



Clinical Trustee Recruitment Pack

Canopi, 82 Tanner Street,
London, SE1 3GN

info@up.org.uk
hr@up.org.uk
www.up.org.uk

November 2024

Welcome Letter




Thank you for considering making an application to become a trustee of Unlocking Potential (UP).

I hope this pack will give you some of the information you will need to decide whether to put your name forward to help lead the wonderful work carried out by our dedicated team.

We have ambitious plans to grow our services and we are recruiting for a Clinical Trustee with clinical expertise in the provision of therapy to children, young people, and appropriate support to their parents/carers.

You will join a Board of Trustees with a diverse set of skills, and work alongside them to provide comprehensive governance to this growing and developing charity.

Please spend some time reading through this pack which will provide you with further information about our work:

-  About our charity
-  About the role
-  The application process

You can also find out more about our work by reviewing our:

- Charity **website**
- School **website**
- Annual **report**
- Impact **report**

Should you require any further information prior to making an application please do not hesitate to contact us: hr@up.org.uk I would like to thank you for considering Unlocking Potential and hope that your application is successful.

We look forward to hearing from you.



Stuart Roden

Chair of Trustees



About our charity

Our Mission

Unlocking Potential has a mission to: *“Work collaboratively with communities to enable children and young people with social, emotional and mental health (SEMH) needs to unlock their full potential.”*

What we do

Our services combine best practice from the fields of education, clinical excellence, career development and community organising to ensure that every child and young person can excel:

UPLifting Children:

A therapy service in 26 schools across 10 London Boroughs. This service aims to ensure that children who have social, emotional or mental health needs, have access to trainee and qualified professionals to provide timely support.

Clients are aged between 4 – 18 years old, and are referred to our service by their school. We offer brief and long-term work, and also provide support for parents and carers with our UPLifting Families online Parent Group, coffee mornings, and tailored/bespoke support and signposting as part of the work with their children.

The Corner School:

A special independent primary school for children with social, emotional and mental health needs. We work closely with local authorities to ensure that we can provide exceptional provision to children who require intensive, high-quality specialist support to make excellent progress. It is our belief and mission that every child can learn and enjoy a fulfilling school life, regardless of their social, emotional and mental health needs.

Why We Do It

Strong social, emotional and mental health is key to leading a happy, fulfilled and independent life. We are working with our partners to ensure that we can help children and young people tackle SEMH needs to unlock their full potential and thrive in all aspects of their lives.

We focus on community transformation with young people aged 4 -11, and we recognise that investing in the youngest members of society transforms life chances.



Our Values

As a charity-wide team we are utterly committed to fulfilling our mission.

Our work is driven by our values: A nurturing environment, transformational practice and collective impact.

Trust

We build trust by being honest, transparent, and accountable in the way we work with children & young people, staff, and partners and by providing services and programmes whose outcomes are measurable and evidenced based.

Collaborative

Relationships are at the heart of our work. We prioritise communication and collaboration with partners, families, and communities, believing that by working together we create more effective and holistic outcomes for children and young people.

Empowering

We co-create opportunities for our children, young people, parents/carers, and staff to actively participate in decision-making that influences change. We promote the voices of children and young people in our organisation and the wider community.

Nurturing

We provide a nurturing approach based on safety and space for creativity, exploration, and growth. We support and care for our children, young people, and staff to realise their potential.

Impact

We are committed to measuring our impact through a data driven method in order to develop our programmes and make a greater difference to the lives of children, young people, and their parents and carers.



“We are committed to breaking the negative cycles which can limit children’s life chances and to ensuring that all children can make excellent progress.”

About The Role

Clinical Trustee

Role: Clinical Trustee and Chair of the Clinical & Safeguarding Committee

Location: London

Responsible to: Chair of the Board of Trustees

Key relationships: Board of Trustees, CEO, Clinical Director

Role Description

Under the direction of its Chair, the Board of Trustees is seeking to appoint a Trustee with extensive clinical expertise in the provision of therapy to children and young people, with the primary responsibility of strengthening the development of its clinical services and maintaining a clinical governance perspective to ensure its clinical offering is well managed and administered, and resources are used appropriately.

As Clinical Trustee, you will ensure Unlocking Potential maintains and develops its therapeutic services to children, young people and their families, in line with their values.

You will be part of the main Board of Trustees responsible for the general control and management of the administration of the charity and will hold a specific responsibility as Trustee for its Clinical Services.

In addition to your relevant clinical expertise, you will need to demonstrate a range of competencies necessary to contribute effectively at board level including strategic thinking, team working and excellent ambassadorial communications skills.

Key Statutory Responsibilities:

- To contribute to the establishment of Unlocking Potential's strategic direction and goals and the monitoring of any strategic plans specifically in relation to its clinical services.
- To maintain and broaden the therapeutic services of the charity.
- To offer advice and support to Trustees and to the Clinical Director in the further development of Unlocking Potential's clinical services, particularly new and innovative clinical approaches.
- To assist the charity in networking within its given sector and to build on wider opportunities
- To help continue the running of the Trustee Board sub-committee structure to guide and support the Clinical area.
- To ensure clinical policies and practices are monitored and updated, including Safeguarding, across the organisation as a whole.
- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations.

- To ensure that the organisation pursues its objects as defined in its governing document.
- To ensure the organisation uses its resources exclusively in pursuance of its objects.
- To safeguard the good name and values of the organisation.

Other Duties:

In addition to the above statutory and specific duties, each trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions including:

- Scrutinising board papers
- Leading discussions
- Focusing on key issues
- Providing guidance on new initiatives

Person Specification

Unlocking Potential welcomes applications from people across all sectors of our diverse communities and from all backgrounds, particularly from those who are currently under-represented at different levels within the charity. The requirements set out below are indicative and each application will be considered separately and on merit.

Essential

- A commitment to the charity's objects, aims and values and willingness to devote time to carry out responsibilities.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship and adhering to recognised principles of public life that include selflessness, integrity, objectivity, accountability, openness and honesty.
- A senior clinician, trained as a child or child and adolescent therapist, with wealth and breadth of experience in the provision of psychological and creative therapies for children and young people.
- An understanding, and use of, both a psychodynamic and creative model of therapeutic service.
- Prior governance experience, ideally in a charity context and more specifically with a clinical perspective.
- Good communication, interpersonal, team-working and decision-making skills.
- An ability to be strategic and forward-looking in relation to the charity's objects and aims.
- An ability to contribute to discussion at meetings in an open, considerate and effective manner.
- Good independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment.
- An ability to carry the confidence of colleagues, the clinical services and supporters of the charity especially during challenging periods. The ability to respect confidentiality.
- Total commitment to equality, diversity, and inclusion.

Desirable

- Demonstrate an understanding of expertise and / or experience of the governance of an organisation where governance relates to the systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of an organisation.
- A wide involvement with the voluntary sector.

Time Commitment

- Equivalent of 6 working days per year to attend board meetings and clinical sub-committees
- All Trustees are required to attend a minimum of 80% of board meetings annually
- This post is unremunerated, however essential travel and subsistence expenses are payable

The Application Process

How to apply:

To apply, please submit your CV and supporting statement to: hr@up.org.uk

Applications should clearly demonstrate how you meet the requirements of the role specification.

Closing date: 18th December 2024

We will invite successful candidates to meet with Lucy Freeman (UPLifting Children Director) & Tatty Amory (Trustee). After which you will also be invited to meet with Cassie Oakeshott (CEO) and Stuart Roden (Chair of Trustees).

For further information, an informal discussion, or if you require any reasonable adjustments at any stage of the application process, please contact: hr@up.org.uk

Safeguarding:

We are committed to safeguarding and promoting the welfare of children and young people. All roles are subject to safer recruitment practices, including an enhanced Disclosure and Barring Service (DBS) check.

Equality and Diversity:

Our children and families and staff come from a wide range of backgrounds and we value the unique contribution that each individual can bring to UP. We strongly believe that a diverse and inclusive team is vital to our work, and we welcome applications from all sectors of the community and we do not discriminate against any applicants on the basis of any protected characteristic.

