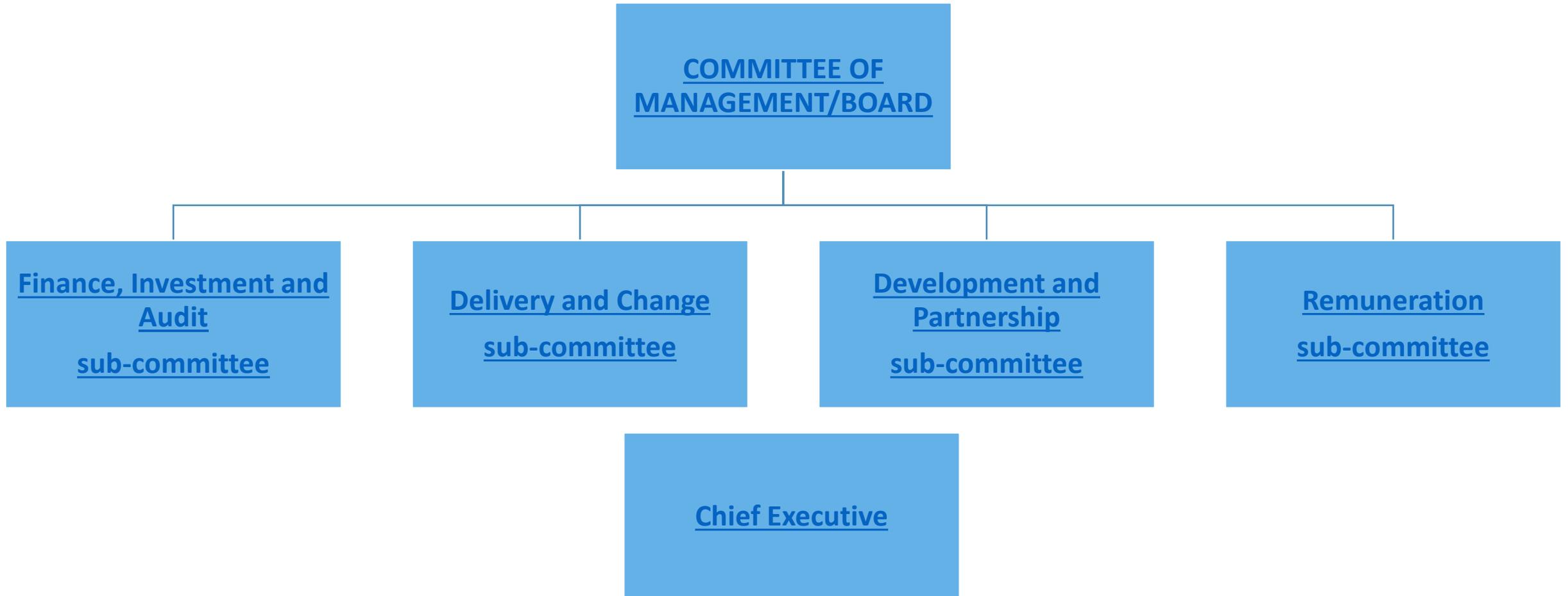


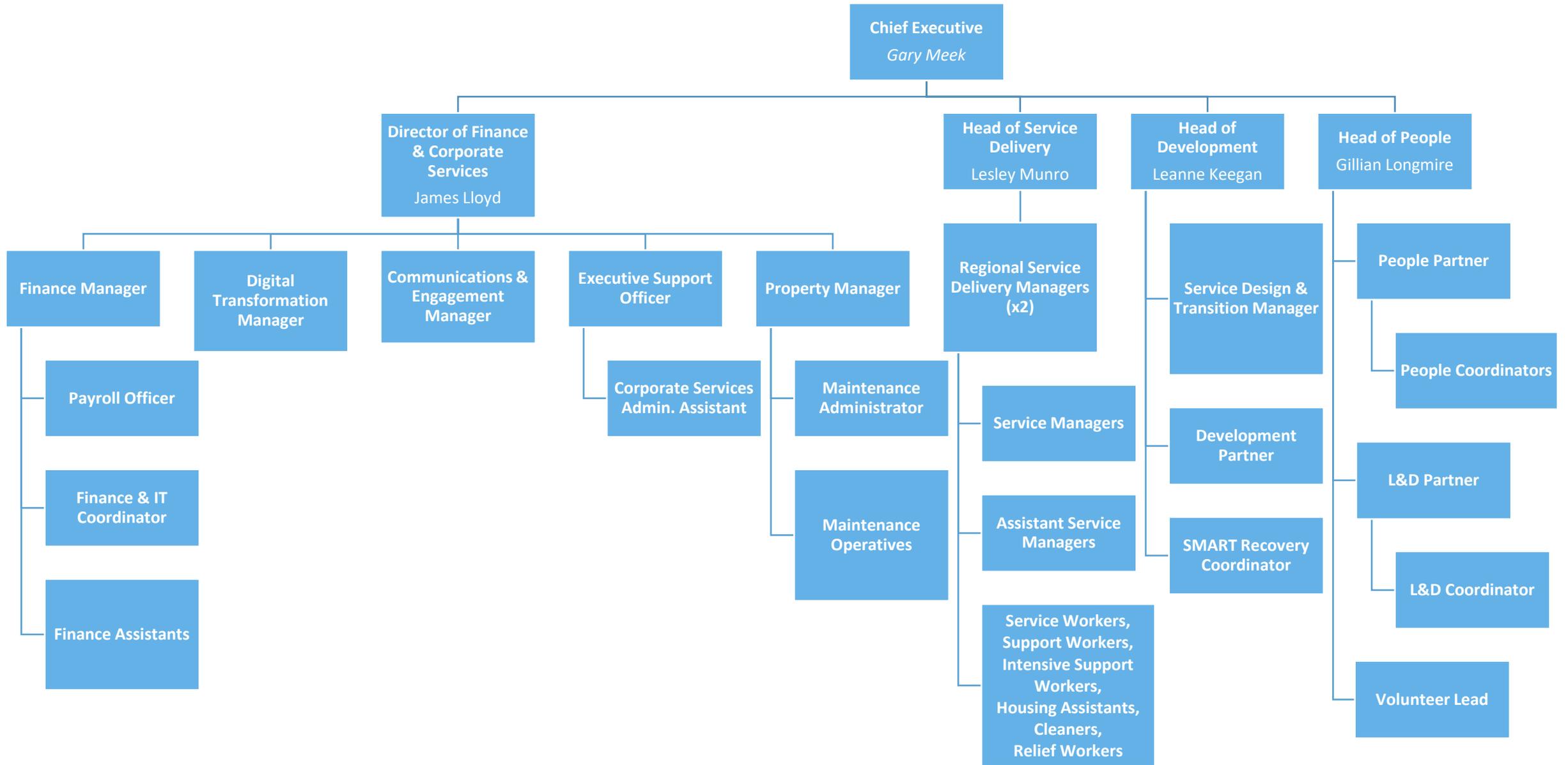
Organisational Chart

2023



Governance Structure:





COM REMIT

To manage the business of Blue Triangle and retain ultimate control over all aspects of Blue Triangle's work

- ▲ Ensuring that all financial, legal, regulatory and compliance requirements and best practice obligations are met across all functions
- ▲ Approval of strategic direction and planning (financial and other)
- ▲ Discussion and debate of strategic, sector specific or global matters of significance likely to impact on us
- ▲ Final approval of budgets and accounts
- ▲ Final approval of pay structures
- ▲ Health and Safety compliance
- ▲ Approval of governance policies
- ▲ Monitoring organisational performance against targets (including budget and Internal Management Plan) and continuous improvement
- ▲ Discussion of escalated risks (from sub-committees)
- ▲ Ratification of policies discussed and approved by sub-committees
- ▲ To receive reports from sub-committees on their activities
- ▲ To deal with any significant or exceptional matters as required



FIA REMIT

To oversee our Management Accounts (Monthly Income & Expenditure), our Budgets, our Investment Plans (Capital & Revenue), our Financial Projections, our Reserves Position, and our Business Plan. Assess and approve any 'out of budget' investment requests that arise for ratification at Main Board. Oversee our External Audit and preparation of Year End Accounts. The sub-committee is responsible for the following:

- ▲ Financial performance (bad debts, cash flow, voids, arrears, approval of write-offs, maintenance spend)
- ▲ Treasury management
- ▲ Reviewing and monitoring of budgets and accounts
- ▲ Financial Planning
- ▲ External audit
- ▲ Consideration of risk, assurance and compliance systems
- ▲ Banking arrangements
- ▲ Investments
- ▲ Monitoring and reviewing all finance policy documents
- ▲ Reserves Policy operation



DELIVERY AND CHANGE REMIT

To oversee our service delivery performance against metrics/soft measures that make sense and allow issues/risks to be quickly identified and escalated; and oversee the Transformation Programme and progress in designing and implementing change to improve performance across our current and future service portfolio. The committee will provide assurance and that we are doing the right things, we are achieving the outcomes we need to achieve, we are looking supporting our staff (and volunteers), we are compliant with our regulators. The committee will oversee our Internal Audit and continuous service improvement (CSI) plans, activities, actions, and outcomes. The sub-committee is responsible for the following:

- ▲ KPI's
- ▲ Contract/commissioning issues
- ▲ Strategies and policies monitoring and review
- ▲ Staff terms and conditions
- ▲ New services/reconfiguration
- ▲ Staff performance, development and learning
- ▲ Matters considered as part of the union recognition agreement
- ▲ Health and Safety Committee reports
- ▲ Requests for investment (submitted to FIA sub-committee)
- ▲ Internal Audit



DEVELOPMENT AND PARTNERSHIP REMIT

To oversee the organisations sustainability of services, income and service growth, development strategy and regional development plans, ensuring new opportunities are sufficiently scoped and adhere to new business processes. The committee will provide oversight and governance for investment proposals, including investment needs associated with new services and investments relating to buildings-based services such as, purchase of new, or refurbishment of currently owned properties. Investments are to be approved by committee prior to submission to the Finance and Investment Committee. This committee will oversee local area plans and determine growth priorities across the country which includes new service lines, geographical reach, and partnering/alliancing. Committee will also oversee our Business Plan and income contribution across regions to determine focus. The following notes bullet points the key responsibilities, with caveat that these are in relation to new service development and /or current service evolution or redesign (i.e. the committee do not oversee internal improvement programmes/projects where remit is provided by Board/COM or another subcommittee- e.g. IT, office buildings etc).

- ▲ Business Development strategy
- ▲ Property redevelopment and investment requests (associated with service delivery and income)
- ▲ First review of new property investment requests
- ▲ Partnerships/Alliances
- ▲ Funding portfolios for external projects and services
- ▲ External campaigns and influencing policy in relation to strategic narrative
- ▲ Monitoring new service implementation (ensuring compliance with legal duties – TUPE, leases review etc)
- ▲ Protecting income from current services (sustainability)
- ▲ Oversee go/no go decision for new services and investments (as per scheme of delegation and bidding processes)
- ▲ Sharing cross sector experiences
- ▲ Fundraising – strategy and deliver



REMUNERATION REMIT

To oversee the remuneration of the Chief Executive Officer (CEO) and the Senior Leadership Team (SLT). The Committee will take appropriate guidance within the context of employment law, external benchmarking and affordability.

- ▲ To consider the remuneration of the CEO.
- ▲ To receive recommendations from the CEO for salary changes for all members of the SLT, where market forces and other matters dictate the need.
- ▲ To receive and to note the CEO's decision on the annual performance rating for the SLT.
- ▲ To set the annual remuneration policy statement for the Annual Report and Financial Statements.
- ▲ To receive annual reports on significant severance settlements, employment tribunals, contentious claims and organisation performance ratings.
- ▲ To maintain minutes of the meetings of the Committee and to report to the COM on its deliberations.
- ▲ To consider other matters as referred by the COM from time to time



