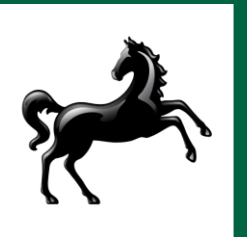


# Lived Experience Leadership Programme Pilot – Session 5

February 2024

LLOYDS BANK  
FOUNDATION  
Channel Islands



# Paula Harriott

Prison Reform Trust

Introduction to Lived Experience in  
Governance

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# **Involving Lived Experience in Governance**

**It is a marathon not a sprint**

# Key areas

- Board Membership including co chairing
- Shadow Boards
- Reverse Mentoring
- Advisory Roles

A range of ways for boards to hear from people with lived experience is helpful, so that people with lived experience of the cause can inform governance through different methods that best suit them. One size should not fit all!

Our boards must be close to the needs and challenges we're trying to tackle. There is a 'them and us' in many charities. This can often be experienced as paternalistic - certainly when many trustees are older in age, often retired and far from the world lived by the beneficiary.

- Credibility, legitimacy, efficiency, effectiveness, equity enabling authentic representation and a better understanding of the issues being tackled.
- Homogenous groups just don't make as good a decision as those with cognitive diversity.

Boards, like any high performing teams, need a variety of attitudes, personalities and characters in order to avoid group think and encourage positive exploration.



- People with Lived Experience don't know they can join Boards
- Boards replicate themselves
- Fixed views about who sits on Boards which can include unconscious bias
- Practicalities of meeting formats, timings and travel expenses

- Increasing the access and representation by nurturing and growing a pipeline of potential trustees
- Being clear about what support the Board will offer
- Being clear about what experiences the Board values

- Ensure the board is ‘ready to do things differently and now why they are diversifying, and the benefits’
- Chair to lead an inclusive and accessible culture
- Detailed induction for new board members
- Buddying up new board members with existing members
- Wellbeing support, in particular for trustees who are bringing their lived experience

- Shadow boards, which engage in the business of a board without being full board members
- Trainee trustees, shadowing before appointment and reverse mentoring trustees
- Board observers
- Special interest groups and committees, so people are exposed to governance structures

# Key areas

- Board Membership including co chairing
- Shadow Boards
- Reverse Mentoring
- Advisory Roles and special interest groups

## Resources

[Benefits of lived experience on nonprofit boards | Bayes Business School \(city.ac.uk\)](#)

[www.eventbrite.co.uk/cc/trustee-learning-programme-getting-on-board-2152929](http://www.eventbrite.co.uk/cc/trustee-learning-programme-getting-on-board-2152929)

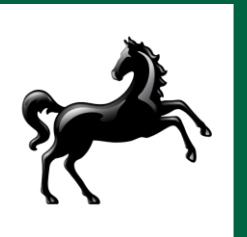
[416e28\\_6709e07c9ec1419d90b566df5756912f.pdf \(gettingonboard.org\)](#)

# Erin Gavaghan & Nola Sterling

## Clean Break

Case Study: Lived Experience in  
Governance Clean Break Journey

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