



CEO Peer Network Tuesday 30 November 2021

Thank you to Andrew Studd from Russell Cooke that presented at the meeting. Below is a summary of Andrew's talk at the session:

- The Charity Commission reported that the expected uptick in insolvencies and mergers within the charity sector due to the pandemic had not happened. Where this has happened, particularly in relation to mergers, it has been a proactive approach rather than reactive due to an immediate financial crisis.
- There has been a bounce from Covid funding within the charity sector that may have prevented insolvencies expected.
- There were lower levels of redundancies in the sector compared to what was expected, although there has been a recognisable increase in stress levels of staff across the sector.
- Charities have taken opportunities to co-locate to make better use of buildings and to save funds.
- Charities that took civil loans/bounce back loans during lockdown are now having to consider how this will be repaid.
- There has been an uptick in disputes on Boards as reported by the Charity Commission, particularly in areas such as safeguarding and risk management and how Boards are responding to social movements such as BLM and climate change. This reveals the reflection of a more complex social environment and questions on where the charity sector fits in e.g charities connected to companies and people that may bring the charity into disrepute.

Suggestions from the group for the CEO Peer Network 2022

- To look at back office sharing rather than merger
- Develop VCS narrative/build evidence base on added value of the local VCS
- Adapting to the new normal of flexible working/ advice on flexible working policies, also looking at recruitment practices/managing staff (what do we do about people no longer wanting to work in the office for public facing roles)

Don't forget [Russell Cooke](#) offer a free 20 minute HR advice service for KCSC members

For those of you who are eligible, do take a look at the [Health Coaching](#) offer for staff within the voluntary and community sector.

As last year if you register to attend the meetings, an invite will be sent to you prior to the meeting with the Zoom link inside.