



# **The Bond Board's Trustees Recruitment Pack**

The Bond Board  
209-211 Bury Road  
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# Thank you for your interest in joining the Board of Trustees at The Bond Board

The Bond Board has been operating since 1993. Our ethos is centred around developing innovative, solution-focused services for homeless households to create a positive difference to the lives of our service users. At the heart of what we do lies a commitment to reach out to the most excluded and disadvantaged people. We do not give up on those who have given up on themselves or waiver in our belief that, with the right support, everyone has the ability to learn, grow and develop.

Our vision is to achieve a safe, accessible, just, and sustainable private rented housing sector for people on low incomes.

All our work is focused on achieving five main outcomes:

## **Access to Housing**

That people especially the most vulnerable are able to access housing in the private rented sector

## **Maintaining Homes**

That people are able to maintain and manage their tenancy

## **Life Skills**

That people develop skills to live independently and have greater control

## **Life opportunities**

That people's life opportunities are increased

## **Influence**

That local and regional housing policy reflects the needs of the most vulnerable

## A Message from the Chair

The Bond Board was founded in 1993 because there was a need to find innovative solutions to tackle homelessness sustainably. It would be wonderful if that need no longer existed but demand for our services is increasing and our mission has never been more important due to the current cost of living crisis.

This is both an exciting and challenging time for the Bond Board and a great moment to join our team. Our strong relationships with key stakeholders and our recognised expertise in private rented sector housing and success in creating and delivering initiatives gives us a unique platform and opportunity from which to move forward.

However, our external environment remains challenging: widening inequality alongside economic investment, pressures on public services alongside a new interest in civic engagement and participation – and of course pressures on funding. These challenges give ever more impetus to work to solve local challenges, to build collaboration.

We are looking for several new trustees with a proven track record of leadership and with experience of governance in charities, who are forward-thinking and can offer strategic perspective, are fair-minded and who accept the principle of collective decision-making and accountability.

Applications would be particularly welcome from people with expertise in one or more of the following areas: finance and accountancy, business growth, landlords with a commercial perspective, knowledge of Greater Manchester wide work, marketing and public relations, fundraising, HR and management, governance and legal, strategic planning, and digital.

This is a significant opportunity for an experienced board member, to provide their knowledge, guidance, and insights to support the charity as we take forward an ambitious growth strategy to increase our social impact in the communities that we work in. The successful candidates will be joining a talented, diverse, and active board with a wide skill base.

This is a great opportunity to be at the forefront of progress in tackling homelessness, to make new connections and help build the future. I hope you will consider joining us.

Els Draper  
Chair, The Bond Board, Board of Trustees

If you would like to find out more about the Bond Board and our future plans, please call 01706 342404 to arrange a call with our CEO, Andrew Beeput.

# How we work

Over the last 31 years the organisation has built a reputation for working with people at risk of homelessness or who are homeless that other services have been unable to help. We deliver person-centred and individually co-produced solutions. Our success is marked not just by the number of people we house who sustain a tenancy, but, more importantly, by the number of word-of-mouth recommendations from people who have used our services to other people that could benefit from our help. Word-of-mouth is one of our main sources of referrals. The Bond Board's work is achieved by a dedicated and experienced staff and volunteer team who listen and respond to people's needs.

The Bond Board's reputation for delivering positive outcomes for people has meant that the Bond Board has been invited to work in partnership with a number of other organisations, both large and small, as well local authorities across Greater Manchester. Our partnership work and good reputation for delivering services has enabled us to increase our impact and the influence of our beneficiaries' voices across the city region and beyond.

## Structure and funding

Over the last 11 years the organisation has built on its expertise in working with private landlords and homeless people to diversify its income and the service that it offers for solutions to some particularly challenging problems. The Bond Board currently has 12 different funders and 21 different projects with a mixture of government and local council grants (22%) contracts (44%) trust and foundations (4%), trading (8%) and capital development grants (22%). The organisational income has grown year on year over the last five years. The Bond Board has an ambition to grow trading income from our social letting agency as part of the organisation's growth strategy.

## Our Impact



## **HOUSING THE HOMELESS**

The Bond Board provides housing solutions and support in the private rented sector for the hundreds of homeless and vulnerable households that ask us for help each year. In 2022/23 we supported 1759 homeless and low-income households to get housed or maintain their tenancies.

We also delivered support, training, and incentives to over 300 landlords and letting agents who provide homes for homeless and low-income households.

We provided 80 new 'Bond Guarantees' to house homeless households (including 32 children) into decent, affordable private rented accommodation. We housed 32 homeless households from temporary homeless accommodation, enabling them to resettle into a long-term home and freeing up space for others in need.

523 formerly homeless households are currently housed by The Bond Board in the private rented sector and are maintaining their tenancies successfully with support from The Bond Board.

## **PREVENTING REPEAT CYCLES OF HOMELESSNESS**

99% of our 'Making the Link' support clients maintained their tenancies and avoided a repeat period of homelessness, 97% of people reported increased independence and quality of life as a consequence of the support they received, and 96% of people felt support reduced their social isolation.

## **MAXIMISING INCOMES**

We put £970,451.89 back into the pockets of our service users this year via benefit applications/appeals, debt reduction and successful grant applications.

## What our service users and stakeholders say



***"My support worker has just been like my saviour really. She helps me with everything. She got me this place and helped me sort all my bills out. It's given me a new lease of life cos I wouldn't be here and in this place without The Bond Board. I've got my own life back."***

**A Bond Board service user**

***"They offer support to tenants who have not always managed to maintain successful tenancies in the past. This help means the tenants have somewhere to turn to for help and advice and ensures minor problems are addressed before they become major issues."***

**A Bond Board Landlord**

***"In the beginning, I was a little bit apprehensive of becoming a landlord, not knowing exactly what it involved and what I had to do, but with my knowledge of The Bond Board, it was cooked very easily because they took over all the little problems I might have had and it was all resolved by them"***

**A Bond Board Landlord**

***"I don't think I could manage. It's the Bond Board who's actually got me through the issues what I've got. They're really good people. To have nothing, it really knocks the stuffing of you. The Bond Board has been great. I'm ready to make a fresh start."***

**A Bond Board service user**

***"I enjoy being trusted to manage my own workload, being involved in developing the service and the support and opportunities there are to develop my career."***

# The Role of Trustee

## Overall Objectives:

To contribute to the strategic leadership, good governance and policy making at the Bond Board.

Trustees are Non-Executive Directors and are legally responsible for the general control and stewardship of the Bond Board, under the Companies Act 2006 and the Charities Act 2011.

## Duties of Trustee:

1. Prepare for and participate in regular Board meetings, normally four per year and one annual away day. These will either take place face-to-face in Bolton or Rochdale or virtually.
2. Uphold and promote the values of the Bond Board in all professional and personal dealings.
3. Act with integrity and avoid any personal conflicts of interest or misuse of charity funds or assets.
4. Contribute to the development of the strategy to ensure the future health and success of the Bond Board.
5. Contribute to the development of policies relevant to the running of the organisation.
6. Ensure that the Bond Board complies with the law, and with the requirements of the Charity Commission, Companies House including the preparation and filing of reports and accounts.
7. Ensure that the Bond Board complies with the requirements set out in its Memorandum and Articles of Association and by-laws.
8. Appoint and support the Bond Board's Chief Executive Officer, monitor his/her performance, and set and review remuneration.
9. Ensure that the Bond Board remains solvent.
10. Use the Bond Board's funds and assets reasonably, and only in the furtherance of its objects.
11. Avoid undertaking activities that might place the organisations funds, assets, or reputation at undue risk.
12. Take special care when investing the funds of the Bond Board or borrowing funds for the Bond Board.
13. Use reasonable care and skill in their work as trustees, using their personal skills and experience as needed to ensure that the Bond Board is well run and efficient.
14. Consider getting external professional advice on all matters where there may be material risk to the organisation or where the trustees may be in breach of their duties.
15. In addition, trustees should use any specific skills, knowledge or experience they have to help the board reach sound decisions.

## **Remuneration and tenure**

- The role of Trustee is not accompanied by any financial remuneration.
- The length of the appointment is three years with the possibility of extension for a further two 3 years term. Maximum tenure being 9 years.

We offer a full induction, which includes shadowing operational staff, and matching you with a fellow trustee and ongoing support. We also provided ongoing access to external training on being a trustee to assist with you keeping you up to date with the latest developments in governance for charities.

## **Time Commitment**

The Trustee Board meetings are held four times a year and one annual awayday. These take place face to face in Bolton or Rochdale, or virtually. You may be requested to join the finance subcommittee which meets twice a year. Additionally, you will support your fellow trustees and the senior leadership team in task and finish groups.

# **How to apply**

To apply for this position please email a CV and a supporting statement (no more than two pages please) explaining why you would wish to become a trustee and how you can meet some or all of the duties listed above.

Please return to: [jgibson@thebondboard.org.uk](mailto:jgibson@thebondboard.org.uk) by Monday 15<sup>th</sup> April 2024 at 4pm. Full details can be found on our website at: <https://www.thebondboard.org.uk/get-involved/jobs/>

The CEO and Chair will interview shortlisted candidates, in person or electronically, as the situation allows. We invite all successful applicants to join our Board of Trustees initially as observers. This will give individuals a flavour of our Board meetings and allow people to meet with other board members at meetings and to speak with other trustees informally outside of the board meetings. The post is available with an immediate start.