



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

Dear Applicant,

I have had the privilege of chairing the Isle of Wight Youth Trust for the last 18 months. I have seen how crucial it is that young islanders are supported to thrive. Also, the importance of support delivered by those who understand the unique challenges growing up on the island brings.

Despite a difficult financial climate, the Youth Trust has continued to expand and innovate. In the last financial year our income grew by over 50% to £1.25 million. The organisation provides an increasing range of mental health and wellbeing services, including new employment and housing services. I am incredibly impressed by the team's commitment to overcome current challenges to ensure we are meeting the needs of children and young people on the island.

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. 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.

Specifically, we need to ensure growth is set up in the right way for the island and is sustainable for the organisation. Whilst we are ambitious as a charity, we are very clear our focus is purely on serving the Isle of Wight community. We need up to 4 new Trustees deeply committed to creating a positive future for those living and working on the island. We are open to people from different backgrounds to help increase our understanding and reach into the island's business sector, public services, communities and other networks on the island. Through Trustee terms ending we are also looking for someone with a clinical background in mental health to ensure we keep strong expertise in that area.

If you think you can make a difference and are willing to commit the time and energy to steer the Youth Trust through this critical phase, 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.

A handwritten signature in black ink, appearing to read "Kay Boycott".

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, wellbeing activities, employment and housing 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 on the island so that the needs of young islanders are properly recognised, supported and inspired to stay. There is a concerning decline in the number of children and young people on the island - leading to recent school closures. We need to change the outlook for young people on an island that has 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 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, Management, Marketing, Property and Mental Health Services. We want to ensure every young islander benefits from our services, regardless of where they live. Over the coming period we need help to think creatively and radically how we scale our operations effectively. Whilst the majority of our income is from statutory funders, trusts and foundations we do need to improve our philanthropic fundraising from the current low base.

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 willing and able to debate issues in a constructive and collegiate manner
- 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)
- No significant conflicts of interest

We would 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. Additionally, there is an annual strategy session, typically lasting half a day.

Trustees will also be asked to sit on one or more of the charity's two committees, also held quarterly. 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 of this support can be very 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. The appointment is for a fixed term of 3 years, renewable for a further 3 years. Appointments are subject to satisfactory references and a declaration of any interests you hold. You will need to undertake an enhanced 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.

How to apply

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

- A brief supporting statement (no more than 2 pages) outlining
 - **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?
- An up-to-date CV

Please submit your application to Kate Whiting at kate.whiting@iowyouthtrust.co.uk. The closing date for applications is **5pm on 21 April 2025**. Interviews will be held in May and we will aim to be flexible around current diary commitments if needed.

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 Kate Whiting at kate.whiting@iowyouthtrust.co.uk