

DAYBREAK

Trustee

Board of Trustees | Voluntary



About Daybreak

Founded in 2000, Daybreak is a UK-registered charity that works with people to enable them to engage their wider networks to help them make informed decisions that improve their quality of life. We believe in a world where 'families' and communities work together to make decisions and solve problems affecting their lives.

Daybreak is a **registered charity** and we believe in a world where 'families' and communities **work together** to make decisions and solve problems affecting their lives.

We do this by means of Family Group Decision Making processes, including Family Group Conferences, Family Network Meetings and other restorative and solution-focused interventions that:

- Harness the power of families and communities to solve problems.
- Empower individuals to proactively engage in decisions that affect them.
- Champion the voice of children, young people and adults who might otherwise remain unheard.

Throughout our programs, our work relies on the principles of voluntary participation, transparency and openness for all, advocacy for those who need it, and for our work to be facilitative, not prescriptive.

In addition to the above, we deliver training and consultancy services to Local Authorities, charities, and independent practitioners to ensure that families can benefit from best practice Family Group Decision Making services, nationwide.

Our Values

Professional

We act with integrity and are dedicated and committed to making a difference

Respectful

We do not judge others and are inclusive

Trustworthy

We are dependable and can be counted on to do what we say we will do

Our 2023-2028 Strategy

We are currently working to deliver our 2023-28 strategy:

- **To grow and develop sustainably to have an impact now and in the future;** we want to ensure that Daybreak continues to make a difference to the lives of children, young people and adults facing challenges. We want to enable more people to have access to our services that we know will have a positive impact on their lives.
- **To create a culture of learning that improves the difference we make;** we want to ensure that our services are relevant and effective in making the most difference possible to our beneficiaries. We want to be as effective and efficient in delivering on our mission.
- **To raise awareness of Daybreak's services to a wider audience;** we want more people to be aware of the difference we make for our beneficiaries. We want to celebrate and engage stakeholders with our successes and grow our supporter base.

Being a Daybreak Trustee

As a Daybreak Trustee, you will play an important role in shaping the charity's direction and future. Your input will help Daybreak support more families and communities, giving them the tools and confidence to overcome the challenges they face. You will also gain valuable insight into how charities work, the challenges they face, and how these challenges can be overcome. As part of the Board, you will work alongside people from a wide range of backgrounds and learn from their experience and expertise.

What we offer

As a trustee you will be given:

- Induction and ongoing support.
- Board-level experience in a friendly environment, with the opportunity to exercise your existing skills and develop new ones. Our Board contains a diverse range of individuals from various backgrounds, including business and family services, and you will be able to tap into and learn from the breadth of knowledge that they possess.
- Scope to drive a growth strategy designed to expand our services and allow us to give more families and communities the chance to take control of their circumstances. Your experience and insight will be vital in enabling us to channel the power of families and communities coming together to strengthen the bonds between them.
- A comprehensive insight into the charitable sector, the challenges it faces, and how these challenges can be overcome.
- The opportunity to make a real difference to the lives of children, young people, and their families. Your strategic input will help spur positive change and empower families and communities to overcome their unique challenges, and you will see the beneficial impact of your decision-making play out across our services.
- The knowledge that your contribution has helped secure the best possible results for service users and navigate the challenges our charity faces. By helping us, you will help families to find more workable solutions to their problems, while avoiding plans being imposed upon them.

What other trustees say

“Supporting Daybreak means standing with individuals and communities that believe in creating positive change. It's about being part of a movement that empowers communities to make informed decisions.”

“Daybreak does wonderful work helping those in our society who need support... There could not be a better use of my time.”

“Daybreak's mission aligns perfectly with my values, and being part of this journey is an absolute privilege. The most beautiful part of my role is being part of a charity that champions transparency, advocacy, and community empowerment, and seeing the impact of our strategic decisions on individuals and families is both uplifting and fulfilling.”

Safeguarding

Daybreak is firmly committed to the belief that all children, young people and vulnerable adults have a fundamental right to be protected from harm and fully recognises its responsibility for safeguarding and child protection.

Safeguarding determines the actions that we take to keep people safe and protect them from harm in all aspects of their engagement with Daybreak. The safety and protection of all beneficiaries that Daybreak supports are paramount and has priority over all other interests.

As part of our Safer Recruitment Policy, DBS checks will be required prior to commencing work with Daybreak. This policy is available on our website.

How to apply

Closing & Interview Date | as advertised on our website

To apply, please complete the application form on the job advert via the website. Please ensure that you have read all of the following information about the role, job description and person specification.

If you need any help with your application or have any questions, please contact us via email at headoffice@daybreakfgc.org.uk or phone 02380 696644.

We are committed to safeguarding. All posts are subject to a DBS Check, two satisfactory references and proof of right to work in the UK.

Daybreak strives to be a diverse and inclusive organisation for our teams and those we support. Should you need any adjustments, at either application or interview, please contact us.

Role Description | Trustee

Location/Hours

- Quarterly 2-hour Board meetings; 2 virtual meetings and 2 in-person meetings in Hampshire (or nearby)
- Optional participation in sub-committees. Quarterly virtual meetings.
- Ad-hoc correspondence and support in-between meetings.
- Overall time commitment is approximately 30 hours per year.

Remuneration

This is a voluntary role. Reasonable expenses will be provided.

Purpose

To be one of Daybreak's Trustees is to be part of the positive ripples of change for families and communities. Through serving on Daybreak's board, you will contribute to the diverse range of backgrounds, experiences, and skillsets that make us effective as a charity. Your insight will be vital in ensuring that Daybreak fulfils its duty to its beneficiaries and delivers on its vision, mission, and values, by forging bonds between individuals and helping families and communities find strength in unity.

- **Vision:** A world where 'families' and communities work together to make decisions and solve problems affecting their lives. [Daybreak interprets 'family' as anyone in a person's wider social network]
- **Mission:** By engaging people with their wider networks and giving them a voice in discussions, we aim to help them make informed decisions that improve their quality of life.
- **Values:** In all aspects of our service, we strive to be Trustworthy, Respectful, and Professional.

Statutory Duties

- Ensuring Daybreak complies with its governing document.
- Enabling Daybreak to pursue its objectives as defined in its governing document.
- Ensuring Daybreak applies its resources exclusively in pursuit of its objectives.
- Actively contributing to giving firm strategic direction to our charity, by helping set overall policy, define goals, and evaluate performance against agreed targets.
- Safeguarding Daybreak's good name and values.
- Ensuring Daybreak is administered effectively.
- Ensuring Daybreak remains financially stable.
- Helping manage Daybreak's property and to ensure proper investment of our funds.
- Contributing to appointing the Chief Executive Officer and to monitoring their performance.

In addition, with other trustees to hold the charity "in trust" for current and future beneficiaries by:

- Driving Daybreak's vision, mission, and strategic direction forward to achieve better results for service users.
- Steering our charity's performance and "corporate" behaviour, to ensure we comply with all relevant legal and regulatory requirements.

- Helping safeguard our charity's assets, both tangible and intangible, and overseeing their deployment and application.
- Contributing to meetings and suggesting changes, to ensure that Daybreak's governance is of the highest possible standard.
- Aiding staff and families by making important decisions while constructively challenging the management, to fulfil service user's best interests.

You will also be given a wide range of opportunities to use your unique skills, knowledge, and experience to have a valuable impact on board-level decisions and to facilitate the delivery of Daybreak's services to those in need of our support.

Opportunities to get involved in other areas of Daybreak's work and decision-making will also be available, and the trustee will be welcome to bring their perspective to bear.

Person Specification | Trustee

Requirements

All Daybreak trustees must be able to demonstrate the following skills and attitudes:

- A commitment to Daybreak's goals and values.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to speak their mind and constructively challenge current thinking and governance.
- Acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- An ability to work effectively as part of a team.
- An ability to evaluate and interpret management information and other data/evidence.
- Eagerness to learn.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Specific Skills & Experience

All Daybreak trustees are required to demonstrate specific knowledge and experience in at least one of the following areas:

- Lived experience of some of the challenges and issues facing our beneficiaries
- Social work, education, health, criminal justice system or housing
- Dispute resolution, especially in a family context
- Charity law and governance
- Charity fundraising
- Leadership or management of a medium to large organisation
- Financial management
- Data analysis and/or research
- The management of change
- Monitoring and evaluating performance in the commercial and/or not for profit sector

- Recruitment and human resources expertise, including employment legislation
- Business development
- Risk management
- Marketing, media and PR

Privacy Notice

Here's how we handle your information.

Information We Collect

- **Contact Details:** Name, email, phone number.
- **Application Details:** Resume, cover letter, qualifications, and references.

How We Use It

- Evaluate and process your application.
- Communicate with you about the position.

Sharing and Security

- Shared with the hiring team and relevant staff.
- Protected with secure systems.

Retention and Rights

- Kept for the recruitment process and as required by law.
- You can access, correct, or request deletion of your information.

Contact

Questions? Contact us at headoffice@daybreakfgc.org.uk

Our full privacy notice can be found on our website: <https://www.daybreakfgc.org.uk/privacy-notice>

By applying, you agree to this notice.

Thank you!

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