

Could you join FitzRoy and help transform lives?

Hello and welcome to FitzRoy,

Thank you for your interest in becoming a Trustee of FitzRoy. We are a national charity which is dedicated to transforming the lives of people with learning disabilities, autism, and mental health issues across England. With over 100 services, we support over 800 people and have around 1,600 staff. Despite the challenges in the social care sector, FitzRoy has grown consistently, proving our resilience and commitment to the people we support, and launched an ambitious new three-year strategy in early 2024.

62 years ago, our founder Elizabeth FitzRoy refused to accept a society where people with learning disabilities were marginalised and excluded. Thanks to her vision and determination, a pioneering person-centred, community alternative to institutional care was born. Decades later, our work continues her legacy and we support people to achieve more than they could have dreamed of. If you choose to join us as a Trustee, you will have the satisfaction of knowing you're supporting this invaluable work and helping to transform lives around the country.

Our Board of Trustees are drawn from a variety of backgrounds and ultimately have collective responsibility for the strategic direction and performance of the charity. We are hugely grateful for the expertise and commitment each Trustee brings to the table and currently believe our board would be strengthened by candidates with expert knowledge of clinical/health/mental health, and fundraising.

If you'd like to find out more about our work, please see the enclosed information. For further details or an informal conversation about the role, please do not hesitate to get in touch.

With best wishes,

Angela

Angela Murphy

Chief Executive

Martin Kyndt, Chair of Trustees

"I'm passionate about the right for everyone to be able to lead a full life – the life that they choose – and FitzRoy enables people with learning disabilities, autism, and mental health issues to do just that."

Our vision

A society where people are treated as equals within inclusive communities and empowered to ensure their rights and aspirations are met.

Our purpose

We enable people with learning disabilities, mental health issues, and autistic people to thrive, living more independently at home and at the heart of their communities.

Our values



We see the person

Every person we support is unique, with their own wishes, needs and aspirations. At FitzRoy people come first, and we continue to put the people we support, their families and our incredible staff at the heart of everything we do.



We are brave

Decades ago, a mother bravely fought for the rights of her disabled son. Today we continue that fight, searching out and embracing opportunities to reach more people. With tenacity, we advocate and find new ways of supporting people to live gloriously ordinary lives. We don't take no for an answer.



We are creative

The people we support have often faced a lifetime of barriers and challenges that they and their families have had to overcome to enable them to live their best lives. When we support someone, this work continues. Through creative thinking, we enable people to dream bigger and believe in themselves and what they can achieve.

Our 2024-2027 strategy

Throughout the development of our new three-year strategy, the people we support were at the heart of all our discussions, as they are in all our work. There were brave and creative conversations with staff across FitzRoy, families, and, most importantly, the people we support. Together we decided where FitzRoy should be in 2027.

With a strong strategic focus on the quality of our service delivery and fostering innovation, we aim to continue to provide outstanding care to people with learning disabilities, autism, and mental health issues. Community plays an enormous part in this strategy and we want to empower the people we support to thrive as valued members of their local communities.

The values of being brave, creative, and seeing the person that Elizabeth FitzRoy displayed all those years ago are still woven through everything we do today and throughout this strategy. Over the next three years, we'll be focused on six strategic goals: quality, community, voice, people, transformation, and sustainability.

Quality	Community	Voice	People	Transformation	Sustainability
<ul style="list-style-type: none">• Deliver outstanding services• Expand our clinical leadership and expertise• Deliver family designed services• Embed our mental health provision	<ul style="list-style-type: none">• Our services are active in our communities• People we support are heard and belong• Increase our impact and our social value• Fundraise to improve lives	<ul style="list-style-type: none">• People with lived experience influence our strategy• Increase our profile as a leading care provider• Demonstrate the difference we make• Amplify the voice of our stakeholders	<ul style="list-style-type: none">• Our staff are proud to work for us• Invest in our leaders• Embrace equality, diversity, inclusion and wellbeing• Value our staff as experts	<ul style="list-style-type: none">• Invest in our digital resilience• Insight and data drives our decisions• Exploit new technology to enhance people's lives• Drive a culture of continuous improvement	<ul style="list-style-type: none">• Deliver purposeful growth• ESG is part of our everyday decision making• Deliver financially sustainable services• Invest in our property portfolio

Meet the team

Angela Murphy, Chief Executive

“ I knew instantly when I first visited FitzRoy that the values and culture were a perfect fit for me. I know the health and social care sector is challenging but there is nothing more rewarding than helping people live fulfilling lives and achieving their dreams. FitzRoy really does transform lives and I am privileged to be leading such a wonderful organisation.”

Alison Heustice, Director of Finance

“ I came to the charity sector because I wanted the chance to give back and do something that has a real purpose. Working in the social care sector can be challenging as we have to deal with rising costs alongside budget cuts, but you reap the rewards on a daily basis, because you get to see the real difference FitzRoy makes to the people with learning disabilities we support.”

Gill Pleasance, Director of HR

“ From the moment I began a HR role in the care sector, I knew it was where I belonged. Contributing to such meaningful work is truly priceless. One of the most rewarding aspects of working for FitzRoy is visiting our services and seeing first-hand the incredible dedication of our staff as they work tirelessly to provide the people we support with the best possible quality of life.”

Craig Richards, Director of Transformation and IT

“ I’m driven by the opportunity to make a meaningful difference in society. My passion lies in empowering people to focus on what truly matters and helping them excel in their roles. With a balanced perspective and innovative mindset, I enjoy bringing fresh ideas to the table while keeping sight of the bigger picture. There’s nothing more rewarding than seeing our teams deliver positive results for the people we support.”

Diane Mee, Director of Business Development, Communications, and Fundraising

“ I absolutely love what we do at FitzRoy, the values we live by, and the way we work. Leading the business development, communications, and fundraising teams gives me the opportunity to work alongside our dedicated workforce, identifying new opportunities to transform lives and celebrating the achievements of the incredible people we support.”

Lao Cooper, Director of Operations and Quality

Lao joins us as Director of Operations and Quality at the beginning of November. He brings with him a wealth of strategic and senior leadership experience working in CQC-regulated organisations within the public sector, NHS, and Local Authorities.

FitzRoy Trustee job description and person specification

Position: Board Member (unremunerated)

Responsible to: Chair

All Trustees are expected to carry out the following duties:

- Keep the charity compliant with its memorandum and articles of association, charity law, company law and any other relevant legislation or regulations.
- Ensure that the charity pursues its charitable objects as defined in its memorandum of association and applies its resources exclusively in pursuance of them, i.e. the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are.
- Contribute to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- Protect the good name and values of FitzRoy.
- Safeguard the financial stability of FitzRoy.
- Look after and manage the property of the charity and ensure the proper investment of the charity's funds.
- Appoint the Chief Executive and monitor his or her performance.

In addition to the above statutory duties of all Trustees, each Trustee should use any specific knowledge or experience they have, to help the Board of Trustees reach sound decisions. This will involve scrutinising board papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the Board on new initiatives or other issues relevant to the area of the charity's work in which the Trustee has special expertise.

We welcome applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexuality, gender and socio-economic background.

We particularly encourage applications from Black or Asian candidates as these groups are strongly represented across our workforce and the people we support, but under-represented within our board (and in particular Black and Asian women). We are actively seeking to appoint trustees with ethnically diverse voices to bring their lived expertise to their work as a Trustee.

Period of Appointment

Board members are appointed following recommendation by the Nominations Sub-Committee and agreed by the Board. Trustees should be appointed initially for one year (probationary year) followed by three terms of three years making a maximum of ten years. A Trustee induction programme includes training on your duties.

Time Commitments

There are five Board meetings per year (approximately three hours long); three are virtual and two face-to-face in London. In addition, we have one full-day strategy away day in November with an evening meal and the option of an overnight stay. Four sub-committee meetings per year; three are virtual and one is face-to-face (of approximately three hours).

Expenses are paid; however, this is a voluntary role with no remuneration.

Person Specification for the role of FitzRoy Trustee

Essential

- A commitment to the charity
- A willingness to devote the necessary time and effort
- Integrity
- Strategic vision
- Good independent judgement
- Ability to think creatively
- A willingness to speak your mind
- An understanding and commitment to the legal duties, responsibilities, and liabilities of being a Trustee
- Able to work effectively as a member of a team

Desirable

- Able to set targets, monitor and evaluate performance and programmes in commercial and voluntary sector organisations
- Clinical experience/fundraising experience
- Experience of the type of work being done in our sector

