Trustees

Candidate pack

Wanna be a part of our brilliant Board?
Join PSS as a trustee!

Hello there,

Thank you so much for your interest in becoming part of PSS as one of our new trustees. I'm really glad you're here and taking the time to find out more about us.

Who we are

We're PSS, a national charity with the simple mission to create amazing support shaped by real lives and real voices, rooted in the belief that everyone deserves the power to live life on their own terms. Our vision is a world where people have the power and freedom to create a life beyond limits, and we're determined to be part of that.

What matters most to us in all we do is people. From the people we support, to our Shared Lives carers, volunteers, trustees and teammates, we want everyone who is part of PSS to feel like they belong and that they can show up as their full, authentic self. We want the people we support to have full control over their lives, their support and their futures, giving them a voice and a choice in everything, including how our organisation is run.

Our Board

As our new trustee, you'll be joining our brilliant Board at a really exciting time. In 2025, Jill Sheldrake MBE joined PSS as our chief executive and, during that time, has brought fresh energy, creative leadership and buckets of ambition.

We've recently signed off our shiny new strategic plan for 2026 to 2030 (otherwise known as 'The Big Plan'), so as some of our current trustees come to the end of their terms, we're now looking for new people to join our Board and help guide PSS through its next exciting chapter.

The new Big Plan focuses on themes like sharing the power to help create lives beyond limits, getting stronger and braver as we grow, building happy teams, staying rooted in nature, community and belonging and working smarter, together.

Our Board is fantastic: a proper team with a wonderful mix of personalities, backgrounds, skills, knowledge, experience and talents that all come together to help make sure PSS is the best it can be. Like PSS as an organisation, we're all really committed to inclusivity and anti-oppression, and it's a big part of how we work.

Who we're looking for

We're looking for people who care deeply about social justice, inclusivity and belonging, and who live our PSS values of being big-hearted, open-minded, genuine, professional and determined.

We're especially keen to hear from people who bring experience in one or more of these areas:

- Finance and audit
- Social care
- Commercial or market awareness
- Lived experience of using services like the ones we offer

Experience as a trustee

We don't mind if you've never sat on a Board or even been in a boardroom before. What matters most is your perspective, your skills, your values and who you are as a person.

We're really looking forward to welcoming new trustees to PSS, so if you like what you read in this pack (we hope you will!) and it feels like it fits with who you are and what you care about, we'd really love to hear from you.

Julie, Chair of Trustees

Who are we? PSS in a nutshell...

Our aim is simple: we want to help people change their lives for the better - no matter what life throws at them.

We're a business with a heart

All the money we make goes back into finding new ways to help people.

In 2019, we celebrated our 100th birthday - and we still look this great!

We want to make sure we're around for future generations, and your work will play a part in that.

We offer lots of different services to help people get the most from their lives

- from health and wellbeing through to social care services.

The PSS team

is made up of our wonderful employees, dedicated self-employed carers, generous supporters (volunteers) and the next generation of brilliant professionals: our placement students...

We go way back:

We were founded in 1919 by Eleanor Rathbone, a lady famous for tackling social injustices.

We've got offices in

Merseyside, Wales, the Midlands, North Yorkshire, Lincolnshire, Norfolk and Manchester.

Our world revolves around the people who use our services.

Everyone's different, and our focus is on helping people choose their own type of support.

We're always cooking up new ideas for services we can offer.

We listen to what people tell us, and if we hear about a way we can help, we'll create a service to do just that.

The people who use our services are the reason we do what we do

and they play a huge part in making sure we're doing things right. They help us make decisions about how our services are run.

What do trustees do?

Check we're aligning with our PSS values

Influence the future of PSS

Help PSS support people in the safest way possible

Make sure PSS is a safe, supportive and enjoyable place

Make sure PSS has enough money to run our services

Work together with our PSS people

Sit on our Board, as well as on one of our three sub-committees

We've got three sub-committees.

These groups are:

Audit and Governance Committee: This committee looks at things like health and safety, quality and charity governance, internal and external audits, annual accounts reporting, as well as contract and risk management.

Finance and Performance Committee: This committee keeps an eye on how our services and our finances are doing and makes sure that we are keeping to our growth and development plans.

People Committee: This committee helps make sure that PSS is doing all it can to provide a happy, fulfilling place of work, supported by an open and honest culture where everyone feels like they belong.

Our current trustees

Our trustees are a wonderfully diverse bunch – we welcome people from all different backgrounds, experiences and generations.

Many of our trustees are...

- People established in their careers
- People wanting to use their lived experience to help others
- People who want to give their skills and expertise to a good cause

How will it benefit me?

Being a trustee isn't just about you helping PSS, it's about PSS helping you, too.

- It'll boost your employability – having a Board role on your CV is really impressive!
- You'll learn new skills.
- You'll get to work with people with lots of different skills that you can learn from
- It's an ideal way to volunteer if you'd like to gain experience in health and social care at Board level
- You'll be doing something you can be really proud of
- Being part of an amazing organisation that exists to help others

How much time will I need to give?

It's usual for trustees to meet four times a year, as well as a few additional hours to read reports before your meeting, so we usually say about one day per month. This includes the time you'll spend on our sub-committees.

There are also two away days (usually held at our head office in Liverpool) per year where everyone can really get stuck into things together.

Will I be paid for being a trustee?

Being a trustee is a voluntary role. This means you're not paid for your time, but you can claim reasonable expenses payments. This is for things like:

- Travel to and from meetings
- Overnight accommodation where required
- Childcare or care of other dependents while attending meetings

Our services

We've got 7 different services that support people from all different walks of life to get the best from their lives.

Something you hear a lot of at PSS is 'nothing about me, without me', and we truly believe that. Our services are built to help as many people as possible, but how we work with the individuals that use them is entirely dependent on who they are, what they need and what they want to achieve in their own lives. We work with the people we support to make sure the service they receive is right for them.

Here's a little bit about each of our services.

Supporting people to find safe and happy homes

Our national Shared Lives scheme, which we founded in 1978, supports vulnerable people from all walks of life in the warmth of one of our specially-recruited carers' family homes. People who use Shared Lives are supported as much or as little as they want or need by our carers, and they're encouraged to live their lives to the full, learning new skills and gaining as much independence as they can.

Supporting people in their communities

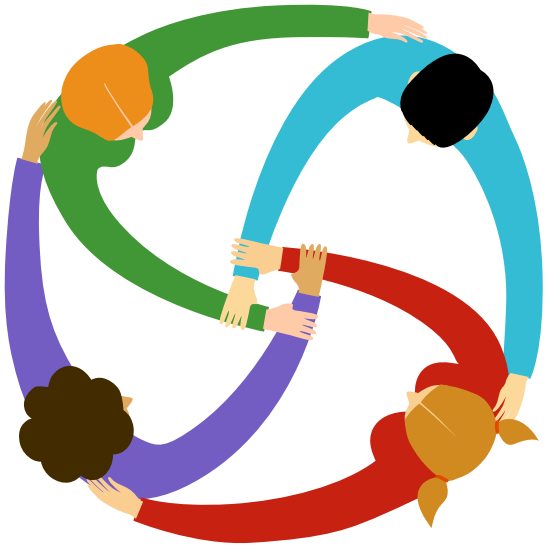
Our **Community Support** service gives people the support they need to get out and about in their community, enjoying life as they choose to, and our **Making Days** service, a bunch of day centres for people with learning disabilities in Liverpool, does exactly what it says on the tin – our fabulous teams help make people's days with lots of fun groups and activities.

Supporting families to stay together

We're big believers in keeping families together wherever possible, supporting them to work with each other on any problems they might be experiencing, but we also believe in giving families a safety net for when that's just not possible. Our fantastic **Prisoners' Families** service helps families affected by parental imprisonment. We run support groups, provide one-to-one counselling, and help families navigate their next steps.

Supporting parents and their babies

Parent-Baby Service is a service in Liverpool that supports parents and carers to develop strong and healthy relationships with their babies; keeping them safe, helping them enjoy life together and forming strong and positive bonds.



Supporting people's mental health and wellbeing

Our **Wellbeing Centres** offers a range of mental health support to people in Liverpool from all different backgrounds who may need some support to feel and stay well.

We can help people experiencing the challenges of living with anxiety, depression and other forms of emotional distress.

Recovery can take time, so we provide safe, nurturing spaces, enabling people to heal, understand, gain control and move forward with renewed meaning and purpose in life. People are invited to attend our recovery courses to learn new techniques, strategies and skills with support from others.

Supporting women to turn their lives around

We support women who have committed an offense or who are at risk of committing one to get back on the right path with our **Women's Turnaround** service. We do that by providing them with the practical and emotional support they need to make more positive choices – with the aim of getting them into employment and, as the name suggests, turning their lives around.

The PSS values and culture

PSS people come from all different walks of life, and it's this mix of brilliant personalities, experiences and insights that gives us that warm, open and friendly culture you can feel as soon as you meet us.

But however wonderfully different we all are, there are five things we've all got in common - and they are the PSS values.

Created by our own employees to reflect some of the personal traits PSS people have, our values are the key to what makes our culture so unique; they're a reflection of who each of us are and they're embedded in everything we do.

Sometimes other organisations approach us and ask how we managed to make our culture so strong.

'Be yourself - everyone else is taken.' Oscar Wilde

Our answer is really simple: we work with genuine, determined, professional, open-minded and big-hearted people.

So... does that sound like you? Tell us! We want to get a sense of who you are.

Belonging at PSS

Our vision for belonging at PSS

By 2030, PSS will be shaped and led by the communities we're part of, and we'll find joy in celebrating and learning about everyone's experiences. Anyone we work with will be met with warmth, safety and a deep sense of respect, care and belonging. We'll stay passionate about disrupting the oppressive behaviour, power systems and structures our communities face.

A diverse and inclusive PSS Board

At PSS, belonging is at the heart of everything we do. We're determined to create a Board that reflects the intersectional communities we're part of. We know that diverse voices, perspectives and lived experiences make our organisation stronger.

As a trustee at PSS, you'll be joining a Board that:

- Is committed to equity, inclusion and being anti-oppressive
- Will question and challenge oppressive power, systems and structures - both within PSS and the wider world
- Works in partnership with our teammates, volunteers, Shared Lives carers, and the people we support and recognises that everyone is an expert in their own life
- Actively seeks to remove barriers and make sure no one feels marginalised or unheard.

How we're taking action

We have a Belonging Policy that sets out how we're working to become the most equitable, inclusive and diverse organisation we can be. This policy guides how we make decisions, share power and hold ourselves accountable.

Alongside this, we also have:

- A Gender Identity Policy, to support our teammates who are on a gender identity journey and/or part of the LGBTQIA+ community.
- A Menopause and Menstruation Policy, recognising the impact these experiences can have and shows people how they can be supported in their roles.
- LGBTQIA+ and neurodiversity networks, safe places for people to share their experiences and feel part of a community.

What's next

We know that whilst we've done a lot already, there's still a long way to go. Which is why we're looking for trustees who want to be part of this journey with us.

How to apply

Like the sound of things so far? Get in touch to find out more!

You can read the full job description and code of conduct **here**.

If you're interested in joining our brilliant Board (we hope you are!), then we would love to hear from you.

Tall Roots is supporting us to recruit our new Trustees. Applications should be made online at **tallroots.co.uk/pss-trustees** and include a CV and covering letter that tells us why you want to join our Board and what you would want to bring to PSS as a Trustee.

We appreciate that applications can feel daunting. If you'd find it useful to speak to Mark at Tall Roots about any aspect of the roles or the process ahead of applying, please email **mark.crowley@tallroots.co.uk** – he will be more than happy to help.

The closing date for applications is
Friday 13th February 2026.

Preliminary interviews with Tall Roots will be held online during **w/c 23rd February 2026**.

Final in-person interviews with PSS are planned for **Monday 9th and Wednesday 11th March 2026**. Shortlisted candidates will also have the chance to meet with some of the amazing people we support.

pss

'The time is always right to do what is right.'

Martin Luther King

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