



Role of Board Welfare Lead

Greater Manchester Moving takes employee welfare extremely seriously and is committed to nurturing a culture and environment that allows employees to feel physically, mentally and emotionally healthy. Great emphasis is put on ensuring we foster an atmosphere that promotes inclusiveness and where diversity is embraced, and that we act with integrity and are respectful to one another.

The Welfare Lead is a non-paid role and is appointed by the Nomination and Remuneration Committee. As an independent Non-Executive Director, they may serve on the Board for a maximum of three terms of three years. The Welfare Lead role will be reviewed on an annual basis and elections will take place at the AGM.

General duties

- Lead and inform welfare discussions and planning within Board Meetings.
- Highlight welfare and safety implications of Board decisions and ensure that they are considered in decision making where relevant (with Safeguarding Lead).
- Check and challenge the Board and Executive on decisions that affect welfare and safety across the organisation (with Safeguarding Lead).
- Assist the Board in assessment of risk to the organisation in relation to welfare and safety issues and ensure that Risk Register adequately reflects welfare and safety risk to the organisation (with Safeguarding Lead).
- Ensure that reporting by the executive to the Board on welfare issues, including reporting on patterns and trends and performance, is appropriate and sufficient to enable the Board to make informed decisions.
- Act as a link between the executives who have responsibility for welfare and safety and the Board, providing non-executive support to executive staff on welfare and safety issues.
- Ensure that effective pathways are in place to enable the views of participants, their parents/guardians and other members and people on welfare and safety issues are made known to the Board.

- Act as an advocate for welfare and safety, highlighting its importance both with stakeholders and across the organisation and its participants.
- Support the organisation to maintain appropriate welfare and safety standards.
- Act as an alternative route in relation to any welfare and safety concerns from people for whom the organisation is responsible
- Develop personal knowledge and skills in relation to welfare and safety by undertaking training where appropriate and support other Board member in developing their own knowledge and skills.

Specific duties:

- Be an ongoing safe point of contact within the board, for anyone in the Greater Manchester Moving organisation to raise concerns and to share observations with, specifically around wellbeing/mental health.
- Perform a quarterly check-in with the Mental Wellbeing Lead (other team members can be included if relevant to a specific issue/theme that needs to be discussed).
- Be an 'outside eye' to look over the Mental Wellbeing Policy, and contribute to future Mental Wellbeing Policy annual reviews.
- Act as a confidential mentor/coach for the Mental Wellbeing Lead, as and when required.
- Contribute as a voice for organisational wellbeing/mental health within relevant board discussions and actions.