

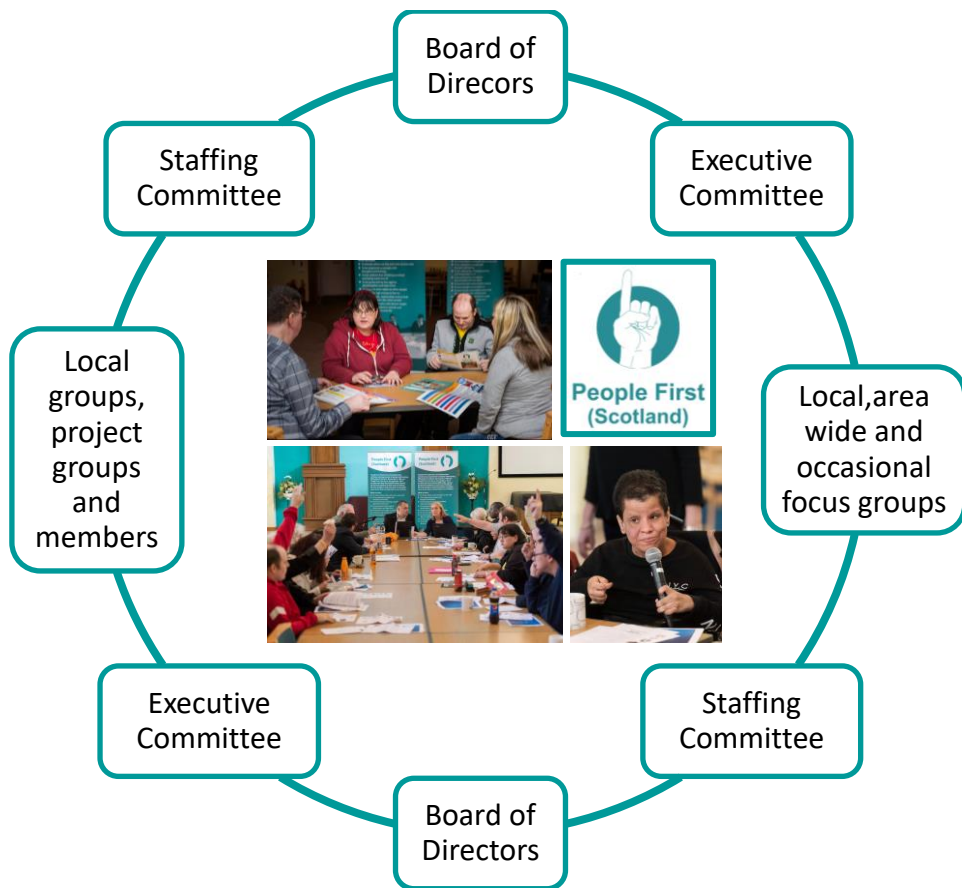
## **People First (Scotland) – Committees and Office Bearers**

People First (Scotland) works for the human rights of people who have the labels of Learning Disability or Intellectual Impairment. People First (Scotland) is controlled by its members, who all identify themselves in that way.

People First (Scotland) campaigns to establish and protect the same freedom, choice, dignity and control held by other citizens across all areas of life.

Although formed by the active membership in 1989, People First (Scotland) was established as a Charity in its own right in 1997 with the express purpose of enabling people with learning disabilities in Scotland to achieve their full potential and specifically to take part in collective self-advocacy and express their thoughts, feelings, preferences and ideas.

Also, as a disabled persons' organisation, People First (Scotland) is set up to represent the views and interests of people with learning disabilities and does this effectively, across a wide range of events and settings.



**Directors make up the Board and are in control of People First (Scotland).**

**Local members elect their representative directors every three years.**

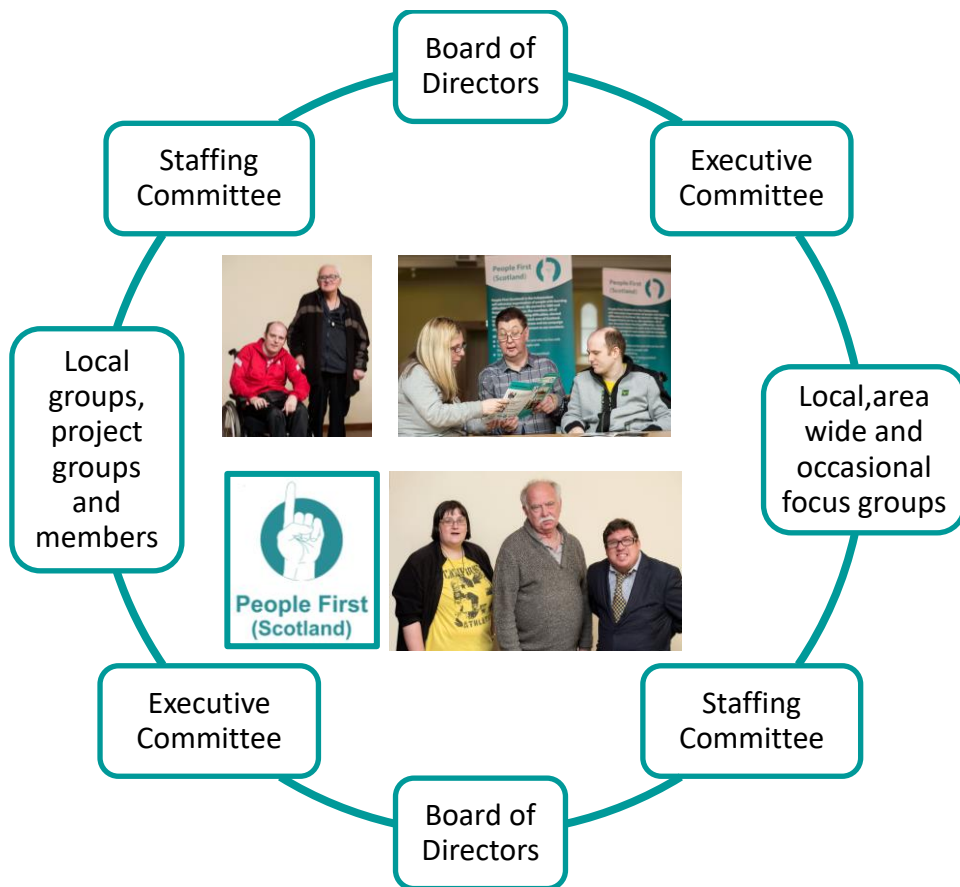
**A small number of directors are co-opted by the other directors for the specific expertise they can offer.**

**Co-opted means the director is invited onto the Board not elected by local members.**

**Office bearer elections are held every three years.**

**At the office bearer elections directors vote to decide which directors will take up these People First (Scotland) positions;**

- **Chairperson**
- **Vice Chairperson**
- **Treasurer**
- **Chair of the Staffing Committee**
- **2 Staffing Committee members**



**The Executive Committee members are;**

- **The People First Chairperson,**
- **The People First Vice-Chairperson,**
- **The Treasurer,**
- **Staffing Committee Chairperson**
- **The Chairperson of the Law and Human Rights Group**

(The Law and Human Rights Group elect their own chairperson, the post is not an office bearer position).

**The Staffing Committee members are;**

- **The People First Chairperson,**
- **The People First Vice-Chairperson,**
- **Staffing Committee Chairperson**
- **2 Staffing Committee members**



## The Executive Committee

Meet and make People First (Scotland) decisions between Board meetings, including plans for national work. This means meeting at least 8 times a year but often more than that. The committee deals with a lot of complicated information and sometimes has difficult choices to make. Meetings are at head office and usually last a whole day.



Meet and communicate with contacts from Scottish Government, partner organisations, other funders, politicians, organisations and people that People First wants to speak to, work with, challenge and influence.

## The Staffing Committee

Meet at the Head Office for 2 or 3 days every January to plan for the staff appraisals.



Meet at the Head Office for 3 or 4 days in February or March with all the staff members for their appraisal meetings.

Meet to select and interview candidates for any jobs that People First needs to any recruit for. This usually takes several days. This can happen a few times a year or not at all some years.

Meet to discuss any other staffing issues when that needs to happen.



The Staffing Committee Chairperson is one of the director representatives in the Collective Bargaining meetings with staff representatives.

**Both Committees are supported by the Service Manager/Company Secretary. The Committees also receive legal, human resources and financial advice when necessary.**