

Role title: Board Member

October 2025

VHS - leading a movement for health creation

Who we are

We are a movement for health creation. We work with our members and partners to address health inequalities and to create better health and wellbeing for people and communities. We believe health is more than the absence of illness. We are here to create health in Scotland by reducing health inequalities and enabling people to live well. We provide the national voice for Third Sector health organisations in Scotland.

We are a registered Scottish charity and a company limited by guarantee, governed by our Board of Trustees/Directors. Our current team comprises five employees. We receive financial support from the Scottish Government, for which we deliver a wide programme of work.

As a VHS Board Member, you will act as a Trustee for the Charity and as a Director for the Charitable Company.

Our Aims

Amplify the voice and influence of third sector health organisations

Promote strong and equal partnership between the third sector and public sector as part of the health sector

Contribute to and promote the evidence base for health policy and practice

Improve legislation policy and systems to deliver better solutions for Scotland's health challenges.

Our Values

We strive for equity

By centring equity in all that we do, we strive to ensure fair access to health, dignity, and wellbeing for every individual and community we serve.

Collaboration for change

We recognise that lasting change in health is only possible when we work together. By sharing knowledge, resources, and responsibility, we create stronger, more sustainable solutions that advance health and wellbeing for all.

Our members are at the heart of everything we do

Their passion, voices, and commitment drive our collective vision forwards and ensure that we remain connected to the communities we serve.

We are bold and tenacious

We are visible and proactive; speaking up, showing up, and driving change even when challenges feel bigger than us.

Purpose of the role

A Board member's primary responsibilities are, together with the other members of the Board, to:

- Ensure compliance and oversee the organisation
- Give strategic direction to the organisation
- Promote and uphold the organisation's values
- Ensure standards of service delivery and performance are meeting agreed levels
- Contribute to formulating and regularly reviewing the organisation's values, strategic aims and performance standards
- Ensure that risks are realistically assessed and appropriately monitored and managed
- Ensure that VHS is adequately resourced to achieve its objectives and meet its obligations

Responsibility for the operational implementation of VHS' strategies and policies is delegated to the Chief Executive.

Board Member's Duties:

- Act at all times in the best interests of the organisation.
- Accept collective responsibility for decisions, policies and strategies.
- Attend and be well prepared for meetings of the Board and working groups.
- Contribute effectively to discussions and decision-making.
- Take part in training and other learning opportunities.
- Maintain and develop personal knowledge of relevant issues and the wider charity sector.
- Represent VHS positively and effectively when attending meetings and other events.
- Respect and maintain confidentiality of information.
- Treat colleagues with respect and foster effective working relationships within the Board and between the Board and staff.

- Attend and participate in reviews of the Board members' performance, and in an annual review of your individual contribution to the organisation's governance.
- Be aware of and comply with the restrictions on payments and benefits.
- Register any relevant interests and conflicts of interest as soon as they arise.

Annual Commitment required:

The annual commitment that is expected from Board members is:

- Attendance regular meetings of the Board - usually 4-5 per year - our boards are a mix of in-person and online.
- Reading and preparation for Board meetings
- Attendance and preparation for sub-committee meetings, if appropriate.
- Attendance at an in-person annual strategy and planning board and staff day (normally June)
- Occasional attendance at in-person events, training and conferences (may include evenings or weekends)

Board members usually serve a term of three years, with the potential to extend for a further three years. At present we have a Board of 10, with a mix of elected and co-opted individuals.