**Evaluation of process**

*This template is for members of The Almshouse Association. It is a guide and does not constitute advice.*

Trustee recruitment won’t ever be a perfect process. The charity should review what worked and what didn’t work so well in the trustee recruitment process and, learn from it with a view to updating the recruitment process with the findings.

**What went well?** *(Add lines as required)*

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| **List comments below** | **Will you continue this?** |
| *e.g. Open recruitment (advertising on social media) worked well, 8 applications received* | *Yes, also look at other areas of advertising* |
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**What could have gone better?**

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| **List comments below** | **How would you change it? Or would you exclude it?** |
| *e.g. No application received from posters in library* | *Not to advertise in library next time* |
| *No CVs received on some applications* | *Make it clearer that CVs are required when applying* |
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**Advertising**

You may wish to capture your top methods of advertising a trustee vacancy. This list should be tailored to your charity depending on what methods have worked in the past and then reviewed and updated after each recruitment process.

**Advertising ideas:**

* Social Media *(Facebook Community Groups, Nextdoor.co.uk)*
* Local Interest Groups *(Lions, WI, U3A)*
* Posters *(cafes, library, supermarket)*
* Recruitment Websites *(Reach Volunteering, Charity Job)*
* Local newspaper
* Door-to-door leaflet drop

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| **Method** | **Notes** |
| *Social media - Facebook* | *Good response through Winchester Residents community group on Facebook* |
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