**TripleC Board recruitment policy and process:**

The Board was formed in 2020. We understand the importance of refreshing membership on a regular basis. This must be balanced alongside the need to ensure stability, retain the appropriate level of experience and knowledge, and maintain the Board’s 66%+ disabled led makeup.

The Board has decided that membership of the founding/current directors will be assessed and refreshed over a period of three years, between 2024 and 2026. This is to ensure stability and that we don’t lose valuable experience all at once due to all founding directors having joined the Board in the same year. The tenure of newer Board members (joining from 2021 onwards) is assessed every three years. The typical tenure period for the Chair is 5 years (with a 6 month “probationary” period).

We have a policy for recruitment to the Board that is transparent and open. It includes:

* Call outs / recruitment materials in accessible formats (eg BSL, easy read, audio).
* For the purpose of shortlisting for interview, applications received are anonymised by a team member who is independent from any recruitment decisions, and then sent to the shortlisting panel.
* Applications are assessed/graded against clear, transparent criteria. This will be aligned to the essential and desirable criteria which will be shared with applicants within the advertisement for the role.
* Shortlisting process undertaken by the Executive team (SLT) and key Board members (including the Chair or acting Chair).
* Accessible interviews with shortlisted candidates – 5 people on panel (2 from Senior Leadership Team, 3 from Board).

As a disabled led company TripleC understands the importance of intersectionality and other protected characteristics. To achieve this we will advertise opportunities via organisations that elevate underrepresented groups. Prioritising applications from people with protected characteristics will form an active part of our recruitment processes (in tandem with ensuring that candidates meet the stated criteria).

Any diversity data provided is only used in the shortlisting process, will not be seen by the interview panel and does not factor in the final decision to appoint.

For further information on how this data will be processed, please see our Job Applicant Privacy Notice.