Mental Health





Board Trustee & Member of the People, Wellbeing & Remuneration Committee

Trustee information pack

everyturn.org

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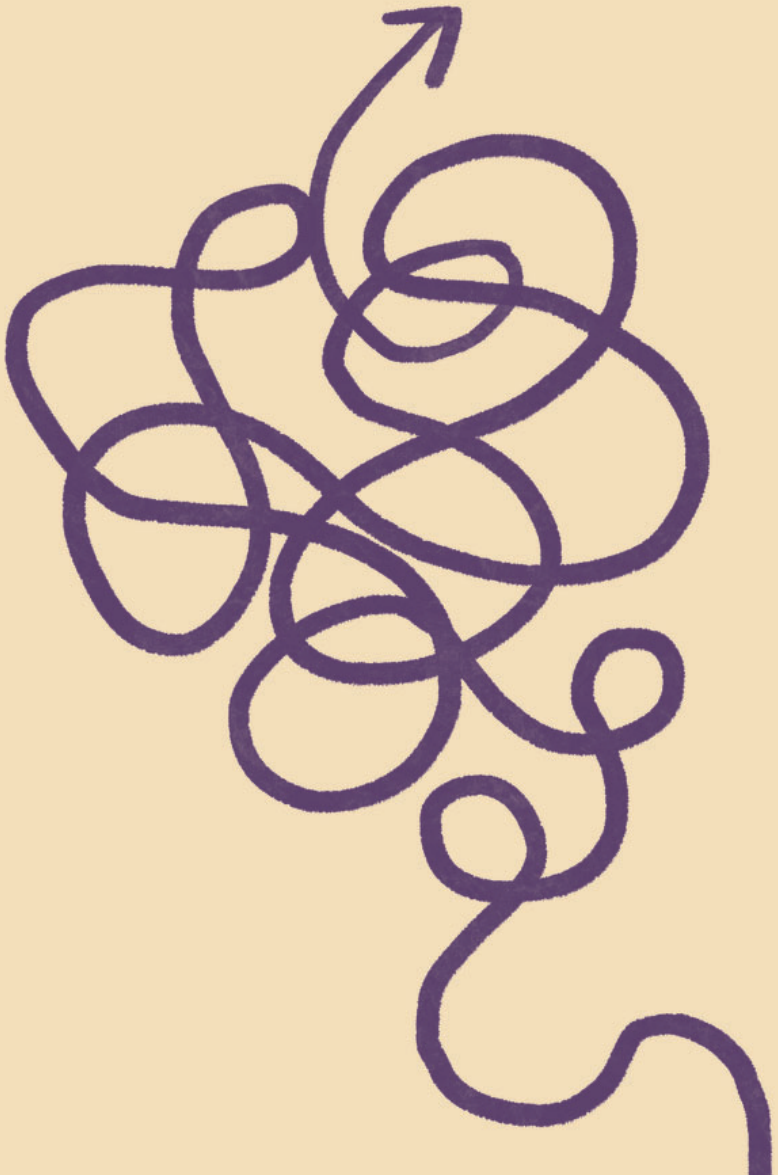
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Welcome from the Chair of the Board of Trustees

Thank you for your interest in the role of board trustee at Everyturn Mental Health.

This is a great time to join us as we work together to deliver the ambitions of our new 10-year strategic plan, and to influence the longer-term development of mental health services that we can all be proud of.

We want to combine our 40 years of experience and strongly-held values to become the country's leading non-profit provider of integrated health and wellbeing services.

We are looking for a trustee who is a leader and pioneer in their field, who shares our passion and commitment, to join our board of trustees and be a member of the People, Wellbeing & Remuneration committee.

If you are interested in supporting a dynamic, caring and innovative third sector NHS partner, then we may just be the organisation for you. If our work and values inspire you, then we do hope you will join us.

Thank you for your interest - we look forward to hearing from you.

Heather Benjamin (she / her)
Chair of the Board of Trustees



Welcome from the Chief Executive

Thank you for your interest in joining our board of trustees.

This is the best possible time to join us as we're delivering our new organisational strategy and transforming the charity into a fully integrated provider of mental health and wellbeing services.

Underpinning these goals are our values and an absolute dedication to ensuring our colleagues thrive. Through nurturing talent and building skills for the future, our aim is to create an environment where improvement and innovation are part of everyday work, and colleagues feel supported, connected, and clear about their role in Everyturn's direction

As the organisation strives to reach and support even more people, we are committed to delivering the best and most accessible care, placing people and our communities at the heart of every decision we make.

No one should have to struggle on alone – we're here to make sure they don't.

Adam Crampsie (he / him)
Chief Executive



Who we are

We are a mental health non-profit with one purpose: we are here so nobody struggles alone.

We deliver this purpose through our mission to provide high-quality, integrated mental health and wellbeing services, placing people and communities at the heart of everything we do.

We provide services across England, delivering contracts worth in the region of £35 million per year.

We are predominantly commissioned by the NHS and local authorities, and we look to collaborate with our health and social care colleagues whenever possible, to ensure that we play an important and relevant role in local services and systems.

We embrace the community mental health transformation and believe that we, and other VCSEs, will be a crucial partner in its success. We are well-placed to support people with multiple, complex needs, and we have a long track record of creatively engaging with, and improving outcomes for, communities with the poorest health.



Hope for the Future

We are proud to share our ten-year organisational strategy, ‘Hope for the Future’.

By delivering this strategy, in 2036 we want people to be met with compassion, not complexity. Help will come early enough to make a difference. And the people who were once least likely to get support will no longer be left behind.

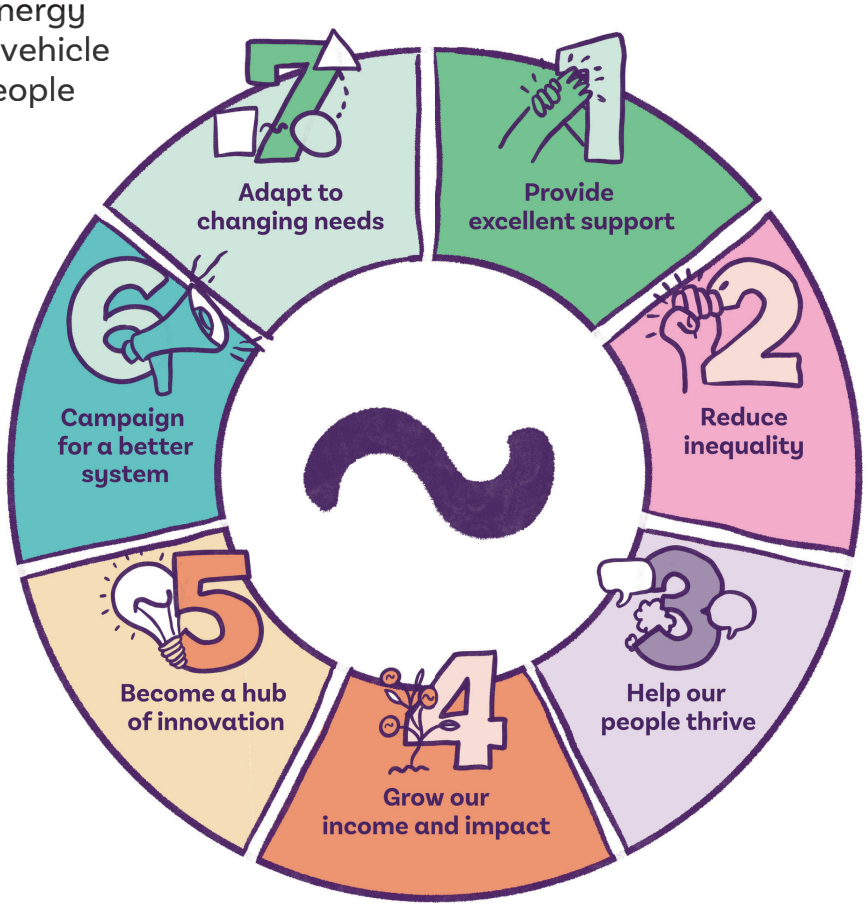
Our Hope for the Future 10 year strategy can be found on our website: www.everyturn.org/about-us/our-strategy

Our vision

A future where no one struggles alone, because getting the right support is simple, fair, and makes you feel understood.

Our goals

Over the next 10 years, we’ll focus on seven strategic goals. They’ll guide where we focus the greatest energy and investment, acting as our vehicle for changing the lives of the people we support.



What we do



24-hour nursing care

Through our 24-hour specialist rehabilitation and recovery services, we help people with complex mental health problems to live well and independently in the community.

We work with working age and older adults to understand and manage their mental health condition, as well as develop and practise the skills which are important to live a satisfying life. We focus on recovery and wellbeing, as well as good physical health.



Supported housing

We enable people with complex mental health problems to move out of hospital or 24-hour care and take up a supported tenancy in the community.

These are highly-specialised services with tiers of support and supervision, which give people who have often spent many years in institutional environments the opportunity for independent living and social inclusion.



Dementia care

We believe passionately in providing good care to people with dementia and their families. We also believe that it is entirely possible for a person with dementia to live a good quality and meaningful life.

In the field of dementia care, we currently provide specialist 24-hour nursing; respite; dementia assessments; and a Community Challenging Behaviour Service to families, carers, and other nursing homes.



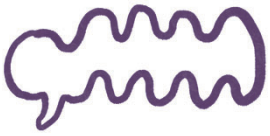
Crisis support

We're here to listen and support people during the most difficult times. We help people find a route to feeling better, by helping them get the urgent emotional and practical support they need.



Community wellbeing

Through a range of community-based services, many using a link worker, we help thousands of people each year to get back into work, education, or to increase meaningful activity, as well as rebuild their social support networks and develop friendships.



NHS Talking Therapies

Our NHS Talking Therapy services provide help for a variety of common mental health issues, such as depression, anxiety, panic, trauma, bereavement, and phobias.

Our clinicians specialise in a range of therapies, including cognitive behavioural therapy, counselling, self-help, EMDR, and interpersonal therapies.

We currently deliver therapies in Bassetlaw, Derby and Derbyshire, Nottingham and Nottinghamshire, Peterborough, and the Wirral.



Children and Young People

We're committed to providing life-changing, person-centred support for children and young people in the heart of our communities. We offer counselling, community school hubs and a dedicated children and young people Safe Haven in Newcastle upon Tyne.

Our values

Innovation

We think creatively and dynamically to give opportunities and the right support to people and our colleagues.

We work collaboratively to create new ideas and ways of working.

We challenge norms and always look to improve the way
we deliver the best social values.

Compassion

We act with humility and kindness.

We are hopeful for people even when they struggle to be hopeful for themselves .

We show empathy to our colleagues and those we support, to ensure we understand and meet their needs.

Accountability

We deliver on our promises.

We hold ourselves and our partners to account in all that we do.

We listen and act upon what the people we support tell us is important to them.

Respect

We act with consideration towards others.

We are open, approachable, and fair.

We act in a way that is inclusive of others and respectful of their dignity.

Excellence

We use our experience and expertise to deliver a measurable impact for our communities.

We go the extra mile to deliver the right outcomes for people and we're proud of what we do.

We work together to ensure we deliver joined-up services, where there is no 'wrong door' to getting help.



About the role

As a board trustee and member of the People, Wellbeing & Remuneration committee, you will share collective responsibility for overall strategic direction, organisational effectiveness, and financial accountability, in line with our objectives as stated in Everyturn's charitable Articles of Association.

You will be required to attend quarterly board meetings and support the Chair of the People, Wellbeing & Remuneration committee in ensuring the organisation has assurance in meeting its duty of care in relation to all the areas of activity and responsibility set out in the terms of reference for the committee.

We are looking for people with experience of strategic workforce transformation, organisational development and innovation and growth through people. As we look to expand the services we deliver and diversify our service and product offering, together with implementing new innovations including AI, we are looking for people who understand the workforce and HR impact of significant transformational change.

The post holder will also ensure that they identify with and share our purpose, mission and values.



Key trustee responsibilities

Fulfil responsibilities and compliance as required by the current Companies Act and Charities Act. Ensuring that the charity complies with its own governing document, and is able to demonstrate that we comply with the law and that the organisation is well-run and effective.

Act in the charity's best interest making balanced and well-informed decisions, considering short and long-term objectives.

Agree operational and governance policy for Everyturn Mental Health and monitor the implementation of these.

Ensure the development of and agree a strategic plan, including a financial plan, for the achievement of the overall charitable and business objectives.

Manage the charity's resources responsibly, reasonably and honestly. Receive, scrutinise and analyse regular clinical and financial reports and progress information provided by the CEO, executive team, auditor or committees of the board.

Promote the interests of Everyturn Mental Health within a wider network.

Appoint the Chief Executive ensuring that the person appointed to this role has the necessary skills and abilities to fulfil the role.

Attend all meetings of the board and committees on a regular basis, ensuring that notice and apologies are given when necessary. This includes four board meetings per year, virtual or face-to-face, in addition to virtual committee meetings and ad hoc meetings as required, however we try to keep these to a minimum. Any travel expenses will be reimbursed

Understand the governance and management processes and carry out their role both diligently and efficiently without becoming either a barrier to progress or exceeding their responsibilities.



In addition, it is expected that all new trustees will be able to demonstrate:

A commitment and enthusiasm for the work of Everyturn Mental Health.

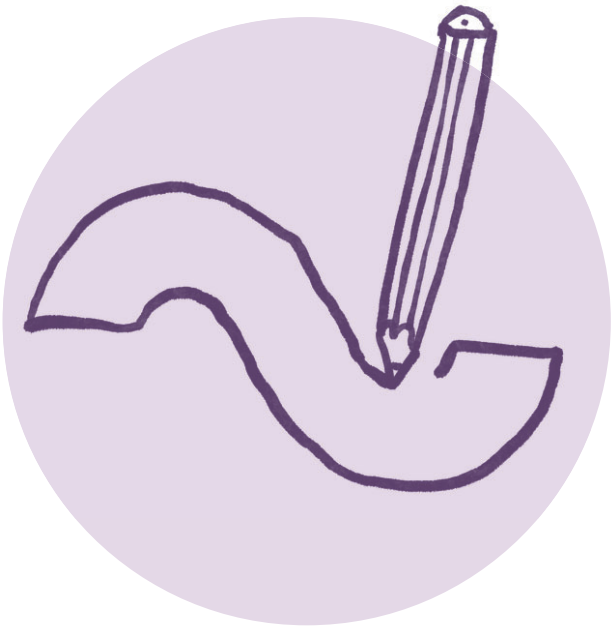
An understanding and / or experience of organisational leadership.

A commitment to equality, diversity and inclusion.

A professional approach to the work of the board and to the development of Everyturn Mental Health and the achievement of its charitable and business objectives.

A commitment to work in the best interests of Everyturn Mental Health, its service users and staff at all times and to take part in the work of the charity through involvement in committees and serving as an officer of the board as required and agreed.

Ideally, trustees will have access to wider networks that will benefit the work of Everyturn Mental Health, and will act in an ambassadorial role, representing the charity in that network.



Communication

Promote a positive organisational culture in all communications, both internal and external to the organisation.

Decision-making

Ensure that decision making at board level balances risks, costs, and benefits, always considering the wider implications of decisions against our values, aspirations, strategy, and business plans.

Contacts and relationships

Contribute to the positive development of a range of strategic and operational relationships external to the organisation, in support of mutually beneficial approaches which will ultimately improve service user experience.

Health, safety, and wellbeing

Take responsibility for your own health, safety, and wellbeing.

Confidentiality

Maintain the confidentiality of information about clients, colleagues, and business, in accordance with the Data Protection Act 2018 and Caldicott principles.

This job description will be reviewed in the light of changes to the role, or at least bi-annually.



Remit of the People, Wellbeing & Remuneration committee

Workforce, culture and wellbeing

Review and consider risks in relation to workforce, culture and wellbeing at each committee meeting, in line with Everyturn's strategy.

Monitor people and wellbeing data and insights, including findings from internal audits, freedom to speak up, people surveys, network groups and listening sessions.

Ensure Everyturn delivers on its strategic goal 'helping our colleagues thrive' by being a an inclusive, values led organisation full of skilled, passionate people.

Championing equity, diversity and inclusion

Ensure the organisation delivers on its strategic guardrail of 'championing EDI for the benefit of all' through the guidance and monitoring of interventions aligned with the organisational EDI action plan.

Pay structure

Oversee and monitor on behalf of the Board and recommend to the Board for adoption the broad salary policy, pay structure, and approach to performance management.

Board recruitment and learning

To act as the committee leading on the Board recruitment and induction processes together with Board learning and development.

Board Assurance Framework

Oversight of the risk management framework relating to the committee.



Applying

We welcome applications from anyone, regardless of ethnicity, gender, sexuality, disability, age, religion, heritage, or socio-economic background.

However, we are especially interested in hearing from applicants from Black, Asian, and minority ethnic backgrounds; LGBTQ+ people; and people who have a disability.

Adjustments

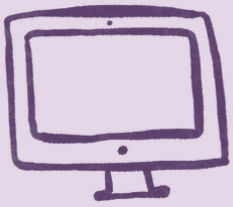
We champion equality, diversity, and inclusion for the benefit of all and are committed to creating inclusive working practices.

To support you through the application process, we can reimburse any childcare or travel costs you require in order to attend the interview.

We can also provide this information pack as a downloadable Word document, or make any other reasonable adjustments, such as ensuring we have sign language interpreters available if required.



How to apply



If you would like to have an informal discussion about the role before applying, or would like to discuss any adjustments that you need to complete the application process, or to to carry out this role, please contact us:

recruitment@everyturn.org



If you would like to apply, please visit our website:

www.everyturn.org/careers

