member Induction Policy**

### **1 Introduction**

An induction programme will be provided for new Board members who will meet with the Chair and CEO during this process. The induction programme commences in advance of the new member's first meeting (when they will be asked to sign the Code of Conduct) and will be completed within the first three months of the individual becoming a member of the Board. Further reference can be found in our [Board Recruitment & Induction Pack](#)

### **2. Aims**

OVHA will provide a structured induction programme that all new Board members will be required to take part in. We will be flexible in how we deliver this programme, to make learning useful and rewarding and to take account of members' personal commitments

### **3. Principles**

Board Members have ultimate responsibility for directing the activity of the Association, ensuring it is well run and delivering the outcomes for which it has been set up.

### **4. Equality**

OVHA is fully committed to equal opportunities and ensuring equality of treatment for all stakeholders, employees, customers and suppliers without discrimination or prejudice based on an individual's protected characteristics as defined in the Equalities Act as follows :-

- age
  - disability
  - gender identity<sup>1</sup>
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation.
- The Association will always seek to follow best practice in order to ensure that the above group needs are understood, considered and accommodated wherever possible.

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<sup>1</sup> The inclusion of gender identity as a characteristic goes beyond the confines of the Equalities Act which only recognises gender reassignment as a protected characteristic. This is referred to in our [Equality, Diversity & Inclusion Policy](#).

## **5. Induction Process**

The induction process will be undertaken by the Chair and Chief Executive Officer (CEO). Induction will commence once a new Board member has been appointed.

The induction process format will take the form of face to face meetings, or in extreme circumstances by a virtual platform i.e. Microsoft Teams, Zoom. New members will also be encouraged to attend an estate walk-about, so that they can familiarise themselves with the Association's stock.

## **6. Review**

This document will be reviewed every three years or earlier in line with regulatory or legislative guidance/changes or good practice guidelines.

Maryjane Elder – April 2024

Next Review Date: Oct 2027