



## **The Roots Foundation Wales- Trustee Advert**

### **About Roots:**

The Roots Foundation Wales is an award winning charity which empowers young people in care on their transition to independent living and to progressing positively into adulthood. We also support foster and kinship carers. We achieve this through a creative, innovative, and dynamic service based in Swansea, providing services across the region and advocating in Wales.

In 2017 we featured on a BBC1 DIY SOS & Children in Need special and as a result we have a beautiful centre with 3 semi-independent living flats attached. Our Transition to Independent Living programme is bespoke and holistic in its approach and aims to teach young people on the cusp of leaving care (16-19 years old) independent living skills to aid a smooth and positive transition into adulthood.

We have a team of youth workers, night staff and volunteers who run groups, activities and clubs throughout term time and school holidays for young people aged 4-25. We hold coffee mornings for carers, a playgroup for young parents and activity groups ranging from crafts club to cookery, youth club and movie nights.

We are looking for trustees who have an interest in and who have a commitment to supporting children / young people and adults who are care experienced and their carers.

### **A message from our Youth Panel:**

“Roots is our home from home, it's a place where we can share our personal experiences and always be supported. Building good relationships with the staff and other young people is very important to us. It's important to have staff who are respectful, caring and trustworthy while being able to have fun and enjoy a bit of banter! We need someone who is honest, responsible and appreciative of the fact that Roots is like our family.”

### **What we are looking for**

As a small charity we have a committed and enthusiastic team of employees and volunteers on the ground who work to support our young people and their carers. As Roots looks to expand its work and programmes, we are seeking to enhance our board in order to embed a new strategic plan and provide support to the growing number of employees.

We are specifically interested in trustees who have experience in any of the following areas to strengthen our existing skills set.



- Finance, accounts and budgets
- Campaigning
- Change Management
- Comms and Marketing
- Legislation in relation to the organisation's work and charitable status.
- Monitoring and evaluating performance
- Health and Safety

We are particularly keen this time to recruit Trustees with relevant lived experience, such as care leavers and kinship carers.

We also encourage applications from young, disabled or Welsh speakers, and people that live in Swansea and the surrounding areas, as these groups are currently under represented on our Board. The ability to speak Welsh is desirable but not essential.

We are also particularly interested in recruiting a Treasurer. As the organisation grows and receives more funding, it is important that we have a Trustee experienced in financial management, who can oversee the accounts and budgets as well as advising on the financial implications of the new strategic plan.

#### **Role on Trustee board:**

- To oversee the strategic development and growth of the charity in line with its aims and objectives.
- To support events and be an active and contributing member of the trustee board and its activities.
- To take the lead in agreed areas, working with sub groups that could include employees and feedback to the wider board.

#### **Commitment required:**

We meet as a Board every two months, usually on a Tuesday at 5pm for 2 hours. The Trustees will be provided with the relevant papers in advance of meetings, preparation and reading for the meeting usually takes about an hour.

There is an expectation that Trustees are available for 80% of these meetings (ie 5 per year) and to undertake agreed tasks outside of these times. The monthly commitment is approximately 6 hours per month, including meetings and meeting preparation.

The Trustees also meet twice a year in person at Roots, usually in the spring for half a day and autumn for a full day.



We are seeking Trustees that will also be visible and engage in activities at certain times of the year, for example celebrating successes, supporting activities such as trips with young people and be public facing where agreed to promote the organisation. One Trustee per month is expected to visit Roots, for visibility and to help support the staff and young people.

### **Accessibility**

Should you require any reasonable adjustments for this role, to make it more accessible, please let us know.

### **Reimbursement / allowance entitlement.**

Trustees will be entitled to mileage allowance and other reasonable expenses to attend meetings in person and take part in agreed activities.

We will provide induction and ongoing training. Due to the nature of our work with young people, an enhanced DBS check is required for this role.

### **How to apply**

We will be assessing applications on a rolling basis, if you intend to apply for this position please do so as soon as possible.

To apply for this position, or for further information about this role, please email our Chair of Trustees, Annie, at [annie@roots.wales](mailto:annie@roots.wales). Tell us about yourself and why you would like to be a Trustee for Roots.

Please also include any relevant experience, personal or professional. You could also send us a short video telling us about yourself if you prefer.

We are committed to making this process as straightforward as possible, if you require any reasonable adjustments or you are unsure what to include in your application, please contact Annie for an informal chat.