



**Isle of Wight Youth Trust
Trustee Recruitment Pack**

Dear Applicant,

Are you willing to commit some of your time, energy and experience to help us support young people on the Isle of Wight? Do you want to help improve their resilience, well-being and mental health to set them up for success in the future? Over the next two years we have six vacancies to fill on the Trustee Board. Join us and you'll be helping our skilled and enthusiastic people in their work, amplifying the voice of young islanders, and bringing much needed support to the parents and young people who rely on our services.

I feel very privileged to have recently been appointed as Chair of the Youth Trust. Next year is our 40th anniversary, and the organisation has grown from strength to strength over that time. I am incredibly impressed by that growth, and the team's commitment to overcome current challenges and continue to innovate. In the last year the organisation was awarded the NHS contract for all under 18's counselling, is a key partner in Mental Health Schools Team, and has won a significant National Lottery grant to deliver an all-island wellbeing service for children and young people. Despite these strong foundations, this is a critical time for us, and for those who depend on us. We want and need to do more.

Our aim to bring together a Board diverse in ideas, in background, in experience, in outlook and in the views they express. We work very closely with the Senior Management Team, supporting them but also challenging them. We want to encourage robust debate around the Board table to significantly expand the reach and impact of the Youth Trust on the Isle of Wight.

If you think you can make a difference and are willing to commit the time to do so, we warmly welcome your application. The rewards are great, not in financial terms but in the satisfaction of supporting the charity, of putting your own skills to good use and developing them further, and of networking with others who have a shared passion for ensuring the young people of the Isle of Wight thrive.

Kay Boycott, Chair

About us

Young people have higher mental health needs than ever. In the latest national survey 1 in 6 under 16's and 1 in 4 17-19 year olds have a probable mental health condition – a huge increase since the pandemic. Sadly, this picture is reflected amongst young islanders. Shockingly, the Isle of Wight has one of the highest rates of mental health related hospital admissions nationally for under 18's.

The IOW Youth Trust is the leading independent provider of youth mental health services on the Isle of Wight. The charity provides information, advice, counselling, specialist therapies, mental health in schools services and wellbeing support to over a thousand children and young people each year. There is a strong commitment to being user-lead with an active Youth Taskforce and bi-annual youth mental health census.

We need to ensure we have the strongest possible voice to so that young islander's mental health needs are properly recognised and supported. We also need to play our part to change the odds for young people on an island with below average educational attainment, high levels of looked after children and a relative lack of educational and employment opportunities. For more information on the Youth Trust, including our current strategy – Changing the Odds – visit www.iowyouthtrust.co.uk/about

Person specification

Our existing trustees have a variety of backgrounds across the private and public sector, including skills in Finance, Governance, HR, Marketing and Mental Health Services. We are currently recruiting for 6 more Trustees from a variety of backgrounds. Their appointment will be phased over the coming 2 years to attract the widest possible field, and manage future Board succession. We are open to applications from people who have the commitment and skills we seek, but may not have capacity for the role until later next year.

We expect all our Trustees to be able to develop a thorough understanding of the charity's core purpose, the issues it faces over the 5-10 years ahead and the strategy for ensuring the charity's continued development and success. We are looking for Trustees with the following qualities:

- An understanding of, commitment to and enthusiasm for the charity's work
- A willingness to devote the necessary time and effort
- Strategic vision and the ability to focus on practical issues
- Objectivity and fairness
- Good, independent judgement
- A good team player able to debate issues in a constructive and collegiate manner
- A willingness to speak their mind
- Readiness to take and be accountable for decisions
- Experience of serving on a committee or board (or the aptitude to be a credible contributor)
- Ability and willingness to be an ambassador for the charity and to represent the charity positively
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship (training and ongoing support will be provided)
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership (training and ongoing support will be provided) but a link to the principles can be found [here](#).
- No significant conflicts of interest

In addition we would benefit from strengthening the Board in the following areas:

- **Communications** – We would like to add media and digital communications skills to the board. This will help to ensure we are known by potential service users and raise awareness about young people’s mental health and the Youth Trust.
- **Education**— Schools, colleges and other education institutions are important places and partners to deliver all aspects of our work. Having someone on our board with executive experience of education, and knowledge of safeguarding, would be of great value.
- **Estates** – We want to ensure every young islander benefits from our services, regardless of where they live. Over the coming period we will be considering where we deliver our services to maximise access and value for money. We need help to think creatively and radically how this is done.
- **Fundraising** – We are conscious that we need to diversify our income streams so that we can support more young people and develop new innovative services. Previous executive or Trustee experience in fundraising from individuals, corporates and trusts would bring a valuable additional perspective.
- **Public sector / Commissioning** – We are very proud to be a contracted provider to the NHS. Our talented executive continue to develop our commissioned work in partnership with the NHS and other local public sector bodies. It would be helpful to have someone who brings significant experience of running or commissioning public services. This does not necessarily need to be in health or mental health, though an understanding of the island landscape would be an advantage.

We would also welcome applications from candidates whose appointment would improve the Board’s diversity, for example in terms of age, ethnicity, and educational and employment backgrounds.

Responsibilities

The Board is responsible for ensuring that the Isle of Wight Youth Trust carries out its charitable purpose for the public benefit; delivers its charitable objectives; remains solvent and properly managed; and complies with all relevant legislation and governance.

Youth Trust’s main charitable objectives are to advance education and training, relieve poverty and distress, and improve health for young people. The Charity Commission’s [Essential Trustee guide](#) provides more information on the statutory responsibilities of Trustees.

Time commitment

There are quarterly formal Board meetings in person, typically lasting two hours during office hours. These are held face to face, but attendance may be held via video by exception. Additionally, there is an annual strategy session, typically lasting a full day.

Trustees will also be asked to sit on one or more of the charity’s two committees. These are currently the Finance, HR and Operations Committee and the Clinical and Services Committee. They typically last two hours during office hours and will be held virtually if helps to facilitate full attendance. Dates are usually set a year in advance. Papers will be sent a week before meetings to provide sufficient time for any pre-reading.

Trustees may also be asked to act in an advisory capacity to help the Youth Trust’s team on specific matters and should be prepared to allocate some time to this role, although the form can be fairly flexible.

Terms of appointment

This post is unremunerated, but reimbursement is made for all reasonable expenses in the discharge of Trustees duties on behalf of the charity.

You will need to undertake a DBS (Disclosure and Barring Service) check prior to the confirmation of your appointment – this will be managed and paid for by the Youth Trust. You will also need to confirm your willingness and ability to comply with our Trustees Code of Conduct (available on request). This sets out the behaviours and standards we ask Trustees to abide by. Appointments are subject to satisfactory references and a declaration of any interests you hold.

How to apply

To apply for this role, please provide the following documents:

- An up-to-date CV
- A supporting statement responding to the following set of questions:
 - **Why the Youth Trust:** What attracts you to the mission and work of Isle of Wight Youth Trust?
 - **Skills and experience:** What aspects of your skills or experience do you believe are going to be most helpful to your contribution as a Trustee of Youth Trust? This could be in an employment and/or volunteer capacity.
 - **Supporting organisations / teams:** Please provide an example of where you have worked with or supported an organisation or team to be more successful. Tell us about your approach and the impact it made.

Please submit your application to Natascha Nelson at natascha.nelson@iowyouthtrust.co.uk (EA to the CEO of the Isle of Wight Youth Trust). The closing date for applications is **5pm on 27th November 2023**. Interviews will be held in December and January.

Further information

We understand volunteering as a trustee is a significant commitment. For an informal and confidential discussion to understand more about the role and application process in advance of applying, please contact Natascha Nelson at natascha.nelson@iowyouthtrust.co.uk