Trustee Reviews

Trustee reviews take place annually.

The review is carried out by the Chair of the Trust. Having asked the trustee to self-appraise based on the following criteria, their performance is also discussed with the CEO and the Chair of BAC and their views of the trustee's performance evaluated against the same criteria.

1. Trustee review criteria

- Commitment to Trust objectives
- Grasp of Trust business
- Attendance of board meetings
- Grasp of papers/questions in advance
- Support of and challenge to management
- Demonstration of understanding the division between executive and trustee roles
- Effectiveness in Board meetings
  Do they:

contribute usefully?	understand the vision and demonstrate strategic thinking?	bring common sense?
demonstrate innovative thinking?	bring a rounded view and support collective decisions?	listen and absorb?
pose unusual challenges?	stimulate discussion/help draw the Board to conclusions?	upset people?
act as a team player?	perform as a one-subject person, or engage with the whole agenda?	bring other experience to bear?
act in an overly dominant way?	behave too timidly?	

- Contribution outside meetings
  Are they experienced and competent in:

coaching/supporting management?	collaborating with special working groups?	fundraising?
networking/introductions?	responding to management requests?	providing valuable committee inputs?

2. Feedback on the Trust

- Has the Woodland Trust met the trustee's expectations in terms of:

their induction and mentoring process	performance of the Board in meetings	performance of board members outside meetings
	interaction with staff members	

- What have they found most rewarding?

- What have they found most frustrating?

- What advice can they give the Trust on how to improve in any of these areas?

- Are there things they would like to be/not like to be asked to do?

- Could we use the time they make available to us more productively?

- Is there any training they would like to have?

- Did they find this form of review helpful?

Trustee cycle

1 Plan
2 Recruit
3 Appoint
4 Induct
5 Motivate and develop
6 Plan succession
7 Moving on

Association of Chairs.org.uk

Approved by BAC: 11/2025