



Key Who we are & what we do.

Information about our organisation and how our Board works.



Where we've come from

We are proud of our roots. These are grounded in the experiences of families who wanted their sons and daughters to live full lives at the very heart of their communities. These founding families saw a future where the people we support would have the same opportunities as anyone else and were able to have choice and control over their own lives. These values are as important to us today as they have always been.

What we do

Our role is to be alongside each person we support, empowering them to lead their life to the full and play their part in society. We do this by listening carefully to them and the important people in their lives and providing the very best quality of support.

What we want to achieve

We want Scotland to be a place where the people we support are living the lives they choose, close to their family and friends, connected to their communities as equal citizens.

How we work

In everything we do we will :

- Treat people with dignity and respect.
- Listen carefully.
- Support people to be in control and make choices.
- Be trustworthy and honest about what we can and cannot do.
- Act upon people's suggestions and concerns.
- Challenge discrimination.
- Respect people's cultural and other identities.
- Be focused on finding solutions and making people's support work for them however their life changes.
- Ensure our staff are well trained, knowledgeable and skilled.

Our Board

Key's Board is at the very heart of everything we do. Our Board benefits from the wide range of experiences and knowledge of its members, who include family members of people with disabilities, professionals, and people we support through their strong links with [TAG](#). TAG is a Scottish Charitable Incorporated Organisation run by disabled people.

You can read about our [current Board members here](#).

Board meetings

Our Board meets seven times a year in the evening. Meetings typically last two hours. As a result of the pandemic these have moved online via Teams and we are committed to continuing to offer the opportunity to join meetings online even when restrictions allow us to host in-person meetings once again.

Review groups

In addition to the Board, we have four review groups which focus on specific aspects of our work: Housing and Development; Training; Support and; Finance and Audit.

Membership of these additional groups is entirely voluntary.

How we are regulated

As an organisation which provides both housing and individualised support, our governance and regulatory arrangements reflect our duties as a landlord and registered social care provider.

Our housing activities are regulated by the [SHR \(Scottish Housing Regulator\)](#) and all our support services are registered with the [Care Inspectorate](#). In addition to this our contracted support staff are required to be registered with the [SSSC \(Scottish Social Services Council\)](#).

Board responsibilities

As Key's day-to-day activities are delegated to our staff, our Board has two main functions:

- 1.To provide leadership and strategic support to Key; and
- 2.To oversee the control and compliance of Key's activities.

The Board meets annually with the people we support to develop our strategy, ensuring that our priorities are shaped by their views and experiences. We listen carefully to understand what is important to people and fully involve them in our decision-making.

Next steps

Get in touch

We know that you may have questions or just want to have an initial chat with us about whether becoming a part of our Board is something you'd like to progress. If you would like to have an informal chat, then please contact Andrea Wood, Key's Chief Executive, on andrea.wood@key.org.uk

For anyone wishing to be considered for a place on the Board, please express your interest in this by telling us about why you are interested and what skills/experiences you feel you bring. You can do this by submitting an audio, video or written account. Send your file to Grace Semple (Head of Human Resources) on grace.semple@key.org.uk by 14 January 2022.