

Energize Governance Structure (as at April 2023)

Energize Board of Trustees
X 9 Trustees
X 3 Observers

Audit Sub Group

The purpose of the sub group is to have responsibility for and oversight of all those matters which impact on the finance, governance and risk of ESTW. Including financial controls and reporting, internal controls and risk management and any legal and compliance matters.

Chaired by the Audit Champion with a membership that includes Chair of Board and Senior Independent Director (SID), Finance Manager and members of the Senior Leadership Team (SLT) and CEO.

People Sub Group

The purpose of the sub group is to support the Chief Executive in delivering progress against People Objectives, to assist in the establishment of a People Plan and to provide assurance to the Energize Board that programmes of work are on track.

Chaired by the People Champion with a membership that includes members of the trustee board, including the Equity and Diversity and Safety and Wellbeing Champion as well as members of the SLT and CEO.

Remuneration Sub Group

The purpose of the sub group is to consider staff benefits and rewards package and ensure that Energize remains a fair employer and provides an attractive remuneration package to current and potential future employees.

Chaired by Chair of the Board. Membership to include People and Audit Champions and CEO.

Safety & Welfare Champion

A trustee champion appointed to assist as an expert mentor within the safeguarding working group and to monitor and report risk to the People Sub Group and ultimately the Trustee

Equity and Diversity Champion

A trustee champion appointed to assist as an expert mentor within the area of EDI. To assist the SLT in the creation of the ESTW Diversity Inclusion Action Plan. To advise on best practice and to monitor and report risk to the People Sub Group and ultimately the Trustee

Nomination Committee

The Nomination Committee meet as required to oversee the recruitment of Board Trustees (including Chair) and CEO.

Chaired by the Chair of the Board unless it is to discuss the appointment of a new Chair, in which case it is Chaired by the

Marketing Group

Attended by 2 trustees and marketing team to discuss and agree marketing strategies to support Energize strategic goals.