



Trustee Recruitment Pack

Welcome from our Chair

Dear Applicant,

Thank you for your interest in becoming a Trustee for Rotherham & Barnsley Mind (R B Mind). This is a hugely exciting time to join our ambitious charity as we launch the new three year strategy.

As one of our Trustees, you'll be a key leader, setting our strategic direction, ensuring we use our resources effectively, and maximising our impact within our local community. You'll embody our values and ethos in everything you do.

We need dedicated, empathetic, and ambitious individuals like you to help us achieve our mission and realise our vision: **better mental health for everyone.**

Diversity is critical for a board to be effective; enabling varied discussions, active debate and decision making, so that together we can have the greatest impact. We encourage applications from people with lived experience of mental health problems and from all ethnic, socio-economic, religious, professional and personal backgrounds. Whether you're an experienced trustee or taking your first steps into governance, if you have the commitment, values and skills, we want to hear from you.

We are particularly interested to hear from individuals with experience of:

- Finance, inc financial reporting
- Digital marketing
- Income generation
- Safeguarding
- Lived experience of mental health
- Marketing



Whether you're an experienced trustee or new to governance, if you're committed, share our values, and have the skills we need, we want to hear from you. Join us and be part of something truly transformative.

Thank you again for your interest. I look forward to your application.

Sincerely,

Angela Bland

Chair of the Board of Trustees

A message from our Chief Executive

1 in 4 people experience a mental health problem each year. Yet, many still feel afraid to talk about it. At Rotherham and Barnsley Mind we are committed to changing this.

Our ambition is clear: **to make it easier for people to ask for and receive support for their mental health.**

For almost 50 years, we have been dedicated to providing essential mental health services to those in need. Each year, we actively support over 5,000 people in our local communities, either directly or through collaborations with our partners in the voluntary and statutory sectors. We campaign vigorously to improve services, raise awareness, and promote understanding of something that can ultimately affect us all. Our high-quality services not only support those who are already struggling but we also reach out to those who have yet to receive the help they need and the respect they deserve.

Over the past year, we wrapped up our current strategy cycle and ventured into new areas. As our organisation evolves, we are now ready to launch our new strategy for 2025-2027. That's why we need more Trustees who are ready to support us and rise to the challenge. We are looking for dedicated, empathetic, and ambitious individuals to guide us through this pivotal time.

Our new strategic objectives are clear and compelling. We will:

- **Care for our people and our community**
- **Be an outstanding organisation**
- **Create and develop sustainable partnerships**
- **Harness our full potential**

By joining Rotherham and Barnsley, you will add your voice to a crucial lifeline for people across Rotherham, Barnsley and surrounding areas.

Together, we can make a real difference and build a future where everyone feels comfortable talking about and seeking help for their mental health.

Thanks

Rachel Siddall

Chief Executive



About us

Founded in 1976, Rotherham and Barnsley Mind has been supporting people with their mental health and wellbeing for almost fifty years.

An independent charity governed by a group of local trustees, Rotherham and Barnsley Mind is affiliated to the Mind network made up of over 100 organisations across England and Wales delivering services, campaigning and giving a voice to people with mental health problems, their families, carers and communities.

- Our **VISION**: We won't give up until everyone experiencing a mental health problem gets both support and respect.
- Our **AMBITION**: Supporting everyone to achieve better mental health



29
Staff



13
Volunteers



5
Services

Our values

Caring – We are caring, kind and fair. We show compassion, encouragement and support. We want our people and community to feel held.

Teamwork – Teamwork – We foster a spirit of collaboration and partnership. We are flexible to everyone's needs. We will always champion equality, diversity and inclusion.

Trust – We are trustworthy, honest and respectful. We are sincere and act with integrity in everything we do. We will always try to do the right thing (at all times).

Learning – We adopt an open mind to continuous learning and development. We are agile, reflective, adaptable and committed to excellence. We will strive to be relevant and always make a measurable difference.

Our services

We offer a range of support designed to help individuals to recover and stay well. Working with our local partners, we offer counselling to adults and young people who need our help.

About you

The role of trustees is to govern the activities and affairs and oversee the strategic and general management of the charity. Specifically ensuring that the charity has a clear purpose and direction, is solvent, well run and delivers its charitable and strategic objectives.

Trustees are expected to undertake duties in a manner that reflects Rotherham and Barnsley Mind's values and ethos. The duties of trustees are as follows:

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy.
- Ensuring that the organisation complies with its governing document (Articles of Association), charity law, company law and any other relevant legislation or regulations.
- Exercising a duty of care to ensure that the charity is well run and efficient.
- Ensuring the appropriate use of Rotherham and Barnsley Mind's charitable funds and assets in pursuit of its objects and strategic objectives and overseeing the effective management of the resources and assets of the charity.
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the financial stability of the organisation.
- Ensuring a robust risk management process is in place to identify and address any risks impacting, or potentially impacting, the organisation.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.
- Ensuring that all delegation by the board is clearly recorded through terms of reference, minutes, and job descriptions and that reporting procedures are in place, recorded and complied with.
- Ensuring that Rotherham and Barnsley Mind has an appropriate governance structure in place (including sub-committees) in relation to its objectives, size and stakeholders to enable trustees to fulfil their responsibilities.
- Assessing the board's own performance annually.
- Ensuring that lived experience involvement and leadership is sustained through all aspects of Rotherham and Barnsley Mind's work and relationships.
- Ensuring that Rotherham and Barnsley Mind is accountable to its members, funders and stakeholders.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, and providing advice and guidance on new initiatives or other issues in which the trustee has special expertise.

Expectations

- To ensure equality of opportunity is promoted and sustained through all aspects of Rotherham and Barnsley Mind's work and relationships.
- To commit to ensuring that stakeholders have a say, and that equalities issues are addressed.
- To represent the board if necessary, on internal disciplinary and complaint panels or other panels, and on external bodies by agreement.
- To be aware of and accept the responsibilities of a charitable trustee and director of a charitable company, to act properly at all times and declare any impediment or interest relevant to the role of trustee.
- To act in good faith with due care and diligence for the best interests of Rotherham and Barnsley Mind and work within Rotherham and Barnsley Mind's vision, mission and values.
- To attend and participate in board meetings, contributing own opinions and ensuring that papers are read in preparation for meetings.
- To undertake training and attend induction.
- To respect confidentiality of matters discussed at board and any other meetings set up by the board.
- To evaluate the performance of the board in relation to the agreed objectives.
- To engage with the wider work of Rotherham and Barnsley Mind.

The trustee role is voluntary with expenses reimbursed. Time commitment will vary but it is expected to require 4 Full board meetings a year, as well as join and actively participate in interim Board Meeting and sub-committees.

Person specification

All trustees need to demonstrate the following competencies to become a member of the board:

- A commitment to Rotherham and Barnsley Mind's vision, mission and values.
- Knowledge and/or interest in mental health issues.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- An ability to analyse information and think creatively.
- A willingness to speak their mind.
- An understanding and acceptance of the [legal duties, responsibilities and liabilities of trusteeship](#).
- an ability to work effectively as a member of a team
- seek constructive debate and dialogue over confrontation
- a commitment to [Nolan's seven principles of public life](#): selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Specialities

To enrich the Board's overall knowledge and experience, we are looking for specific experience and skills in finance, income generation, business development and HR.

How to apply

To express interest in becoming a trustee, please send your CV and a short expression of interest (max 500 words) stating why you are interested in the role and what skills and attributes you aim to bring, to Rachel Siddall on Rachel@rbmind.co.uk

Successful applicants will be expected to undergo an Enhanced level Disclosure and Barring Service check, as well as company director and charity trustee disqualification checks.

Diversity Statement

We're developing a culture where diversity is valued, and we can all be ourselves. We still have work to do but are strongly committed to inclusive practices which demonstrate fairness, equality and anti-racism in everything we do. We will not tolerate less favourable treatment of anyone, especially those with legally protected characteristics, and welcome applications from all sections of communities, particularly those under-represented in our organisation.



Rotherham and Barnsley Mind

1-2 Highfield
Doncaster Road
Rotherham
S65 1DZ

Tel – 01709 919929