



Trustee Recruitment Pack





Thank you for your interest in joining the Board of Trustees

Brathay is a special place. This is most obviously evidenced by the sheer beauty of its main location, situated at the head of Windermere in the Lake District. However, what makes Brathay really special is the impact it has on all sorts of people. This could be via the care, attention and expertise imparted when supporting children, young people or their families in their communities or when attending one of our residential; or via the learning, self-reflection and capability improvement facilitated by one of our people and leadership development programmes.

As such, Brathay leaves long-lasting, positive impressions on people. It is telling that most of the current Board of Trustees have been motivated to volunteer because of past, personal experiences of Brathay.

Encouraged by the Trustees, the Senior Leadership Team have outlined a step change in the ambition for Brathay in the period up to 2030. Realising this ambition will require drive, determination and focus; equally, it will require strong alignment to Brathay's ethos and culture.

We are seeking two new Trustees to strengthen the Board around the following skills and experience:

- **Hospitality**
- **Charity Children and Young People Services**

If you are that person, we very much look forward to receiving your application.

Best wishes,

Andy Watson

Chair of the Board

“Brathay leaves long-lasting, positive impressions on people”

About Brathay

As a result of the generosity and vision of our founder, Francis C. Scott, Brathay has been in existence for over 75 years.

During that time, Brathay has constantly adapted to remain relevant, but that change has always been informed by the principles and aims described in the original Trust Deed. Brathay is established as a Charity and as a Company Limited by Guarantee. Today we employ around 105 staff and 40 associates. We operate from three locations - the main site, just outside Ambleside, together with two important and growing community centres in Bradford and Barrow.

Our charitable mission is to design and deliver innovative self-development and support programmes for children, young people and families that promote the core social and emotional attitudes, skills and capabilities to enable a lifetime of wellbeing.

All our funded charitable programmes are community-based and often include an immersive residential at Brathay as part of the learning experience. They are financed through private donations, public funding and grant aid, with additional support from the surplus income generated by our own social enterprise, including:

- Profit share from our world-class people development and leadership coaching for corporate and public sector organisations
- Entry fees and sponsorship for our Challenge Events in the Lake District
- Surplus income from Staycations
- A contribution of funds from our purposeful Residentials
- Venue hires for meetings, corporate events and celebrations



Our activities

Brathay is a delivery organisation with a mission to develop people to grow their ability to do extraordinary things. The main delivery teams are Children and Young People Services and People Development.

Children and Young People Services delivers impactful residentials at the Ambleside site for schools and community groups; and, working in partnership with others in the Bradford and Cumbrian communities, provides a diverse range of help and support for children, young people and families, especially those facing difficult times in their lives, be it adversity, inequality, lack of direction, neglect or exploitation. The ambition is to further develop our offering and to significantly increase the numbers of individuals positively impacted by residentials and in the existing communities, whilst also entering and embedding in third and fourth communities.

People Development provides a range of distinctive, high-quality, programmes that are tailored to the specific needs of an impressive list of existing clients. Programmes are available on a blended basis, with delivery taking place in Ambleside, at the client's premises, remotely, or via a combination of all three. People development is run on a commercial basis, with all surplus being reinvested in Brathay. The ambition is to further develop the partnerships with existing clients, and onboard important new clients.

Much of the Children and Young People Services activity is via funded programmes, and People Development is run on a commercial basis to create a surplus. Other income is generated by organising events such as the Windermere Marathon and the notorious 10-in-10 (10 marathons in 10 days); and by making any unutilised property at the Ambleside site available for self-catering staycations. Our increased ambition will require further financial growth.

Brathay's key assets are its people and the property that is available to it. In terms of people, Brathay aspires to be an employer of choice and a learning organisation with a strong culture of fairness and inclusion.



“The training is the best I’ve had. It was practical and evidence-based.”





“Brathay made me feel so complete, like a family member, which helped me so much”

Our impact

With 75 years of experience of supporting people to be the best they can be, it never ceases to amaze us the transformational impact we have on so many.



NOAH

Noah's story is a heartfelt reminder of why we are here as a charity and the very need for offering life-saving support to young people and families in real need.

"When I saw that Brathay was celebrating 75 years I decided I wanted to share my story. I was fleeing from domestic violence and homophobic abuse when I first got put in touch with Brathay. I'd been forced to leave a refuge with my children to stop my ex from finding out where I was living and ended up in Bradford where I knew no-one and was so alone and lost and isolated.

Thankfully, I was referred to the Stronger Families programme run by Brathay which was a Godsend. Brathay did so much for me and supported me so much. They helped me apply for housing benefit and other grants and activities for my kids. I had no friends or family in the area yet Brathay made me feel so complete, like a family member, which helped me so much. They even got some counselling for us and I'm so grateful for everything they did.

Even till now I am still getting support from them, so thank you Brathay from the bottom of my heart."

LAURA

Laura's life suddenly changed when problems at home meant she had to move to a refuge with her Mum and siblings.

In the same year she lost two of her grandparents. The shock of these events caused her to lose confidence. She tried to start college but couldn't cope and left; abandoning her dream to train as a midwife.

Fortunately Laura was offered a place on a Brathay project which supports young people into employment or training. The combination of meeting other young people in similar situations, getting involved in activities to boost her confidence and taking the big step of leaving her family to go on a residential trip had a huge impact on Laura. As part of the project she also went on a work placement at a local hotel where she made a great impression. Laura was given an apprenticeship by the hotel and is still working there having won awards and gained qualifications along the way. She has a bright future ahead.





DANIEL

Daniel was 19 when we met him; he wasn't working or in education.

He's on the autism spectrum, had anxiety, found new situations difficult, struggled to make friends, had low confidence and couldn't articulate how he felt.

He initially joined our Princes Trust Team programme; a 12-week course to improve confidence and develop English and maths ability. It included a residential at Brathay Hall in the Lake District where he developed communication skills, team building and confidence and challenged himself with outdoor activities; he gained so much from taking part that we could see the difference in him.

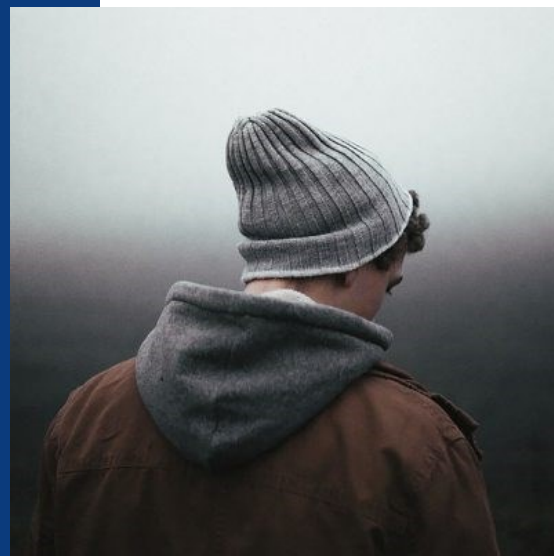
"I wouldn't be working if it wasn't for the help and support I've had from Brathay. Thank you!"

Once he'd completed Princes Trust Team he still needed our support and so he joined our Talent Match programme which supports young people who need extra help towards employment. We worked with him on a 1:1 basis and he also attended group sessions.

His confidence also improved enough for him to become a Talent Match Ambassador which involves liaising with participants about the programme and discussing ways to improve it.

Eventually Daniel started applying for jobs; he got a few rejections but this didn't knock his confidence, in fact it seemed to make him more determined. Finally, he got an interview at a retail warehouse. He was very nervous beforehand and his Brathay keyworker went with him to support him. He was disappointed with how the interview went but just attending was a big achievement for him.

A few days later Daniel found out he had the job and was delighted. He's been working for almost a year now, loves his job and is going from strength to strength.



The Trustee Role

We are seeking professionals, to strengthen the Board at a time of exciting change and challenge.

People who are willing to accept ultimate responsibility for directing our affairs and can demonstrate a combination of intellect, communication and listening skills. We are also specifically interested in those with experience in the following areas

- **Hospitality—running multi functional venues**
- **Charity Children and Young People Services**

The Board of Trustees is the organisation's governing body and has overall responsibility for the strategic direction and financial health of Brathay Trust ensuring that we deliver our stated charitable objectives.

Overview of Trustee Duties

To meet the above responsibilities, Trustees must be able to work with the full Board, Chief Executive and the Senior Leadership Team to:

- Ensure that the Trust operates in accordance with its Trust Deed and objectives
- Promote the Trust and its charitable objectives
- Support the operation of the Trust by making their particular experience and expertise available to the Chief Executive
- Oversee the operation of the agreed plans during the financial year and hold the Chief Executive and their Leadership Team to account for the delivery of the agreed plans and targets
- Agree the strategy and annual business plans and provide for the long term financial health of the Trust
- Oversee compliance of Company Law and Charity Law, and meet the requirements of the Charity Commission
- To safeguard the good name and values of the Trust
- Act as an Ambassador for Brathay
- **Be an active member of the Trustee body in exercising its responsibilities and functions, and attend meetings faithfully**

Person Qualities

- **Personal values** that align with the ambition, purpose and values of Brathay
- Act with **integrity** and avoids any personal conflicts of interest
- **Objectivity**—take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias
- **Openness** - act and take decisions in an open and transparent manner
- **Accountability** for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this
- **Selflessness** - act solely in terms of the public and charity interest
- **Honesty**
- **Leadership**—treat others with respect. Actively promote and robustly support the above principles and challenge poor behaviour wherever it occurs

Current Board Arrangements



The Board of Trustees **meet four times a year**, in person at Brathay Hall. We encourage Trustees to stay overnight the day before at Brathay Hall, to enjoy a meal together.

There is also a sub-committee to the Board, the Finance and Risk Committee that meets 2-3 weeks before each Board meeting, and these meetings are virtual.

All out of pocket expenses will be covered and there will be a Trustee induction provided.

You can view the current Board members and the Senior Leadership Team below on the following links

[Trustees & Fellows - Brathay Trust](#)

[Senior Leadership Team - Brathay Trust](#)

How to apply

Candidates should submit a **CV and cover letter** addressed to the Chief Executive, Teresa Jennings. The letter should outline your motivations for wanting to join Brathay and be no more than two pages.

Applications should be emailed to [**teresa.jennings@brathay.org.uk**](mailto:teresa.jennings@brathay.org.uk).



HEAD OFFICE
Brathay Hall
Ambleside LA22 0HP