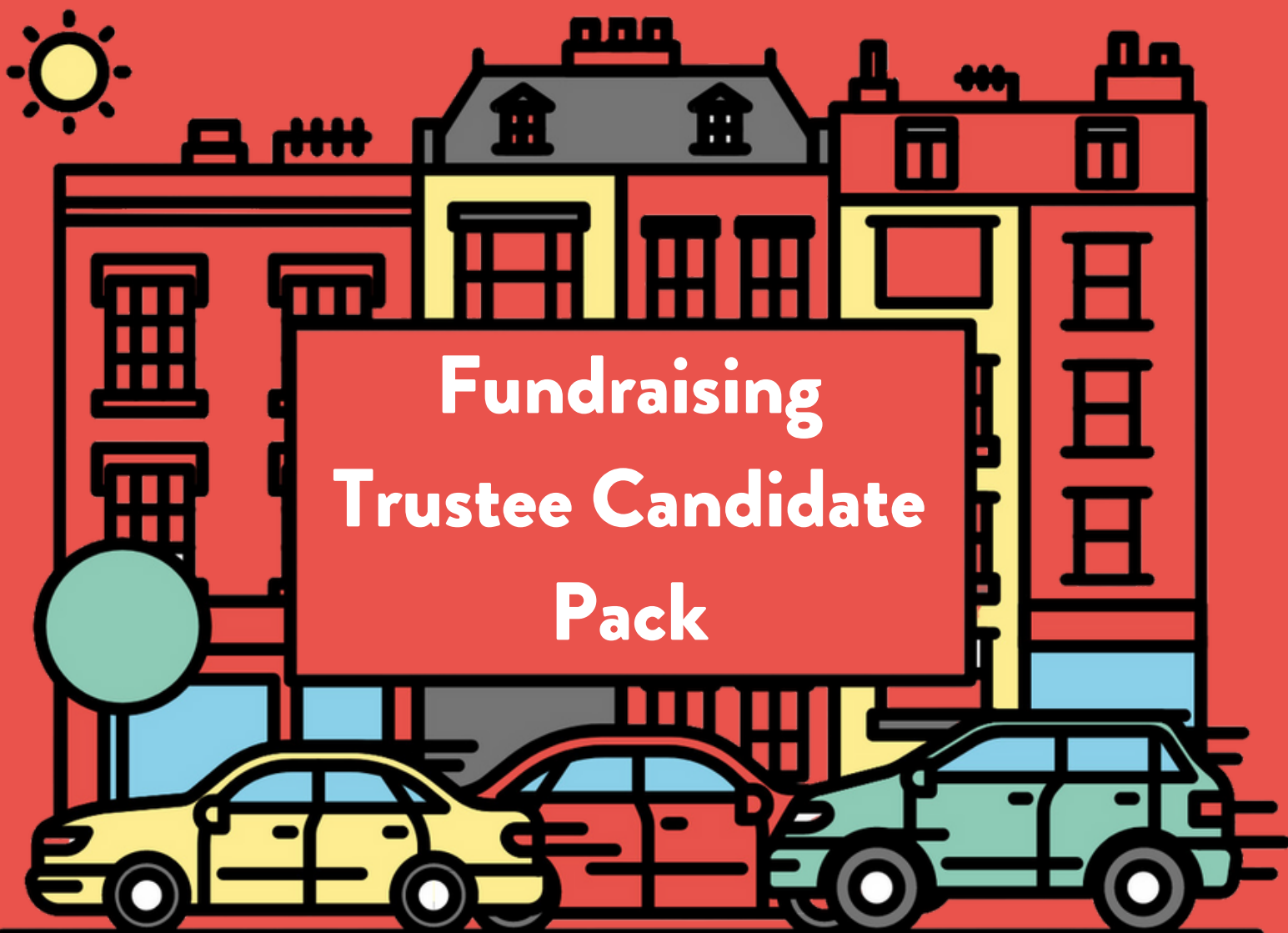


# Redthread

INCLUSIVE  
BOARDS



**Fundraising  
Trustee Candidate  
Pack**

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# Letter from the Chair

Thank you for your interest in becoming a Trustee of Redthread.

We are looking for a new Fundraising Trustee who will play a vital role in achieving our purpose of reducing the impacts of the multiple harms to young people caused by violence, exploitation and other critical vulnerabilities.

This is an exciting opportunity to play a key role in setting the future direction of our organisation, ensuring both its stability and sustainability. Like many charities working with children and young people with multiple disadvantages, Redthread faces many challenges. We are addressing these challenges and continue to provide ground breaking and life changing services to vulnerable young people. After recent changes at the top of the organisation, we have put in place a strong and stable senior team under the leadership of Lucie Russell, who brings years of youth and charity sector experience, insight and talent, and a Board of Trustees with extensive and diverse expertise.

You will add your expertise, background and passion to the Board to ensure high quality governance, collective accountability and strategic leadership. Over the past year, the Board has reviewed and improved Redthread's safeguarding and other policies and strengthened its governance. The Board is also realigning our finances and infrastructure for future sustainability.

Redthread has never been more needed.

Our multi-award-winning charity has over 20 years of pioneering experience in delivering youth work in major trauma centres and emergency hospital departments. Our aim is to reduce the impact of violence and exploitation on children and young people through trauma informed youth work in health settings. We then enable them to access a range of opportunities to move towards safer, healthier and happier lives.

We directly support more than 2,500 vulnerable children and young people every year. We also support children and young people in the online space to reduce the impacts of violence.

As Chair, I am hugely proud of our Board, our executive leaders and their teams. Every day our skilled, passionate and dedicated staff make incredible differences to young people's lives.

We are keen to ensure the diversity of the Board reflects the young people and communities that we serve. We particularly encourage applications from Black, Asian and other minoritised communities, disabled people, LGBTQ+ candidates, as well as those who have lived experience of the issues we work with.

I very much hope you are inspired to join us on this journey and look forward to receiving your application.

Paula McDonald CBE  
Chair of Trustees

You can find out more about Redthread on our website: [www.redthread.org.uk](http://www.redthread.org.uk)

# About Redthread

**Welcome to Redthread and thank you for your interest in our charity and the role of Trustee.**

Redthread is a multi award-winning charity with over 20 years experience of delivering pioneering youth work in hospitals and other health settings. We work across 13 hospitals in London, Nottinghamshire and Birmingham with 11-25 year olds who are affected by grooming, sexual and criminal exploitation, violence, emotional and physical harm, mental health issues, domestic violence and modern slavery. We also support children and young people in the online space to reduce the impacts of violence, and those experiencing a range of health conditions, who are vulnerable and in need.

We train NHS staff so they are able to identify and better support children and young people affected by violence in health settings. We amplify the voices of children and young people and use our evidence and insights from working with them to adapt and innovate our work, support service improvement, and influence regional and national government.

## The Challenge

Thousands of children and young people are being affected by exploitation and violence across the UK, causing serious injuries, death and trapping them in cycles of overwhelming grief and trauma. Compounded by the impact of the cost of living crisis and the after effects of the pandemic, 27,000 children are currently estimated to be at high risk of exploitation by organised crime gangs.



Last year, there were 50,800 knife crimes in England and Wales, 3% higher than the previous year. In 2022 alone, nearly 700 people were murdered - almost two lives a day - and 1 in 6 of these were young people aged 16-24.

The Youth Endowment Fund's November 2023 report highlights the scale of youth violence amongst 13-17-year-olds.

Key findings include:

- 1 in 6 teenage children had been a victim of violence in the last 12 months.
- 47% of children reported that violence and fear of violence impacted their day-to-day lives.
- 1 in 5 children said they'd skipped school due to feeling unsafe.

## **Our Work and Impact**

Over the last year, our major programme of hospital-based teams supported 1,925 young people specifically impacted by violence and/or exploitation.

Our evaluation and insights from our work show:

- 80% reported feeling safer.
- 87% were supported to engage with education, training and employment.
- 61% were less likely to be involved in crime (including retaliation for violence committed against them).
- 57% decreased their risk of exploitation.
- 54% were more likely to engage with other services.

Another key element of our work is training allied professionals. In 2023 alone, we trained 4,750 professionals working with vulnerable children and young people in crisis, including NHS nurses, doctors, midwives, mental health professionals, safeguarding teams, health staff and police.

Utilising our expertise and knowledge, Redthread also plays a key advocacy role, amplifying the voices of children and young people to influence national policy and practice. As Co-Secretariat of the All-Party Parliamentary Group for Child Criminal Exploitation and Knife Crime, we hold an excellent platform to increase children and young people's voice and influence.



## Our Strategic Plan 2021 - 2026

<https://www.redthread.org.uk/about-us/scaling-impact/>



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

Redthread is proud to be an equal opportunities employer that values the contribution each individual makes to our work. We strive to build a diverse and inclusive working environment where all staff feel valued, respected and empowered to be who they are at work.

We aim to achieve a workforce that is diverse and inclusive - one which reflects the communities and young people we support. We actively encourage those with lived experience of Redthread's work to apply.

We recognise that in particular people from Black and Asian communities and other minoritised ethnic groups are under-represented in the leadership of the charity sector, as are disabled people. We welcome and encourage people from these historically excluded groups.

Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process.

Redthread is registered with the Disability Confident scheme. Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. This means that Redthread commits to offering people with disabilities an interview if they meet the minimum criteria for this role.





# About the Role

## **Governance and the Board**

Redthread currently has six Trustees, including the Chair.

To reflect the size and complexity of our operations and to make sure going forward that the infrastructure can support our provision effectively, we are currently recruiting a number of new Trustees, in addition to this role.

## **The Trustee role**

This is an exciting time to join the Trustee Board at Redthread as we consolidate our reach and our pioneering services and partnerships.

As a Trustee you will play a key role in enabling us to continue to amplify the voices of children and young people and use our evidence and insights from working with them to adapt and innovate our work, support service improvement and influence regional and national government.

The role will enable you to put your professional skills to great use to the benefit of 11-25 year olds who are affected by a range of complex vulnerabilities. It will also give you the opportunity to develop your insight and expertise in all that is involved in the governance of an award winning and inspirational charity.

## **Role description**

The Board of Trustees is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities, and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

All Trustees should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual Trustees in any particular aspect of the governance of the charity.

The statutory duties of a Trustee are:

- To ensure the organisation complies with its governing document, the Articles of Association.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives, no matter how 'charitable' and worthwhile' those activities are.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating 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 the financial stability of the organisation.
- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive Officer and monitor their performance.

With other Trustees, to hold the charity “in trust” for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard. As well as the various statutory duties, any Trustee should make full use of any specific skills, knowledge or experience to help the Board make good decisions.
- Ensuring that the organisation acts in accordance with Equality and Diversity legislation in letter and in spirit.
- Upholding the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

**The above list of duties is indicative only and not exhaustive. The Trustees will be expected to perform all such additional duties as are reasonably commensurate with the role.**

## **Person specification**

We are looking for individuals who have a strong empathy with our mission to help young people navigate the challenging transition to adulthood by embedding youth workers in health settings.

We welcome applications from candidates with knowledge and background in **Fundraising**

Lived experience of the issues faced by the children and young people is welcomed, as well as regional representation outside of London.

## **Experience**

- Successful experience of operating within a Board in a charitable, public sector or commercial organisation.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision making.
- A history of impartiality, fairness and the ability to respect confidences.
- A track record of commitment to promoting equity, diversity and inclusion.

## **Attributes and understanding**

- Commitment to the organisation and a willingness to devote the necessary time and effort.
- Preparedness to make unpopular recommendations to the Board, and a willingness to speak their mind.
- Willingness to learn about our frontline work and engage with our staff team appropriately.
- Good, independent judgement and strategic vision.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.
- An ability to work effectively as a member of a team.
- An understanding of the respective roles of the Chair, Trustees and Chief Executive.

# Additional Information

## **Time commitment**

Four Board meetings per year currently held in the early evening and involvement in Board Subcommittees (which typically meet four times per year), fundraising events and support for Redthread's mission. One strategy day is held per year. The expected time commitment is approximately one and a half days a month.

## **Location**

Board meetings are currently held in person in central London, with Subcommittees held online. Each Trustee will be linked to one of our hospital sites and will be expected to visit staff there at least twice per year.

## **Remuneration**

The role of Trustee does not receive financial remuneration, although expenses for travel may be claimed.

## **Conflicts of Interest**

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

## **Terms of Appointment**

We provide a full induction to the work of the charity and the role of the trustee. We also provide the opportunity for trustees to attend training events.

## **Professional Development**

The role of Trustee does not receive financial remuneration, although expenses for travel may be claimed.

# How to apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Redthread. If you wish to apply for this position, please supply the following by 23:59 on 12/05/2024.

- A detailed CV, setting out your career history, with responsibilities and achievements
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- 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

If you have further questions after reading this pack, please email [redthread@inclusiveboards.co.uk](mailto:redthread@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 [redthread@inclusiveboards.co.uk](mailto:redthread@inclusiveboards.co.uk).



# 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 as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

## Contact us today

Improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



[www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk)



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