



Role Profile

Dental Trustee

April 2019

About the College of General Dentistry

The College has been founded in order to enhance public and patient benefit in dentistry, by promoting and supporting professionalism in general dental practice and primary care dentistry, engaging the whole dental team. Dentistry is rare amongst the healthcare professions in lacking its own college incorporated under Royal Charter, an omission which the College of General Dentistry aims to correct.

The College is a new enterprise, building on the 27 years of endeavour by the Faculty of General Dental Practice (UK) of the Royal College of Surgeons (FGDP(UK)), which the new College is planned to embrace upon its transfer over the coming months.

The new College faces a significant challenge, in establishing a viable enterprise as an educational institution initially, and overseeing the transfer of the FGDP(UK) to create the new membership body for general dentistry.

The Trustee Board

The College is established as a Company Limited by Guarantee, registered in England & Wales (No.02586636), and as a Charity (No.1002769). The Directors and Trustees of the College have been appointed initially by the elected Board of the Faculty of General Dental Practice (UK), though stand independent of the Faculty other than through the office of the Dean of the Faculty, who is appointed as a Trustee *ex officio*. However, the College Board continues to draw its legitimacy in professional matters from the membership of the FGDP(UK) through the Faculty Board.

There are currently six Trustees, including the Chair, Prof Nairn Wilson CBE. The Trustees have decided to appoint two dentist Trustees, recruited from the membership of FGDP(UK), and two Independent Trustees, one of which will replace an existing Trustee who intends to stand down.

The Trustee Board will therefore comprise:

- Chair

- Dean of the FGDP(UK)
- Two additional Dentist Trustees
- Three Independent Trustees

New Trustees are appointed by the College Board.

The current College Board is expected to establish appropriate systems of governance for the long term constitution of the College, including terms of service of the fully constituted Board upon the transfer of the Faculty.

Dental Members of the Board

At this foundational stage, the College Board looks to appoint two additional dental members of the Board from amongst the existing membership of FGDP(UK), to provide confident leadership in the critical first phase of its development.

Dental Members of the Board are expected, collectively, to provide confident leadership for the organisation to secure its credibility and authority amongst the profession. We are concerned in particular that the Board should reflect the diversity of the profession it serves, demonstrably embracing the different experiences and perspectives of members of the profession, at all stages of their career.

Role profile

The role of a Trustee Board member

1. Ensure that the College complies with its governing documents (the Articles of Association in particular), charity law, company law and any other relevant legislation or regulation;
2. Ensure the College pursues its proper Objectives;
3. Ensure the College applies its resources exclusively in pursuance of its objectives;
4. Contribute actively to the Board of Trustees' role in giving firm strategic direction to the College, setting overall policy, defining goals, and setting targets and evaluating performance against agreed targets;
5. Safeguard the good name and values of the College;
6. Ensure the financial stability of the College;
7. Protect and manage the property and other assets of the College, and ensure the proper investment of the College's funds;
8. Appoint and support the Chief Executive Officer and monitor their performance.

In addition, individual Trustees are expected to employ any specific skills, knowledge or experience they have to help the Board of Trustees to reach sound decisions; leading relevant discussions, identifying key issues, and supporting initiatives with appropriate advice and guidance.

Minimum time commitment

This is clearly a period requiring focus and energy from the College Board to realise such a bold ambition, and the time commitment of Trustees is expected to be commensurate with such demands.

The Board currently meets monthly in London for half a day, with additional time devoted by a number of its members, currently working with the Lead Executive, who is currently committing time alongside his principle role as Director of the Faculty. It is expected that a full-time Chief Executive will be appointed shortly, depending on resources, and possibly by secondment of the FGDP(UK) Director.

Person specification

Each Trustee must have:

- A commitment to the mission of the College
- A willingness to devote the necessary time and effort
- Integrity
- Strategic vision
- Sound, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties and responsibilities of trusteeship
- An ability to work effectively as a member of a team and to take decisions for the good of the organisation

The Board of Trustees of the College collectively needs skills and experience in:

- Financial management, income generation and enterprise
- Higher Education and professional training, particularly in relation to healthcare
- Public policy and public affairs related to healthcare and dentistry in particular
- Governance, particularly in relation to professional and educational bodies
- Digital strategy
- Human resource management
- Funding in a professional body environment
- Collaborative partnerships, including internationally

Dental Trustees are expected to provide, in particular:

- A good understanding of the business environment in which dental practices operate
- An understanding of the drivers of dental clinical quality, and the influence of legal and regulatory factors on quality
- An appreciation of the political environment in which the new College operates and seeks to establish its influence

- An appreciation of the diversity of interests, backgrounds and aspirations in the profession.