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| Mayday Trust  Trustee Recruitment |
| Mayday Trust is a charity and company limited by guarantee, registered in England and Wales. Charity  Registration Number: 1035524 Company Registration Number: 2911222 |

**Introduction**

If you require this information in a different format, would like to apply in a different format, or would prefer to have an initial chat, please contact us on:

[boardrecruitment@maydaytrust.org.uk](mailto:boardrecruitment@maydaytrust.org.uk) or by calling 01865 670 028 or using social media.

Mayday Trust

Mayday Trust has transformed itself from a traditional charity providing supported accommodation services, to a nationally-recognised voice for radical change, offering strengths-based coaching to people going through tough times like homelessness, and working with organisations and local areas to completely redesign public service systems.

Our PTS Coaches and individuals form a support relationship which is shaped and led by the individual, enabling them to identify their strengths and build on their potential, including through community development work and access to personal budgets. People often say their coach is ‘the first person who has really listened to me in years’. A recent [New Economics Foundation](https://www.nefconsulting.com/wp-content/uploads/2022/03/Evaluating-the-PTS-Model_Final-Report_23Feb2022_final-corrected-format.pdf) evaluation which followed the model over 18-24 months, found that people reported huge improvements in their wellbeing, better mental health and a reduction in anxiety. PTS Coaching is how we demonstrate that a more respectful, empowering and ultimately more effective approach to support is possible. We put the learning from that work into our work influencing support organisations and councils to change their own public service systems.

This change required years of listening to people who worked with Mayday, a total change to the mission and vision, designing and testing a new response. The learning from this period can be found in [*Wisdom from the Street*](https://maydaytrust.org.uk/wisdom-from-the-street-blogs/). You can find out more about [the PTS Response](https://maydaytrust.org.uk/what-is-the-pts/) on our website www.maydaytrust.org.uk and via the New System Alliance <https://newsystemalliance.org/>, which is our UK-wide partnership with other radical charities that share our goal to change and replace broken support systems.

Our board of volunteer trustees ([Meet the Team - Mayday Trust](https://maydaytrust.org.uk/team/))is central to our work to build a more person-led, human public service system which puts people back in control of their life and their future. Board members bring different skills, perspectives and life experiences together to support, question and encourage the leadership team to make great choices and take the right risks in pursuit of our mission. We would particularly welcome applications from people of colour and other groups underrepresented on our board, to support our diverse team in their ground-breaking work. We provide formal & informal training and help with all reasonable out of pocket costs to you of participating, including travel and childcare costs.

The Problem - The systemic institutionalisation of people accessing support services.

The Vision - A world where systems work for people going through tough times.

The Mission - To model a person-led, transitional and strength-based system alongside people going through tough times and to build a movement of people and organisations to change the current deficit-based systems.

The three core principles of our work are:

Listening deeply: Using our Wisdoms methodology, we aim to be led by people going through tough times and what matters most to them.

Offering the PTS response to individuals: We work directly with people going through tough times in using our person-led, transitional and strengths-based response, and we support other organisations to adopt and develop the PTS.

Influencing through doing and connecting: We demonstrate how to think and work differently, and we re-design local systems and national policy, with partners including the New System Alliance.

Our values. We are:

* PEOPLE LED In everything we do: we are led by people going through tough times.
* STRENGTH-BASED We always look for people’s strengths and potential in our work, our recruitment and how we work together as a team.
* CHANGE MAKERS We are radical, creative and imagine a very different future, while always being willing to meet people where they are.
* KIND AND CURIOUS We are never afraid to challenge others and ourselves, but we do so with kindness and humility. We are curious and want to learn. We take risks, get things wrong and are open to change.
* RESILIENT We are brave, we persevere and we aim to build our own and others’ resilience. We keep our promises and we don’t give up on people when others write them off.
* INCLUSIVE We are committed to building the inclusiveness and diversity of our team and our work. We challenge oppression and build equality wherever we can.

# Strategic Objectives for 22-23

1. Grow the PTS Coach network, directly delivered by Mayday and through supporting organisations to adopt the PTS Response, and continually adapt and improve the approach.

2. Build and spread the evidence for the PTS response and for systems change. Improve and adapt our approach based on what we learn.

3. Influence local and national charities, provider organisations, NHS and governments & build a movement of activists and organisations.

4. Build and diversify our income streams including a wider range of grant funders mission-aligned contracts, membership income and corporate and public fundraising.

5. Make Mayday a consistently supportive, creative and inclusive place to work with a high-performing team and strong internal communications.

**Who we are looking for**

Mayday is recruiting up to five new Trustees. To achieve these goals, Mayday is looking to increase its diversity and bring fresh thinking to the Board. You do not necessarily need prior board experience, we will support you to learn about the role with us.

Mayday is keen to hear from anyone who thinks they could add value to the Board of Trustees after reading through the Role Description and Person Specification. We are particularly keen to increase the diversity of the board, and to boost our board’s skills in the areas of:

* Generating both commercial and fundraised income
* Charity finance
* Marketing and communications
* Rights, empowerment and coproduction, including Trustees who may have their own experiences of going through tough times
* Influencing local and national government

We have an interim chair of the Finance and Investment Sub-Committee to the Board, and we would like one of the new trustees to take on that role after an induction period.

**About the role**

The role of the Board of Trustees is to lead the vision and direction of Mayday, providing support and challenge to the Leadership Team, so that Mayday’s mission and objectives can be achieved within our ethos and values, developing a sustainable organisation with a viable business model and a more diverse range of income sources.

Trustees support the leadership team to develop our long-term strategy and our plans and budget for each new year. The board is ultimately responsible for ensuring that the charity is compliant with its legal obligations including Charity Commission rules and for the safety and quality of services to the people we work with and that their views are reflected in our direction and work. These roles are carried out through providing support and challenge to the leadership team at board meetings, asking searching questions and listening carefully to what people involved with the charity say it does well and what it needs to change.

Trustees also play an important leadership role in setting the culture and tone of Mayday, leading by example and supporting the leadership team to embed our values.

**The PTS Response**

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| **Area of work** | **Traditional support work** | **The PTS response** |
| Referral | Appointment, eligibility & assessment.  Support planning early on. | Meet safely on your terms  Get to know each other first |
| Support | Led by service’s priorities and timetable. | Person-led goals & schedule.  Brokerage​ & personal budgets. |
| When services don’t work | Aim for service user’s engagement and compliance. | Support individual to challenge and change what’s not working. |
| ​Endings | Signposting.  Cliff edges at the end of services. | Option to pause/ vary support.  Build informal networks which reduce need for us. |

**What our coaches say**

“I'm most proud of creating a safe non-judgmental space where people feel comfortable sharing what they've been through and their hopes and dreams moving forward.” **Mel**

“I am proud every time a person trusts me a little more.” **Meg**

“One thing I want to celebrate is the human spirit. We get to mirror back someone’s courage, joy and previous strides so that they can be reminded of how amazing and strong they are. And *then* we get to witness and celebrate their achievements.” **Jhoana**

**Trustee Duties**

As a member of the Board you will work alongside the other Trustees and the four members of the Leadership Team of Mayday as an equal member of the Board, using your skills and personal experience to share the responsibility for the charity’s governance.

Your general duties include:

* Attending four Board meetings a year (currently three virtual and one face to face) and one face to face away day with the team.
* If you join the Finance and Investment Committee, this also has four (virtual) meetings a year. This committee looks at budgets and financial performance in more detail, and informs the wider board about progress and any issues and major financial decisions.
* Helping to develop the Impact Plan, ensuring that the Board and Leadership Team set challenging goals and objectives and monitoring if we are meeting those targets.
* Monitoring the performance of the Leadership Team.
* Taking part in the recruitment of the CEO and other senior posts.
* Ensuring that the Board always acts in the best interests of the people we work with, Mayday’s Team and our communities and the wider public.
* Ensuring you are up-to-date with developments in the sector and the responsibilities of the Trustee role, and being willing to develop your skills and knowledge to do so.

Finance and Investment Sub-Committee Chair

The Chair of the Finance and Investment Sub-Committee chairs a sub-committee meeting ahead of each main Board meeting and liaises with the Director of Finance and Finance Manager as they prepare for those meetings.

If you are interested in this role, there will be opportunities to meet with the Leadership Team and interim sub-committee Chair and to review the Terms of Reference and finance packs as part of your induction to the role.

Remuneration and other benefits

Trustees do not receive a salary or payment for their role. However, you can claim travel expenses and allowances for food in line with our expenses policy.

We will support you to develop your skills and knowledge to take on the role. If this is your first trustee role, you are likely to need to spend some more time learning from other trustees, the senior team and through [reading](https://www.gettingonboard.org/free-resources-for-aspiring-trustees) and training. We have a gender inclusive absence policy to support Trustees who wish to take family leave or other breaks from the Board. We can help with childcare costs, loan of essential IT equipment, and we are open to discussing other support to remove any barriers to participation. We take Trustees’ other responsibilities and roles into account when scheduling board meetings to be accessible to all wherever possible.

**Trustee Person Specification**

**What we are looking for:**

At this exciting and challenging time for Mayday, we are committed to finding Trustees who have a real passion for the work that we do, share our vision and have the leadership ability to ensure our work succeeds in changing the nature of services for now and in the future.

**Who you are:**

* You are passionate about making a difference.
* You have an enthusiasm and strong commitment to social justice, systemic change, to tackling inequalities and oppression, and modelling inclusion and empowerment.
* You are person-led in your approach, listening to people’s experiences and reflecting on this learning as the basis for your leadership approach.
* You have a strengths-based focus and believe in each person’s ability to find their own way and make their own decisions.
* You are bold, not afraid to positively challenge or to be challenged.
* You are positive about taking risks and learning from mistakes.
* You are honest, open and compassionate with a high level of integrity.
* You are a strong communicator and will help share Mayday messages and act as an ambassador for the charity.

**You may have:**

* experience of the public service system well as someone who has access public service support or worked in the system at the frontline or in a leadership role.
* income generation / fundraising experience or strong networks.
* charity finance or other financial management experience.
* experience in marketing and communications.
* experience with local or national influencing or community organising.

**Equity and inclusion:**

Mayday Trustbelieves that the failing systems around tough times are damaging to everyone, but that damage is not experienced in the same way. Whether it is due to race, gender, disability, sexuality or how individuals may identify, broken systems make life harder for anyone who doesn’t conform to what is seen as ‘standard’. We recognise that to truly create a radial and impactful organisation we need a Board that is representative of all of the communities we look to support and we are committed to supporting and encouraging applications from groups underrepresented in the charitable sector and currently on our board.

**Application and Interview Process**

We are actively seeking to maintain and build our team’s diversity and would encourage people from backgrounds and communities under-represented in the charity sector to apply.

If you have any questions about this opportunity, or would value a confidential discussion, please briefly outline your query in an email to [boardrecruitment@maydaytrust.org.uk](mailto:boardrecruitment@maydaytrust.org.uk) which will enable us to ensure the most appropriate individual comes back to you.

We support the Disability Confident scheme and we are open to making reasonable adjustments to the application and interview process to ensure that everyone who is interested can apply. Please use the contact details below to discuss this with us.

**Please submit the following:**

* Your CV: if you need help writing a CV please let us know.
* A covering letter setting out your motivations for applying and the added value you would bring to Mayday Trust as a Trustee (maximum 2 sides of A4);
* We will supply you with a separate equal opportunity form which will be kept separate from your application.
* Complete the ***Declaration of Interests Form*** in Appendix One.

Your application can be submitted via email to [boardrecruitment@maydaytrust.org.uk](mailto:boardrecruitment@maydaytrust.org.uk)

The deadline for applications is **Wednesday 29th June 2022.** Interviews to take place the week commencing **Monday the 4th July 2022**, initially via video call.

Appendix One: Declaration of Interests Form

Your Name:

Using the boxes below, please give details of your interest, and the interest of your immediate family, in any of the following categories:

* Current employment and any previous employment in which you continue to have a financial interest.
* Appointments (voluntary or otherwise) e.g. trusteeships, directorships, local authority membership, tribunals etc.
* Membership of any professional bodies, special interest groups or mutual support organisations.
* Investments in unlisted companies, partnerships and other forms of business, major and beneficial interests.
* Non-trivial gifts or hospitality offered to you by external bodies and whether this was declined or accepted within the last 12 months.
* Any previous relationship with the work of Mayday Trust, such as working with a PTS Coach or a relative/personal contact who works with a PTS Coach.
* Contractual relationships with Mayday Trust or partners of Mayday Trust.
* Information regarding any other conflict which is not covered above – e.g. a personal relationship with a supplier or someone who works for Mayday Trust.

*Note: The boxes will expand as you type or alternatively you can refer to a separate page*

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| My interests in the above categories are as follows: |

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| My immediate family’s interest in the above categories: |

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_