



# TRUSTEE RECRUITMENT PACK 2020

INCLUSIVE  BOARDS





## APPROACH

Make it easy for people to combine exercise with helping people and projects in their community through providing safe, exciting and impactful opportunities.

Use technology to reduce barriers to participation.

Encourage and inspire people to combine exercise with helping their community through telling stories and celebrating outcomes and achievements.

## VISION

For getting fit by doing good to be mainstream.

## MISSION

To support and encourage adults in every city to combine regular exercise with helping older people and community projects.



# About GoodGym

GoodGym is a multi-award winning charity that connects exercise with volunteering. Across 58 cities and boroughs, its members run to help isolated older people and community projects. It's shown to reduce isolation, improve community cohesion and to improve wellbeing for all involved. It is frequently cited as a leading social innovation by the government, mainstream press and leading think tanks. GoodGym's reach and activity continues to grow and as a Trustee, you will play an important part in increasing our impact.

GoodGym is seeking new Trustee(s) to guide its ambitious plans to grow its work across the UK. We're looking for people who are passionate about the work that we do and the outcomes that we want to achieve, individuals who can support and oversee the successful development of our strategy and its implementation. If you want to make a significant impact and help to challenge, develop and grow the organisation, we would love to hear from you.



# The Ethos

GoodGym helps people get fit by doing good in their area. Everything we do aims to support this. These guidelines help to keep us consistent in doing this.

## No-one gets left behind, no-one gets left alone

GoodGym welcomes all abilities from all backgrounds. On our group sessions no-one should be left alone. As a run leader, or trainer, being at the back is often as important as being at the front. Keeping the people at the back motivated will probably have a bigger impact than leading the way. All GoodGym runners should play a part in looking after each other and making sure that everyone is included in every session. We all make sure people who are new to fitness, or are unfit, feel welcome and that they are in the right place.

## We get people fit

GoodGym is about keeping fit. We support people of all abilities to improve or maintain their fitness.

## GoodGym is Fun

Many people get involved in GoodGym because it's a good way to meet people. We encourage people to get to know each other at our group sessions and encourage runners to meet up for training runs and other social events.

## GoodGym is safe

GoodGym has to be safe. Ensuring that no-one gets harmed is an essential part of what we do. The safety processes are there for a reason. We want to protect ourselves, the other runners and those we are helping from any harm. We work with lots of people, some of whom are vulnerable and ensuring their well-being is our utmost concern. It is the responsibility of all of us to look after the safety of ourselves and those around us.

## GoodGym is open

We are open to improving what we do. We are open to suggestions from runners, older people, community organisations and partners about how we can improve what we do. We encourage feedback. These responses help GoodGym improve. We will always try to understand where someone is coming from before giving them an answer. GoodGym should always be open to people who want to support our goals or get involved in a constructive way.

## GoodGym is a community not a service

GoodGym is a community rather than a service. The motivation for participation for all of us is to benefit other people and projects in our community, have fun and meet up with friendly people. This means that GoodGym representatives should not thank other participants for their involvement - instead we should congratulate and encourage. As facilitators, we encourage all members to support each other in their efforts to do good and get fit.



## GoodGym is a sports brand

Outwardly, GoodGym should feel more like a sports brand than we do like a charity. GoodGym should feel exciting and easy to engage with. We aim to make the process of getting involved with GoodGym as easy as possible, otherwise people will go to a normal gym or the cinema instead. We respond quickly and positively to enquiries from the outside world. Our communication is friendly, clear and to the point. Though GoodGym's admin team is registered as a charity, we do not define ourselves as a charity, we are a community first and foremost.

## Focus

GoodGym does a few things excellently. We get fit by doing good. We do this at group sessions, missions and coach visits. Everything else we do supports these goals and we don't do anything that doesn't support us in achieving these goals.



# The Role

We are expanding our board to recognise the growth in scale of our operations. GoodGym's Trustees have overall legal responsibility for the charity. Trusteeships are unpaid voluntary roles and are non-executive, meaning that they do not carry out the day to day work of the charity. We meet six times a year to oversee, support and hold-to-account the executive team. You do not need previous Directorship or Trustee experience in order to apply for these roles.

As a Trustee you will be expected to attend 7 meetings a year – 6 board meetings and one away day. The initial commitment from you would be a 2 year term. Meetings are usually held from 5-7pm in central London (although virtual for the rest of the year). We are particularly looking for candidates who can help champion our commitment to diversity and inclusion. As an organisation that aims to increase social connectedness our diversity and inclusion work is imperative, so we are particularly looking for candidates who can help support and foster this.

**We are looking for a supportive Trustee who can hold the executive team to account by:**

- Being a strong, independent voice to support our governance.
- Being an ambassador for GoodGym; tell our story and support our activities and community values.
- Helping us think through how we grow the charity.
- Supporting the development of our governance structure.
- Committing to our aim of becoming a more diverse and inclusive organisation.
- Understanding our sector and work.

**We are seeking applications from individuals who have experience any ONE of the following areas of expertise:**

- Governance/Legal - Someone who understands and has experience with governance and charity law.
- Diversity & Inclusion - Someone with a professional understanding of diversity & inclusion which they can execute at a strategic level.
- Sport/Community Organising - Someone with experience in either sport or community organising space (or both) and who can bring this understanding to the board.

## **Our Commitment to Diversity and Inclusion**

We are committed to developing and maintaining a Board of Trustees that represents our reach and the communities we are in, demonstrating diversity with regard to gender identity, ethnicity, religion, sexual orientation, age, disability, background and geography. If there is anything else you are concerned about or think we could provide, please let us know.





# How to Apply

**The recruitment process is being undertaken by Inclusive Boards on behalf of GoodGym.**

If you wish to apply for this position, please supply the following:

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the skills requirement. Please note that the covering letter is an important part of your application and will be assessed as part of your full application
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. (Referees will not be contacted without your prior consent.)
- Diversity monitoring form – your data will be stored separately from your application and will at no time be connected to you or your application.

Closing Date: Sunday 16th August 2020 23:59

Please send your CV and cover letter to: [goodgym@inclusiveboards.co.uk](mailto:goodgym@inclusiveboards.co.uk).

To apply or find out more, please get in touch on 0207 267 8369 or email [goodgym@inclusiveboards.co.uk](mailto:goodgym@inclusiveboards.co.uk).

If you would like to discuss this opportunity further please contact Inclusive Boards directly. Call Jack Harmsworth on 075 008 931 85.