Isle of Wight Youth Trust
Trustee Recruitment Pack

Dear Applicant

Thank you for your interest in becoming a Trustee of the Isle of Wight Youth Trust.

Few roles offer the opportunity to make such a direct difference to the future of young people on the Island. Every day, children and young people come to us facing challenges with their mental health, education, employment, housing and transition into adulthood. As a Trustee, you will help ensure they receive the support, opportunities and voice they deserve.

Over recent years, the Youth Trust has grown significantly. Today we support more than a thousand children and young people each year through counselling, specialist therapies, wellbeing services, housing and employment support. Our Mental Health Support Team works with every school on the Island, while our Youth Hub provides integrated support for young people aged 16-25 navigating some of life's most important transitions. We were proud to be recognised nationally through the prestigious GSK King's Fund Impact Award and continue to be shaped by the voices and experiences of young people themselves.

Yet our work has never been more important. The needs facing young Islanders remain significant, and demand for support continues to grow. Our new five-year strategy, Healthy Minds, Thriving Futures, sets out an ambitious vision to help more young people thrive, strengthen youth voice and ensure support is available earlier and more effectively.

Delivering that ambition will require strong governance, thoughtful challenge and sustainable growth. We need trustees who will take an active interest in the organisation, engage deeply with the issues we face, contribute their expertise and help us make sound decisions in an increasingly complex environment. Trustees work closely with our senior leadership team, acting as both supporters and constructive critical friends.

We have worked hard to strengthen the skills, perspectives and diversity of our Board. However, due to Board member terms ending, we are now seeking new trustees. We welcome applications from people with different backgrounds and experiences who share our commitment to improving outcomes for young people on the Isle of Wight. In particular, we are keen to broaden our connections across business, public services, communities and civic life on the Island.

Trusteeship is a voluntary role, but it is not a passive one. It requires time, preparation, curiosity and judgement. In return, it offers the opportunity to contribute to one of the Island's most important charities, work alongside an experienced and committed Board, develop your own leadership and governance skills, and play a part in shaping a better future for the next generation.

If you believe you can make a meaningful contribution and are willing to give this role the time and attention it deserves, we would be delighted to hear from you.

Kay Boycott
Chair of Trustees

Person specification

We are looking for trustees who recognise that governance matters. The role requires preparation for meetings, careful consideration of board papers, active participation in discussion and a willingness to support collective decision-making. We value challenge, but it should always be constructive, evidence-based and focused on achieving the best outcomes for young people.

Our existing trustees have a variety of backgrounds across the private and public sector, including skills in mental health, education, charities, governance, human resources, management, marketing, property and finance. Details of the Trustees are found https://www.iowyouthtrust.co.uk/about-us/our-trustees/

We expect all our Trustees to be able to attend meetings regularly, 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
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship (training and ongoing support will be provided)
- A willingness to devote the necessary time and effort
- Strategic vision and the ability to focus on practical issues
- 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
- Ability and willingness to be a credible ambassador for the charity and to represent the charity positively
- 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 three 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 of the charity's two committees, held quarterly online typically for two hours. These are the Finance and Risk Committee and the Services and Workforce Committee. Papers will be sent a week before meetings to provide sufficient time for any pre-reading. Board and Committee dates are usually set a year in advance.

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. While this can be flexible and will vary throughout the year, applicants should be confident that they can give the role sufficient priority and attention.

For more information on the Youth Trust visit www.iowyouthtrust.co.uk/about

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 30 November 2026.**

We are planning to hold interviews in mid December (Provisional dates are 9 & 10 December) though we will aim to be flexible around current diary commitments as required.

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