

Become Trustee Recruitment Pack

Dear applicant,

Many thanks for your interest in becoming a trustee. We are delighted that you're interested in joining Become, the national charity for children in care and young care leavers. Since 1992 we have been working to improve the life chances of care-experienced young people and to ensure their voices and experiences help shape a better care system.

This is an important and exciting time to join Become. Since the start of the coronavirus pandemic, we have seen a 75% increase in demand for our services and have been supporting hundreds of young people facing very challenging circumstances - with increased isolation, mental ill health, hardship & homelessness. We know that our work is more needed than ever.

This year we launched an ambitious new 5-year strategy setting out our plans to grow and develop the organisation. We aim to support more young people directly through our innovative services and to tackle the structural & systemic issues holding young people back through our training, consultancy and campaigning work.

The experience and engagement of our board is key to our success. We are looking for individuals who share our passion for improving the life chances of care-experienced young people.

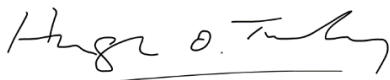
We are keen to attract people with different skills and backgrounds to enhance the board's effectiveness. We are looking for up to five new trustees to join our friendly and dynamic board. We are actively seeking to bring more diversity of perspectives and experience. We especially welcome younger applicants (aged under 35) and applications from people from Black, Asian and Minority Ethnic communities as these are currently underrepresented on our board. Our aim is for half of our board to be care experienced (currently a third are) and so we also encourage applications from those who have personal experience of being in care.

We are also looking for trustees who bring particular expertise in campaigning, digital, legal and Equity, Diversity & Inclusion work (although if you do not have these areas of expertise this should not deter you from applying).

If you are interested, please send a CV and covering letter telling us why you're applying and how you meet what we're looking for to recruitment@becomecharity.org.uk by midday on 13th November.

Thank you very much for your interest in Become.

Hugh Thornbery CBE



Katharine Sacks-Jones, Chair & CEO of Become



Become's Strategy 2020-2025

Care experienced young people do not currently have the same choices, chances & opportunities as other young people. Over the next 5 years, we want to change this by:

Supporting young people directly through our innovative services which give young people a sense of community and identity as well as the tools, confidence & self-belief to overcome challenges & build the futures they want. We will:

- Work directly with more young people
- Reach out to young people facing particular disadvantages

Tackling the structural & systemic issues holding young people back. We will:

- Work with & empower young people to build powerful campaigns for change
- Use our platform and expertise to positively influence change in policy and practice at all levels
- Reach more professionals, improving practice & changing systems at a local level

Vision, Mission, Values & Aims



Trustee Role Description

Time commitment

We are looking for people who are able to commit to at least 3 years as a Trustee. Trustees are required to prepare for and attend 4 Board meetings per year, usually held at 1530 on a Wednesday (currently via zoom but normally in our offices in Angel, London). There are also opportunities to get involved in trustee sub-committees, attend events and support the charity on the basis of the individual trustee's expertise.

Remuneration

The role of trustee is not paid, although travel & subsistence to attend board meetings will be covered

Role description

Trustees have independent control over, and legal responsibility for, how Become is governed. They play a very important role in making sure that the charity is run effectively, that it is helping the people it is supposed to in the best way possible, and that it is using its funds wisely and appropriately.

The day to day running of the organisation is delegated to the Chief Executive and the Senior Management Team who develop strategic objectives, plans and budget, for the approval of the Board.

Trustees also act as ambassadors for the charity, helping to raise awareness and, where possible, funds.

Trusteeship can be rewarding for many reasons – from knowing that you are making a difference to the charity's cause, to new experiences and relationships.

The most effective trustee boards are ones which benefit from having trustees with a wide range of backgrounds, experiences and skills.

The statutory duties of a trustee are:

- To ensure that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- To contribute actively to the Board in giving clear strategic direction to Become
- To appoint the CEO and monitor their performance
- To ensure Become complies with its governing document - sometimes known as a constitution or articles of association - charity law, company law and any other relevant legislation or regulations
- To ensure Become pursues its objectives as stated in its governing document.
- To ensure the charity spends its money only on things that will help it to achieve its objectives.
- To evaluate organisational performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure that the charity is financially stable.

- To protect and manage the assets of the organisation and to ensure the proper investment of the charity's funds.
- To ensure that the charity's governance is of the highest possible standard.

Other duties

Each Trustee should also use any specific skills, knowledge or experience they have to help the Board reach good decisions. This involves:

- Reading & scrutinising Board papers
- Supporting or mentoring staff
- Providing advice and guidance on new initiatives or workstreams
- Contributing to areas in which the Trustee has special expertise

Trustee Person Specification

- Willingness and ability to devote the necessary time and effort to meet the duties and responsibilities of the post
- Strategic vision
- Good, independent judgement
- Ability to think creatively
- Good communication and interpersonal skills
- Strong team player, who respects and values the views of others and is able to speak their mind with tact and diplomacy
- Commitment to social justice and to the rights of children and young people
- Commitment to and willingness to work in accordance with Become's values
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

Additionally, we would welcome applicants with experience in the following (although if you do not have these areas of expertise this should not deter you from applying).:

- Public Affairs & Campaigning: experience & understanding of public affairs and campaigning
- Digital: understanding of digital trends, opportunities and risks and ability to provide strategic advice on the use of digital technology
- Legal expertise: especially in children's and family law
- Equity, Diversity & Inclusion: Experience of working with boards and/or leadership teams on equity, diversity and inclusion

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