



TRUSTEE RECRUITMENT PACK

Ambient Support
October 2022

INCLUSIVE
BOARDS

ambient
Passionate About People

About Us

Ambient Support is a registered UK charity with over 25 years' experience in providing care and support services for older people, people with a mental health need and people with a learning disability.

Our wide range of quality specialist services are delivered by our dedicated, professional and passionate staff and our success is built on supporting people to live a full and meaningful life – regardless of age, health or disability.

The Ambient Way

Supporting people to live a meaningful life.

Passionate about people

We believe that everyone is unique and deserves to live a full and meaningful life in their community – regardless of age, health or disability. And it's the mission of everyone at Ambient to provide the person-centred support that every individual needs to do just that.

Passionate about our staff

Our staff are at the heart of everything we do. They are what make us great, every single day.

We follow a values-based approach to recruitment that also involves the people we support. This helps us find the right blend of experience, skills and outlook in our staff. Once they join us, they go on to benefit from a full training and development programme that reflects the specialist care and support we offer.

Most importantly, our teams embrace Ambient's values and have a flexible and positive approach that is respectful and sensitive to those they support.

Passionate about our values

impact: We make a positive difference to people's lives, enabling greater independence, improved wellbeing, better outcomes and increased choice.

integrity: We respect all people as individuals and treat them with compassion and consideration. In all our dealings we are open, honest, accountable and transparent.

innovative: We embrace a culture for change that strives for continuous reflection, improvement and achievement of excellence.

inspirational: We promote imagination and positivity, motivating our staff and the people we support.

inclusive: We positively welcome diversity of background, ethnicity, skills, talents and contributions from everyone.

Passionate about our approach

Our approach to support is based on best practice and achieving the right outcomes for each individual person. We may choose to use a range of differing approaches and tools dependent on their personal needs, health condition and the support they require, including:

Person-centred support

We work closely with people to plan their care and support to meet their unique needs. We also help them develop the knowledge and confidence to make informed decisions about their own lives.

Strengths-based support

We recognise that everyone has their own skills, knowledge and life experiences. We work together to build on their strengths and help them to become co-producers of their own support, concentrating on what's strong, rather than what's wrong.

Recovery

A combination of techniques including mindfulness, motivational interviews and coaching, supporting each person's potential for wellbeing and recovery as their own personal journey rather than a set outcome.

Positive behaviour support

Support is built on a psychological understanding of why people behave, react and respond in certain ways. We follow an evidence-based approach to make sure the right help is given at the right time and supports both personal development and the learning of new skills.

Passionate about quality and involvement

We are determined that all of Ambient's services are the very best they can be, delivered in the most effective way possible. We measure the impact that we have on the people who use our services, the wider community in which services are delivered and the staff teams that deliver them.

As part of our commitment to quality we capture these impacts in a variety of ways. Armed with comprehensive feedback, we pro-actively adapt and develop our services in direct response to the needs of the people who work within them or receive support from them.

You can learn more about us at <https://www.ambient.org.uk/>



Our Services

Mental Health Services & Support

Our Mental Health services can be delivered in a range of settings, from 24-hour intensive support, through to a flexible needs-based approach in the community.

Our specialist team includes Support Workers, Support Time Recovery Workers, Vocational Workers, an Occupational Therapy Team, and a Wellbeing Advisor.

Our service model is the 'whole person wellbeing model'- a personalised approach that considers all aspects of the person's individuality. We use the Recovery approach and tools such as the Recovery Star to engage with people in a strengths-based way.

Learning Disability Services & Support

Our Learning Disability services range from residential care homes through to supported living, short breaks, respite and day services.

We also help young people, and their families, transition from children's services to adult support settings.

We are committed to providing person-centred, responsive support to people with learning disabilities, following an

'Active Support' approach that helps people gain skills, confidence and control of their lives.

Our staff teams are all trained in Positive Behaviour Support (PBS) so that we can understand people better and give the right support at the right time. PBS is about improving quality of life and it's particularly useful in helping people with more complex needs who may display behaviours that concern.

We deliver a full programme of PBS training for staff at all levels in conjunction with the British Institute of Learning Disabilities (BILD).

Services & Support for Older People

Our services for older people range from fully supported 24-hour residential care, through to care with nursing, day services, respite care, end of life care and housing with additional care for those who are more independent (often known as Extra Care).

Those we care for who are living with conditions such as dementia and Alzheimer's are supported within a specially designed framework of care called 'Lives Well'. It's designed to make sure the people in our homes enjoy a life filled with love and laughter and that they are involved, active and engaged whenever possible. Staff are encouraged to be activity focused rather than task focused, to help people lead as full and happy a life as possible.

The Roles & Responsibilities

Ambient Support would like to recruit a number of new Trustees to support the continued good governance of the charity. The 3 roles we are looking to fill are as follows:

- **Organisational Development and Resources (ODR) Committee chair with experience in a senior People role, ideally FCIPD qualified with a strong understanding of the Social Care sector.**

The ODR Committee chair is a nominated Trustee who will have prime but not exclusive responsibility to the Board for ensuring that the Committee conducts its business effectively and is responsible for:

- Ensuring the efficient conduct of the Committee's business, in accordance with the Board's strategies, business plans, policies and procedures, and that the Terms of Reference of the Committee are adequate to its required functions.
 - Ensuring that all Committee Members are given the opportunity to express their views before any important decision is taken.
 - Reporting any violation of any Articles of Association/Rules to the appropriate authorities, after discussion at the Board about this proposed course of action.
 - Supporting senior managers in identifying and highlighting as required for governance purposes the strategic risks that the Board may be subjected to, and ensuring adequate awareness is reported and given to the Board.
- **Trustee with Quality Assurance expertise to join our Quality Committee**
 - **A Trustee with Mental Health (ideally, or Learning Disability) clinical practice experience**

Trustees have a responsibility to:

- Ensure the organisation operates effectively, efficiently and economically, with a culture that is positive, and focused on the needs of those it serves and other customers and stakeholders.
- Provide oversight, direction and constructive challenge to the organisation's chief executive and other executives.
- Satisfy itself as to the integrity of financial information, and setting and approving each year's budget, business plan and annual accounts prior to publication.
- Oversee and regularly reviewing delegations to committees and staff.
- Oversee control and risk management frameworks in order to safeguard the assets, compliance and reputation of the organisation.
- Hold to account the organisation's committees and staff for the exercise of any powers delegated to them.

Commitment to Diversity & Inclusion

We welcome applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexuality, gender and socio-economic background.

Ambient Support is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you're at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews.
- Making any reasonable adjustments - for example ensuring we have BSL interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.



How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Ambient Support

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 highlighting your suitability and how you meet the skills and experience for the role as well as 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.
- 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.
- Completed [diversity monitoring form](#) your data will at no time be connected your application.

Please apply at www.inclusiveboards.co.uk/opportunities by 13/11/2022. If you would like to discuss this opportunity further please contact Inclusive Boards at ambient@inclusiveboards.co.uk or 0207 267 8369 to arrange a conversation with one of our consultants.

Selection will be on the basis of a full application and with an interview thereafter. This is a voluntary role for a renewable term of 3 years. Please note that you require an enhanced DBS for this post.