**Transforming Governance Case Studies**

The following document provides a series of Case Studies for participants of the Transforming Governance Programme.

**Making the most of your board and oversight group**

This module provides an overview of how to make the most of your board and oversight group as a crucial part of governance and driving positive change. The following Case Studies provide examples of good practice in relation to board and oversight group development.

## Leap Confronting Conflict - Leap Confronting Conflict[**Leap**](https://www.charitygovernanceawards.co.uk/short-list/leap-confronting-conflict/?landing=shortlist)

Leap Confronting Conflict is a national youth charity providing training and support to young people dealing with conflict and the professionals working with them. Leap operates in diverse environments such as education, criminal justice, voluntary sector, and local councils.

The organisation believes conflict is inevitable but can lead to positive change. Leap's training helps young people recognise their worth, make better decisions, and contributes to safer communities. Notably, Leap achieved an 81% reduction in arrests among previously arrested young people in 2015.

Leap's board is highly diverse, comprising young people who went through the programmes and professionals from relevant sectors. The board is representative of its user group in terms of gender and ethnicity, with 40% from Black and Minority Ethnic backgrounds and 33% female trustees. At Leap, young trustees are valued for their lived experience and actively contributing to the board's decisions.

The board conducts annual skills audits, designs recruitment processes, and advocates for strategic progression routes for programme graduates. To promote inclusivity, the board utilises strategies like a buddy system, pairing young trustees with experienced mentors to ensure they can participate with confidence.

Full article [here](https://www.charitygovernanceawards.co.uk/short-list/clean-break/?landing=shortlist).

## Online Community - Carers In Bedfordshire**Carers in Bedfordshire**

Carers in Bedfordshire is a registered charity focused on assisting family carers and former carers in managing the mental and physical stress associated with their roles.

The Senior Leadership Team consists of a Chief Executive Officer, a Finance Manager and an Operations Manager. This team is supported by a Board of Trustees with expertise in social work, public health, finance, governance, fundraising, and accountancy.

When the organisation encountered challenges, the board acknowledged this and, with honesty, evaluated its leadership. Recognising the need for change, the board took steps to alter its composition, deepen expertise, and address various challenges with external support.

The board's proactive approach resulted in a transformed and strengthened organisation. Through strategic changes and external support, Carers in Bedfordshire has become more robust and effective in fulfilling its mission.

Full article [here](https://www.charitygovernanceawards.co.uk/short-list/carers-in-bedfordshire/?landing=shortlist).

## Home - OTR[**Off the Record**](https://www.charitygovernanceawards.co.uk/short-list/off-the-record/?landing=shortlist)

Off the Record (Bristol) is a mental health service and movement catering to children and young people aged 11-25 in Bristol and South Gloucestershire.

Faced with challenges like changing commissioning landscapes, a lack of strategic direction, and overdependence on local authority grants, Off the Record underwent a strategic review led by the board and a new CEO. The review redefined the organisation’s purpose, seeing it change from a counselling service to a mental health service for young people. This change led to increased impact and a more progressive culture, alongside a tenfold increase in the number of young people accessing the service.

The board also sought to expand the organisation’s offerings and strengthen user participation, most notably through the establishment of a shadow board.

The organisation’s willingness to critically introspect, refocus efforts, and take corrective action is admirable, as is the increased involvement of young people and service users through the shadow board.

Full article [here](https://www.charitygovernanceawards.co.uk/short-list/off-the-record/?landing=shortlist).