

Walsingham Support Trustee Recruitment Pack

www.walsingham.com



Role: Trustee
Employment Type: Volunteer
Location: National
Closing Date: 30/10/2023

WELCOME MESSAGE

Dear Candidate,

Thank you for your interest in becoming a Trustee for Walsingham Support.

We invite you to consider an exciting opportunity to become part of the Board of Trustees. Our organisation provides high-quality support services that empower individuals with learning disabilities and autism. By joining us as a Trustee, you will be a critical part of ensuring that our services are sustainable and evolve to meet the changing needs of future generations.

We are searching for new Trustees, who are driven and experienced in their fields and share our passion for making a meaningful difference in people's lives. As a member of our board, you will work alongside other trustees and senior management to ensure that Walsingham Support remains financially sustainable and continues to deliver exceptional care and support.

The social care sector provides dedicated support to vulnerable individuals through a funding model that allows for very narrow profit margins. The operating environment is extremely challenging with high levels of staff turnover, recruitment challenges and poor levels of funding; all heightened by the cost-of-living crisis.

Walsingham Support is affected by these factors but also faces challenges unique to us as an organisation including systems and processes that do not meet the needs of the business and legacy issues from mergers and acquisitions. We have an ambitious and pacy transformation plan that we are already making progress against.

We are committed to increasing the diversity of our Board and wish to encourage applications regardless of race, colour, nationality, ethnic or national origins, sex, disability, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, age or religion or belief. We encourage applications from disabled candidates under the [Disability Confident Scheme](#).

If you are excited about this new challenge and the possibility of joining our team, we encourage you to apply for this fulfilling role. We look forward to hearing more about how you can support us in assisting more people with learning disabilities.

Robert Longley-Cook
Chair

Holly Spiers
CEO Walsingham Support



ABOUT US

Walsingham Support is a charity that has been supporting individuals with learning disabilities, autism and complex needs across England and Wales. We pride ourselves on putting the individuals we support and their families to our incredible staff at the centre of everything that we do enabling us to deliver truly person-centred support solutions that provide independence and happiness. We currently have a workforce of 840 staff and are currently supporting 330 individuals across 130 services.

Our Ambition

We seek an equal and diverse society, in which people with disabilities are citizens in their own right, who are supported to be happy and reach their full potential.

Our values underpin our ambition – as an organisation, we are:

- **Passionate:** We ensure people are at the heart of everything we do and good quality drives us in ensuring that we impact positively on individuals' lives.
- **Supportive:** We recognise, appreciate and celebrate what everyone contributes and achieves.
- **Progressive:** We embrace innovation, positive risk-taking and new ideas alongside making the best use of our skills, knowledge, experience and partnerships as we continuously develop and improve.
- **Genuine:** We value difference in everyone and are open, honest, and respectful in our engagement and communication.

Our strategy for 2023/24 focusses on the following strategic goals :

- Delivering Outstanding care & Support
- Be a great place to work
- Become a financially sustainable organisation



OUR SERVICES

We provide personalised services including supported living, residential care and transition support. Our support is tailored to the needs of the individuals we support and designed to improve life skills, strengthen relationships and encourage personal choices.

We aim to enable each individual to develop the abilities they need to move on to the next stage in their lives, all the while ensuring their support constantly evolves and adapts around them to meet their changing needs and goals.

We focus on nurturing equal opportunities for the individuals we support within the local community through community activities, education and skills development, volunteering and supported employment.

The Participation & Involvement Group

The individuals we support are at the centre of what we do and the Participation & Involvement Group consists of individuals we support across England and Wales. This group currently meets monthly to discuss issues important to them, involving their support workers, family and friends. Working with this group and informed by the discussions and outputs the postholder will help to shape our involvement strategy and personalisation agenda to drive ongoing improvements to lived experience of all the people we support. Developing this further and building a culture and narrative of involvement will be a core element of this role.



TRUSTEE ROLE

Walsingham Support are seeking a Trustee who is a Learning Disability specialist with Health/Research background and a focus on personalisation and also a Trustee with HR background with focus on culture and engaged workforce.

The learning disability specialist trustee should have significant senior leadership experience in social care, providing services to people with a learning disability and/or autistic people. The ideal candidate will have excellent knowledge and experience of implementing sector best-practice to deliver care and support services of excellent quality, of co-production with people who use services, and of Care Quality Commission and/or Care Inspectorate of Wales regulation.

The trustee from a HR background should be a strategic thinker who has a deep understanding of organisational culture and how to shape it to achieve long term goals. We are looking for someone with experience of organisations going through transformation. It would be desirable to have an understanding of one or more of the following areas: Workforce Development, Operational Development & Change Management, Wellbeing & Equity, Diversity & Inclusion.

We have a new executive team who are all highly skilled and committed to developing and implementing a new strategic plan for the growth of the organisation; we need the expertise of a Health/Research & an HR trustee to support this exciting journey.

As a new trustee, you join us at a time when a real focus is on the long-term sustainability and future proofing the organisation. Your contribution to the development of our new strategy will help us become financially sustainable, deliver outstanding services to the people we support, and make Walsingham Support a great place to work. Our aim is to develop this strategy with the involvement of the individuals we support, as they are the heart of our organisation.

You will work closely with the Director of Operations & Development and the Director of People & Engagement, and be responsible for providing professional, thoughtful, coaching and strategic support to the executive team, holding them accountable while working collaboratively.

As a trustee, you will also be required to commit to more than one (1) day a month, attending six (6) board meetings including an annual awayday and four (4) committee meetings a year. Board meetings tend to be face to face for 5 hours and committee meetings are virtual for 3 hours.

Above all else you will be intrinsically values-driven and committed to enabling more individuals we support to live their lives to the full.

The term of office is three years, which can then be extended by an additional two, three year terms. Trustees are encouraged to visit services that are local to them. Travel and accommodation expenses are reimbursed for meetings & visits.

This is a role that offers you real scope, challenge, and reward.

ROLE DESCRIPTION

Role Title: Trustee

Main Duties:

1. In line with Walsingham Support's Ambitions & Strategic Priorities to contribute actively to the Board's responsibility for the governance of the organisation
2. To ensure that Walsingham Support applies its resources exclusively to pursue its charitable objects as defined in its Articles of Association.
3. To actively promote the work of Walsingham Support and safeguard its good name and values by acting as an ambassador of the organisation
4. To ensure the effective and efficient administration of Walsingham Support within appropriate risk parameters.
5. To ensure the quality of service provision and financial viability of Walsingham Support.
6. To ensure that processes are in place to recruit and retain staff with the required skills, capabilities and values to deliver high quality, safe, personalised and progressive services to the people we support.
7. To protect and manage the property of Walsingham Support and to ensure the proper investment of Walsingham's funds.
8. In addition to the above statutory duties of all Trustees, each individual Trustee should use any specific knowledge or experience they have to help the Board reach sound decisions. This will involve considering papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the Board on new initiatives, or other issues relevant to the area of Walsingham Support work in which the Trustee has special expertise.

To apply for these positions please e-mail us an up-to-date CV, a covering letter explaining why you are interested in the role and why you feel you are suitable for the role.

Please send your application to brian.o'donoghue@walsingham.com by 30th October 2023. Interviews will be held on 14th Nov 2023 at our Head Office in Cockfosters. If you would like to have an informal discussion about the role with Robert Longley-Cook, Chair of Trustees, please contact Ravanti Halai on 07795 326 128 to arrange a convenient time.

