

# Inclusive Boards

Executive search and advisory specialist for boards and senior leaders.

## Prospectus

RM6290 Executive & Non  
Executive Recruitment Services

INCLUSIVE **BOARDS**



Crown  
Commercial  
Service  
*Supplier*



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# About Us

Inclusive Boards (IB) is an award winning executive search and advisory firm that specialises in diversity recruitment and support for boards and senior leaders.

We are experts in supporting sectors and organisations with their diversity hiring strategies.

We connect you with accomplished candidates who share your vision and values, recruiting Directors, NEDs, Trustees and Chairs using a skills-first approach. We've worked with hundreds of organisations, supporting them with board-level recruitment and development.

Inclusive Boards is delighted to be awarded a place on the RM2690 Executive and Non-Executive Recruitment Services Framework.

We have been appointed to support Lot 3: Non-Executive Recruitment Services.

A corporate member of the Recruitment and Employment Confederation number 00203785.

We are cyber essential certified, affiliate members of the CIPD, and our leadership development courses are ILM accredited.

# Our Mission

The aim of our executive search service is to ensure every organisation has access to the most diverse shortlists when recruiting. We believe that to attract different candidates you have to have different approaches. This is why we do not focus only on the protected characteristics but look beyond to take other diversity strands into our search approach. This is what makes Inclusive Boards the most unique executive search firm currently in the market.



**“ Our Mission**  
*To support sectors,  
organisations and  
individuals with  
efforts to be more  
inclusive and  
diverse*

”**4**

# Our Approach

We are experts in supporting sectors and organisations with their diversity hiring strategies. We pride ourselves on our high standards – whether we're delivering transformational change for clients and partners, or helping our diverse network of accomplished individuals take the next step in their career.

## **Specialists in diversity recruitment**

Our specialism in diversity recruitment is a part of who we are and how we work.

We take a fresh approach and use unique methodology to ensure we source accomplished, diverse candidates for our clients.

## **Appointments across the board**

We appoint candidates in a variety of roles – from Committee Members to Chairs; Trustees to Directors. We have the expertise and experience to skillfully support all your executive search needs.

## **Research driven**

Our services are research driven at their core. We use evidence to ensure we're making the biggest impact and are at the forefront of diversifying sectors.

## **Exceptional Servicee**

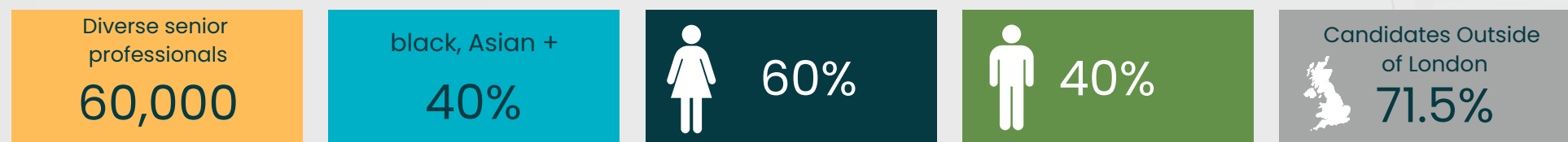
We're committed to providing excellent support and have a clear client and customer care service aimed at ensuring quality from start to finish, for all clients and customers.

# Our Placements & Network

We are constantly refreshing our network through our search campaigns, leadership development programmes, research and other initiatives.

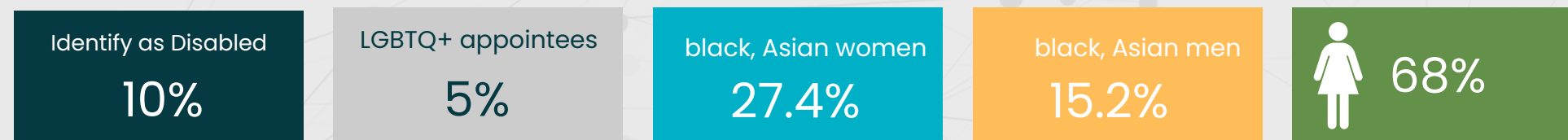
We engage high calibre diverse candidates for our clients as they look to diversify the make-up of their boards. We typically submit a standard longlist made up of 6-10 candidates per role for a selection panel to review.

## ***Our network***



Our services are research driven at their core. We use evidence to ensure we're making the biggest impact and are the forefront of diversifying sectors and board roles. We're committed to providing excellent support and have a clear client and customer care . We're proud to have delivered on our promise of diversity. In the last year more than 60% of our appointments have been women and over 40% have identified as black, Asian minority ethnic.

## ***Our placements***



# Case Study 1

## ***The successful recruitment of multiple board members to form a new board***

The UK Cyber Security Council is a Government initiative, funded through the Department for Digital, Culture, Media and Sport (DCMS). We supported DCMS and The Council in the appointment of a Chair, a Treasurer and a Trustee to form the Council's first Board of Trustees. Collectively, the appointees will be instrumental in transitioning the Council to an operational and incorporated charitable entity.

The appointments were critical in ensuring a clear message that Cyber Security is a profession for all. Following their interviews, the selection panel decided on a Chair and Vice-Chair structure as well as the other board members. Taking on an additional candidate outside of the agreed numbers. Both the Chair and Vice-Chair placed are women with the Chair being a Black woman.

We have subsequently worked with UKCSC to recruit four further Trustees to expand their Board membership to eight.

The Board has strong diversity both within and beyond the protected characteristics.

# Case Study 2

## ***The successful recruitment to a non-ministerial government department board***

In 2020 we worked with the National Archives (TNA) to place a new Non-Executive Board Member. TNA is a non-ministerial government department of DCMS and the official archive and publisher for the UK Government, and for England and Wales. The specific skill requirement was strategic level expertise in Equality Diversity and Inclusion and buy-in to their 'Archives for Everyone' strategy.

After a competitive process, we successfully placed Sonia Cargan. Sonia has spent 22 years serving in various leadership roles at American Express and is currently Chief Diversity Officer where she is responsible for overseeing American Express' global inclusion and diversity strategy.

We were subsequently commissioned to support TNA in the search for a new Chair of Audit and Risk. After a competitive process, we placed Rommel Pereira, former Finance Director of the Bank of England.

Most recently we supported TNA for a third time in their search and selection for a new Chair of the Board. This important placement in the heritage sector saw us engage with numerous potential Chairs. The panel approved the selection of a preferred candidate, Andrew Wathey CBE.



## Case Study 3

### ***The successful recruitment of Chair to the Bar Standards Board***

The Bar Standards Board (BSB) is a specialist regulator, responsible for regulating barristers and their professional practice and specialised legal services businesses in England and Wales in the public interest.

We supported BSB in the recruitment of a new Chair. BSB were keen to recruit a Chair with an inclusive leadership style to work with the Board and executive team to lead the organisation through a time of far-reaching change in the legal services market and its regulation.

We successfully placed Kathryn Stone OBE. Kathryn is independent Parliamentary Commissioner for Standards of the British House of Commons and previously held roles including chief executive of the national charity Voice UK and a commissioner for the Independent Police Complaints Commission.

Kathryn's placement as Chair opened up a Lay position on the Board and we successfully placed Gisela Abbam in this role. Gisela has a wealth of experience in delivering change in the health and life sciences sector, both in the UK and globally. She has a particular interest in improving access to and equality in global health and development.

## Case Study 4

### ***The successful recruitment of multiple NEDs to the Office for Legal Complaints***

In 2021 we supported the Legal Services Board (LSB) and the Office for Legal Complaints (OLC), the body responsible for ensuring there is an independent ombudsman service to consider complaints about legal services in England and Wales, in their search and selection of 3 new NEDs.

The OLC required 2 Lay Members with expertise in one of the following areas: Operations, in particular from a customer service perspective and/or managing complex business transformation and growth; Broad financial experience; Information technology strategy. The OLC also required 1 Non-Lay Member who needed to be a practising legal professional or legally qualified professional.

We successfully placed in all roles whilst simultaneously increasing the gender and ethnic diversity of the OLC Board. The successful candidates were Dale Simon, Alison Sansome and Martin Spencer.

We are currently supporting OLC and LSB in the recruitment of 2 further NEDs.



# Value for Money

## Client & Candidate Care

*We are committed to providing quality client and candidate care throughout our search process and will make the following interventions:*

### Candidate Care

In our experience, having a candidate centric approach is best as it forms part of a positive campaign with us and reflects well on our clients. Candidates often ask us about their suitability for the role they are considering, in response, we provide the appropriate level of encouragement and support. Our staff are trained in Equality and Diversity Recruitment practices and senior staff have completed the NSPCC Safeguarding in Children and Vulnerable Adults training. Shortlisted candidates are offered:

- Single point of contact
- Feedback if unsuccessfully shortlisted/appointed
- Pre-interview preparation
- Pre-interview Coaching (this service is included within the fees).

### Client Care

- There will be a single point of contact for this contract backed up by a diverse team of professional executive search staff.
- Regular meetings will be scheduled between you and Inclusive Boards. We will ensure that all meetings are agreed in advance to allow prior planning for all involved in the meetings and recruitment process.

We are very much aware of the need for public sector organisations to be held to account for the expenditure of public money and in light of that, we place a priority on the qualitative aspect of our services such as care of clients and candidates throughout the recruitment journey. As per our values, we take pride in the quality of our work as well as our project management approach toward the management of our campaigns to ensure that we work to time, to task and to deadline. We also utilise our CRM system for the tracking and progress at any given stage of the campaign.

# Testimonials

## Organisations

“ I am pleased with the high calibre of appointments to the board of the Office for Legal Complaints. Alison, Dale and Martin bring a wide range of experience and expertise that will further bolster the OLC as it implements its plans to transform the service it offers to complainants and the legal services profession. ”

Dr Helen Phillips (Chair), LSB

“ Inclusive Boards were excellent at putting together a diverse and highly qualified longlist of candidates. The communication was consistent and the service delivered was extremely personable. They went above and beyond, participating in a webinar held for potential candidates alongside myself, Dave Thompson, Vice-Chair, NPCC and Andy Marsh CEO, College of Policing. ”

Abimbola Johnson (Chair), Police ISOB

## Candidates

“ I'd like to thank Inclusive Boards for recommending me for the National Youth Agency Trusteeship. Had they not contacted me, I would never have seen the opportunity. The team was encouraging and supportive of my application, and I am pleased to say I was successful in being awarded the post. Thank you for your support. I'd recommend others to work with Inclusive Boards in the future.” D.C. ”

“ With 30 years' experience in healthcare and life sciences, I've had many interactions with recruiters. In the short time I've worked with Inclusive Boards, I have to say they stand out! Their attention to me as a candidate has been second to none. Their professional insight to support my application and personal touch combined to give a really first-rate candidate experience. In a world where recruiters say one thing and do another, it's a true pleasure to have someone who really does treat candidates as individuals. Thank you – keep up the great work!” M.D. ”

# Contact us

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**Wendy McPherson**  
Chief Operating Officer



**Sam Carey**  
Senior Consultant

Wendy has international leadership experience in the NGO sector and over 25 years service within the public sector. She has worked within local authorities serving highly deprived communities in the London area, as well as working with Civil Servants in delivering government policy. She specialises in supporting public sector clients in their often complex recruitment campaigns and other senior hires. She has extensive experience of recruiting within and for the public sector including being an independent recruitment panel member. She is an ILM course tutor and coaches learners on Inclusive Boards' leadership development programmes. She is a social impact advocate and a transformational leader.

Sam is an experienced multidisciplinary professional working across our search and advisory practices. He is the account manager for executive search clients and has experience working on executive search campaigns in the public, third and private sectors where he offers advice and support to clients on their hiring campaign. He led on the creation of our Disability in Leadership toolkit for organisations who are looking to recruit disabled board members and is currently developing a Diversity and Inclusion Recruitment Toolkit. Sam believes in quality care for both the client and the candidate and open communication throughout the duration of the recruitment campaign.