



**WINSTON'S
WISH **WW****

Giving hope to grieving children

YOUNG TRUSTEE

September 2024

You might be surprised to know just how many children and young people are bereaved of a parent or sibling every year in the UK.

It's around 45,000 - that's more than 100 every day.

Winston's Wish was the first organisation in the UK to provide specialist support to grieving children. Our founder, Julie Stokes OBE, is a true pioneer.

Much has changed over the years, but that pioneering spirit is in our DNA. Our desire to make a difference to as many children and young people's lives as we can remains undimmed. In fact, it is what drives us, and it is at the heart of our delivery model which blends the best of our face-to-face, remote and digital support to make sure that every child, young person, family or professional that comes to us for help can get it. This combined approach also ensures we continue to grow our services and reach even more grieving children and young people in the years ahead.

We are constantly striving to improve what we do embracing new ways of getting our support out there, and doing everything we can to connect and work with other organisations and partners to make sure we can reach the children who need us.

Our vision is a society in which every child can get the help they need when someone close to them dies. That's why we do so much to raise awareness of the needs of bereaved children, to shape the big picture so that they can get what they need.

We are positive, optimistic, courageous, and driven. You will need to be too.

If you are looking to play a pivotal role in an organisation that is passionate about what it does, one in which your contributions will have a direct impact on the lives of our beneficiaries; one in which the stories you hear will sometimes make you smile, sometimes make you cry (and sometimes at the same time) then Winston's Wish might just be the place for you.

You will join us at a challenging time. Our services are in high demand. We have embraced the possibilities and opportunities of digital and remote support alongside our face-to-face work to introduce a blended model of help. We are embarking on a new trajectory that will take us to the achievement of our goals in this rapidly changing landscape.

It is tough out there. Our work can be difficult. You'll help us find new ways to overcome these challenges, as we have been doing since 1992. Then, now, and always.

If you think this is for you then we look forward to hearing more.

Fergus Crow

Chief Executive



OUR SERVICES

WEBSITES



You will find a wealth of information and help on our websites, including support and advice following specific types of death, free training for professionals and further information about our services.

winstonswish.org and help2makesense.org

FREEPHONE HELPLINE

Immediate support and advice for young people, parents, carers and professionals, as well as access to our more in-depth, ongoing services.

08088 020 021

Monday – Friday, 8am – 8pm.

Please visit the website for current opening hours.



EMAIL SUPPORT

Anyone can email us seeking advice or to ask a question on ask@winstonswish.org and we will get back to you within 2 working days.

ONLINE CHAT

Chat online in real time with a Bereavement support worker at winstonswish.org. Conversations are anonymous and no topic is off limits.

CRISIS MESSENGER

Free and confidential support in a crisis 24 hours a day. Text **WW** to **85258**

BEREAVEMENT SUPPORT AND COUNSELLING

For children and young people who require additional support, referrals can be made for one to one and group bereavement support. Children and young people who have experienced traumatic or multiple bereavements and/or have additional needs may also benefit from a referral to our bereavement counselling service.

PUBLICATIONS & RESOURCES

A range of specialist publications and other helpful resources for professionals, children and parents are available at shop.winstonswish.org

TRAINING

Bereavement training and consultancy for professionals to help ensure that children under their care get the support they need. winstonswish.org/training

Helpline: 08088 020 021
winstonswish.org



Winston's Wish is a Registered Charity (England and Wales) 1061359, (Scotland) SC041140 | 0379 v2



WHAT'S IMPORTANT TO US?

OUR VISION:

A SOCIETY IN WHICH EVERY CHILD AND YOUNG PERSON GETS THE HELP THEY NEED WHEN SOMEONE CLOSE TO THEM DIES.

OUR MISSION:

TO MAKE SURE NO CHILD OR YOUNG PERSON FACES GRIEF ALONE.

OUR VALUES:

- WE PUT CHILDREN YOUNG PEOPLE AT THE HEART OF EVERYTHING WE DO
- WE ARE POSITIVE AND HAVE FUN
- WE NEVER STOP LEARNING
- WE EMBRACE DIFFERENCES
- WE STRIVE FOR BETTER

EQUALITY, DIVERSITY AND INCLUSION

WHERE IS WINSTON'S WISH BASED?

We operate a blended working system: most of our team work primarily from home, with travel to our head office or other venues for collaborative working as required. We also hold several face-to-face whole team meetings each year to enable the whole team to get together. The aim of blended working is to provide greater flexibility so that staff can achieve and maintain a strong work-life balance.

Staff who would like to work from an office more regularly are able to book a desk at our head office:

Winston's Wish
Conway House
31-33 Worcester Street
Gloucester
GL1 3AJ



ROLE DESCRIPTION

Job Title: Young Trustee

Role Description

We're looking for an enthusiastic and committed individual to join our Board of Trustees. This role is an opportunity to grow and develop, so we welcome applicants who are eager to learn and bring their potential to the table. You'll work closely with fellow trustees and the Leadership Team to help oversee our regulatory responsibilities and support strong governance.

You can be based anywhere in the UK, and we ask that you participate in four board meetings each year, with some meetings held online. One of these will be a full-day session focused on strategy development. You may also be invited to join one of our committees or sub-committees, which meet virtually. We encourage board members to attend Winston's Wish events whenever possible.

Purpose and scope

This is a voluntary position, but the rewards are meaningful. You'll join a team of dedicated individuals who achieve remarkable outcomes with limited resources. Together, you'll contribute to a shared mission of helping thousands of children and young people across the UK navigate life after the profound impact of bereavement.

We are here to support and encourage your learning and growth. We believe in helping you develop your skills and knowledge, and we will be with you every step of the way to make sure you reach your full potential.

Responsibilities

The responsibilities of the Board of Trustees include:

- **Make Sure We Follow the Rules:** Ensure that Winston's Wish complies with all legal and regulatory requirements.
- **Stay Focused on Our Mission:** Make sure Winston's Wish stays true to its goals, as outlined in its governing documents.
- **Use Our Resources Wisely:** Ensure that all our resources are used exclusively for our mission and not for other activities, even if they're worthwhile.
- **Guide Our Strategy:** Help set the overall direction and strategy for Winston's Wish.
- **Protect Our Reputation:** Safeguard the good name and core values of Winston's Wish.
- **Keep Things Running Smoothly:** Ensure that Winston's Wish is run efficiently and effectively.
- **Maintain Financial Health:** Ensure the charity's financial stability and help raise awareness, including participating in fundraising and income-generating activities when needed.
- **Look After Our Assets:** Protect and manage the charity's property and ensure that its funds are invested properly.
- **Support Leadership:** Appoint the CEO, monitor their performance, and assist in staff recruitment when necessary.
- **Use Your Skills:** Contribute your unique skills and knowledge to help the board make good decisions. This could involve reviewing documents, leading discussions,



focusing on important issues, or offering advice on new projects and other areas where you have expertise.



PERSON SPECIFICATION

- **Passion for Our Mission:** A genuine enthusiasm for the vision, mission, and values of Winston's Wish.
- **Willingness to Learn the Role:** Understanding the legal duties of a trustee and being open to learning how to balance the roles of the Board and the Leadership Team.
- **Awareness of Data Protection:** Getting to know and understand data protection laws and being aware of changing regulations.
- **Fundraising Knowledge:** Getting to know and understand fundraising and charity laws.
- **Commitment to Safeguarding:** Getting to know and understand the protection and welfare of children and young people.
- **Commitment to Equality:** Show commitment to equality, diversity, and inclusion.
- **Strategic Thinking:** The ability to see the big picture and understand how not-for-profits can drive change.
- **Good Judgment:** The ability to make decisions based on a range of information.
- **Creative Thinking:** Being able to think creatively and speak up when needed.
- **Team Player:** The ability to work well with others, even in short, focused bursts of time together.
- **Commitment to Ethical Standards:** Getting to know and understand the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.
- **Time and Effort:** Willingness to put in the time and effort needed to fulfil the role fully.
- **Positive Attitude:** Excitement and commitment to the work we do, and a positive approach to working with the board of trustees.

BENEFITS

We offer our trustees reimbursement of travel expenses related to their responsibility.

Trustees are also offered training relevant to their role, including in relation to their safeguarding responsibilities and to support their engagement in our ongoing commitment to equality, diversity, and inclusion.



Safeguarding children and safer recruitment

Winston's Wish is committed to safeguarding and protecting the children and young people we work with. All posts are subject to safer recruitment processes including self-disclosure, the disclosure of criminal records and vetting checks. We have a range of policies and procedures in place which promote safeguarding across the organisation.

Every applicant will be required to complete a self-declaration form at the point of application. This will form a discrete part of the recruitment pack but must be returned, in a sealed envelope or as a separate document, with your application form. Self-disclosure forms will only be read if the candidate is shortlisted and called for interview.

Applications that do not contain a completed self-disclosure form will automatically be disqualified.

All offers of employment are made subject to a few background checks. These will include:

- Two professional references from your most recent employer(s) - covering the last five years.
- Clarification of any gaps in your employment history.
- Verifying originals of your ID documents, including your right to work in the UK.
- Verifying originals of your qualification - where they are an essential requirement for the role.
- A police check - satisfactory Disclosure and Barring Service (DBS) clearance.

Equality, diversity, and inclusion statement

We want Winston's Wish to be the best place to come and work, and an organisation that feels as though it reflects the world, we see around us in a modern, diverse, 21st Century Britain. We believe this diversity is an asset to be cherished, nurtured, and grown.

We are an organisation set up as an open access community service. Increasing the equality of access to that service is at the heart of our new delivery model.



We believe that the services we offer, and the makeup of our staff should represent and reflect the communities that we work with and we know that we have a way to go on this.

As an employer we are actively working to increase diversity in our organisation by strongly encouraging applications from all sections of the community; by being more proactive about where we advertise our vacancies: rethinking our pre-requisites for employment and ensuring that we are flexible and transparent to encourage the widest range of talented potential applicants to come and work here.



HOW TO APPLY

Please complete our online application form, which can be found at winstonswish.livevacancies.co.uk.

Use of Curriculum Vitae (CVs)

Our policy is to recruit our trustees on the basis of their suitability for the work to be done. An application form allows us to compare individuals based on like for like information, and as such we do not accept a CV unless accompanied by a fully completed application form.

Recruitment Timetable

Online Q&A Session: **11th September 2024 – 6pm until 7pm (Zoom)**

An opportunity to meet with a panel to ask questions about the role and the organisation.

Please register your interest at recruitment@winstonswish.org by **12pm 11th September 2024**.

Application deadline: **29th September 2024 (midnight)**

Interview date: **W/C 14th October 2024 (evenings slots available if required.)**

Interview location: **Zoom**

Interview details: **A formal interview with trustees and a member of our Youth Board.**

Queries

To arrange an informal conversation with Chair, please email lgratton@winstonswish.org

If you have a query regarding any aspect of the recruitment process, please call 01242 515157 and ask for Becky Harding or email recruitment@winstonswish.org

Retention of Personal Information

Please see our Privacy Statement, which can be found at www.winstonswish.org/privacy-statement/.

Equality, Diversity, and Inclusion

Winston's Wish is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Should you require the recruitment pack or application form in a different format, or any other adjustments to the recruitment process, please contact recruitment@winstonswish.org.

