



Rebuilding  
lives after  
sight loss

# Trustee Candidate Information Pack

2022

INCLUSIVE ARDS

Thank you for your interest in becoming a trustee for Blind Veterans UK. We help ex Service men and women of every generation to rebuild their lives who have been blinded from whatever cause, whether or not connected with service in the Armed forces. Since 1915 we've provided rehabilitation, training, practical advice and emotional support to tens of thousands of blind veterans. Our vision is to achieve Victory over Blindness. The trustees agreed a new strategy in December 2020 which is focused on bringing the charity out of structural deficit whilst protecting the support we give our members. This change programme is well underway and as part of our revised strategic objectives we are diversifying and streamlining our income streams, exploring partnerships within the VI and Veteran sectors and implementing a new data strategy that will create a single customer view and enable us to innovate and exploit digital opportunities.

We're now looking to recruit trustees who can help us with this new strategy. I became Chair in December 2021 and, looking forward to the future, want to ensure we have a broad and inclusive board who can bring fresh insights and knowledge to the existing passionate team of highly skilled trustees. The board has high levels of trust with the senior leadership team and works collaboratively through the governance process. A lack of previous trustee experience is no bar, but we do want you to care about the amazing work we do. We would welcome you, support you and learn from you.

We very much look forward to your application

With best wishes,



*Barry Coupe*

Barry Coupe

**Chair of Trustees**

# Our Story

**We believe every blind veteran should be able to lead the life they choose. At Blind Veterans UK we're one transformational team. We provide rehabilitation, training, practical advice and emotional support. Together we can help rebuild lives.**

When someone loses their sight, particularly someone used to living an active life, what's left can seem like nothing. Going blind isn't just a loss of sight, it's a loss of self-belief and belonging.

The power of feeling like you belong to something provides the confidence people need to adjust to their new circumstances and regain their independence. No one needs this power more than someone who has lost their sight. And those who have served our country, deserve our support.

We're a transformational team of specialists and people – just like you – who really understand. We're here with every veteran losing their sight, from all generations, including those who did national service.

We've provided specialist support since 1915, from rehabilitation and training to practical advice and emotional support. To help blind veterans rediscover their self-belief and determination as one strong community.

Together we can help blind veterans rebuild their lives after sight loss. Away from isolation. Towards a life of purpose.



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# Vision

Our ultimate goal is to achieve victory over blindness.

# Mission

To provide high quality national support to blind veterans, as and where they need it, in order to help them achieve independence and fulfillment, transforming their lives.

# Values

Our values underpin the way we work and interact with each other, and how we deliver services to blind veterans. Built around the central statement "We work together as One Team."

- Caring is at the heart of everything we do
- We enable and trust each other
- We foster a pioneering spirit
- We celebrate success.



# Our Commitment to Equality, Diversity and Inclusion

Blind Veterans UK is committed to providing a workplace where nobody feels excluded and everyone is included. Inclusion for us is about belonging and means that nobody is discriminated against, and everybody can achieve their potential within the Charity.

We are committed to ensuring that through the recruitment process applicants are selected for appointment on the basis of their abilities and skills that are relevant to the role.

We welcome applications from anyone regardless of age, experience, sexuality, religion/beliefs, disability, ethnicity, heritage, gender, socioeconomic background or other differences.

Blind Veterans UK is deeply committed to inclusive working practices, so during the application process we commit to:

- Flexible interview times / slots to fit around your schedule
- Paying for your travel costs to the office and back for interviews held in person
- Making any reasonable adjustments -for example ensuring we have a sign language interpreter organised in advance if you'd like them
- Providing this document in a Word document format readily available to download

If there is anything else you are concerned about or think we could provide, please let us know



# The Role of Trustee at Blind Veterans UK

Blind Veterans UK is constituted as a charitable company limited by guarantee, so the Trustees have the same responsibilities and liabilities as a Board of Directors of any Limited Company.

## Main Responsibilities of Individual Trustees:

- Ensuring that the organisation pursues its stated objects (its purposes) as defined in its governing document
- Agreeing the organisation's long-term strategy, associated business plans and budget
- Ensuring the organisation applies its resources exclusively in pursuance of its charitable objects for the benefit of the public.
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets.
- Providing support and challenge to the CEO and SLT through sharing their experience and offering advice when appropriate
- Working collectively and cooperatively with other Trustees to govern the organisation.





# The Roles

We are looking to recruit 2 Trustees and are interested in hearing from candidates with skills in **ONE** of the following areas:

- Digital
- Fundraising Engagement

## Core Competencies for both roles:

- Ability to influence and understand strategic planning.
- Able to build effective working relationships
- A willingness to devote the necessary time and effort and to participate in training offered
- A willingness to speak your mind and challenge appropriately
- Ability and willingness to build external relationships and build support for Blind Veterans UK
- Committed to the values of Blind Veterans UK; leading by example in upholding these values and demonstrating the utmost integrity.
- Abide by the Charity's Code of Conduct and declare your business interests, as appropriate.
- Highly effective communication and interpersonal skills;
- Strong ambassadorial and influencing skills to inspire trust and confidence quickly.









# Person Specification – Digital Trustee

We are particularly interested to hear people who are able to provide thought and leadership on the role of digital at the charity and contribute in the implementation of our digital strategy. You will be able to assess the opportunities and risks of digital and take the lead on evaluating digital proposals for Council.


We are looking for someone with the following knowledge, experience, skills and qualities:

- Demonstrated experience of delivering transformational change to business technologies and process
  - Experience of using digital methods to promote brand awareness
  - Experience in overseeing digital compliance
  - Experience of current agile management practices, cloud platforms and digital services.
  - Open to sharing new experiences and offering different perspectives
  - Experience of using specific skills, knowledge and experience to help others reach sound decisions in digital and / or technology (ideally at Board level but not essential)
  - Understanding of the legal duties, responsibilities and liabilities of trusteeship (desirable and training will be provided)
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# Person Specification – Fundraising Engagement Trustee

We are particularly interested to hear people who are able to provide thought and leadership on the role of fundraising and engagement at the charity and contribute in the implementation of our engagement strategy. You will ensure the charity's fundraising activities meet the Code of Fundraising Practice, the laws and standards laid down by other regulators such as the ICO, and the Fundraising Regulator, ensuring fundraising activities align with the charity's purpose and do not risk the charity's assets or reputation.

We are looking for someone with the following knowledge, experience, skills and qualities:

- Experience within charity fundraising, brand development and marketing, gained at a senior level.
  - Experience of charity/corporate partnership development.
  - An understanding of building sustainable income, product development and diversification, test and learn, the complexities of managing supporter relationships, supporter journeys and communication strategies, the value of data, and customer service.
  - An understanding of fundraising regulation, strategic risk management and long term income planning.
  - Open to sharing new experiences and offering different perspectives
  - Experience of using specific skills, knowledge and experience to help others reach sound decisions (ideally at Board level but not essential)
  - Understanding of the legal duties, responsibilities and liabilities of trusteeship (desirable and training will be provided)
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# Additional Information

## **Terms of Office**

3 years. Renewable once.

## **Time Commitment**

We estimate that the time commitment for this role will be approximately 1-2 days per month.

## **Conflicts of Interest**

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

## **Terms of Appointment**


An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a letter confirming the position.

## **Location**

Meetings will generally be held at our office in London or virtually.

## **Remuneration**

This is an unremunerated Trustee role. Travel expenses are reimbursed.





# How To Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Blind Veterans UK. If you wish to apply for this position, please supply the following by 23.59 11/09/2022.

- 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 person specification. 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.

If you have any questions or would like to arrange a call to discuss the role please email [bvuk@inclusiveboards.co.uk](mailto:bvuk@inclusiveboards.co.uk) or call 0207 267 8369.

Please visit [www.inclusiveboards.co.uk/opportunities](http://www.inclusiveboards.co.uk/opportunities) to apply online or send your CV and cover letter to [bvuk@inclusiveboards.co.uk](mailto:bvuk@inclusiveboards.co.uk).



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# INCLUSIVE BOARDS

## About Us

*Inclusive Boards* is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance.

## Why Not Get in Touch?

If you think we can help to improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

If you aspire to work on a Board, you can sign up to become a candidate and be eligible for the latest opportunities as and when they become available.

