



22 March 2019

Dear Applicant,

Thank you for your interest in becoming a trustee of Redthread. We empower young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Whether a young person is seeking support for anxiety, needs help with an eating disorder, has been the victim of a stabbing, or has suffered a sexual assault, we support them to overcome the challenges they face through our dynamic youth work programmes. You can find out more about us on our website: www.redthread.org.uk. In 2018, we won the children and youth category of the Charity Awards run by Civil Society Media for our Youth Violence Intervention Programme. [This video](#) about Redthread was shown at the presentation and explains some of our work.

Redthread's work and geographic reach is expanding. We would like to recruit some new Trustees to meet our expanding role, and to replace a couple of Trustees who recently stood down having worked with Redthread for a number of years. We are particularly looking for the following skills and experience to complement our existing Trustees' skills set:

- Medical;
- Legal;
- HR/people management;
- Charity governance;
- Community engagement/youth work;
- Fundraising/income generation (trusts, foundations, corporate, statutory and philanthropic);
- Impact evaluation.

In addition, we would be pleased to welcome applicants from the Midlands. Redthread is a London-based charity but is now embedded in three hospitals in the Midlands and with potential to expand to other regions so we would welcome applicants from outside London, and from the Midlands in particular.

In terms of commitment, there are currently four Trustees meetings a year, with the possibility of increasing this number to six. Meetings are held in central London, typically in the evening, and Trustees would be expected to attend these meetings. Looking ahead, we may hold one meeting a year in the Midlands. In addition, Trustees will be asked to attend one strategy workshop per annum which will be a full day event, to engage in occasional activities or events relating to their area of specialism or interest, to attend ad hoc meetings or sit on interview panels, and to attend occasional fundraising or social events.

In this application pack, you will find a role description and person specification. If you would like to apply for the role, please send us your CV and a supporting statement, and a completed copy of our equality and diversity monitoring form which you can find [on our website](#). Your supporting statement should outline why you are interested in the role, how you meet the criteria in the person specification, and should be no more than two sides of A4. All three documents should be emailed to applications@redthread.org.uk.

We will accept applications until 10am on Monday 22 April. We are currently planning to hold interviews the week beginning 13 May.

Kind regards,

Cheryl Plumridge OBE
Chair of Trustees

REDTHREAD'S YOUTH WORK PROGRAMMES

Redthread empowers young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Whether a young person is seeking support for anxiety, needs help with an eating disorder, has been the victim of a stabbing, or has suffered a sexual assault, we support them to overcome the challenges they face through our dynamic youth work programmes.

The Well Centre is our unique partnership with a GP service, Herne Hill Group Practice, that provides young people, aged 13-20, with drop in access to GPs, CAMHS counsellors, and Redthread's experienced team of specialist youth workers. Whether in crisis or wanting a chat over a hot chocolate, young people have a safe place to raise their concerns and receive helpful and appropriate support and advice. 98% of young people who have visited the Well Centre say they would recommend it to their friends. The Well Centre receives some funding from Children in Need who filmed our work [for a TV advert](#).

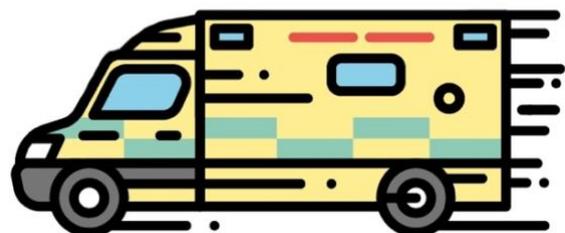
Every year thousands of young people find themselves in hospital A&E departments as the victim of serious youth violence. Redthread's Youth Violence Intervention Programme embeds youth workers in hospitals to intervene with these young people. The teams meet the young patients as soon as they can: in the A&E waiting room, on the ward, or even in the resuscitation bay. We believe that this moment of intense crisis, when the young person is nursing a serious injury in the daunting environment of a busy hospital, often alone, can be a catalyst for pursuing positive change – a 'teachable moment'. The programme is well established at London's Major Trauma Centres, and in 2018 we launched our work in QMC, Nottingham, QE and Heartlands Hospitals in Birmingham and Homerton Hospital in Hackney. We also provide support to young people who have been admitted to adult wards through our involvement in KAOS – King's Adolescent Outreach Service.

"I need this don't I, this is an opportunity for me; to be able to work with you, any of you, could change things for me. I'm ready for that. I'm in! You don't need to ask me again - I'm 100% on board, whatever I have to do. I'm doing it."

A young person's reaction to being introduced to Redthread

"Redthread youth workers are doing an incredible job helping young victims to move away from the circles that led to them getting hurt"

Sadiq Khan, Mayor of London



Trustee role description

Remuneration:	The role of Trustee does not receive financial remuneration, although reasonable expenses for travel may be claimed.
Location:	Trustee meetings are currently held in central London with a possibility of one meeting a year being held in the Midlands or other regions as the charity expands its activities. Our office is at 18 Buckingham Palace Road, London, SW1W 0QP
Time commitment:	Four Board meetings per year held in the early evening (with the possibility of this number increasing to six), and with an expectation of further involvement in board subcommittees, fundraising events and support for Redthread's mission. One strategy day a year.
Engagement term:	One three-year term, extendable by mutual agreement to a second three-year term.
Reporting to:	Board of Trustees

Job Description

To be a Trustee of an organisation is an exciting and fulfilling role. The most effective Boards are ones which benefit from individuals from a diverse range of backgrounds, experiences and skill sets. The role of a Trustee is to ensure that Redthread Youth Ltd fulfils its duty to its beneficiaries through health and trauma-informed youth work and delivers on our vision, mission and values.

Redthread's vision

A society where all young people live healthy, safe and happy lives

Redthread's mission

To empower young people to thrive
as they navigate the challenging transition to adulthood
by integrating trauma-informed youth work into the health sector.

Redthread's values

Compassionate Collaborative Courageous Dynamic Empowering

The statutory duties of a trustee are:

- To ensure the organisation complies with its governing document - sometimes known as a trust deed, constitution, or articles of association.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives, no matter how 'charitable' and 'worthwhile' those activities are.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.

- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- If the organisation employs staff, to appoint the Chief Executive Officer and monitor his or her performance.

In addition, with other Trustees, to hold the charity “in trust” for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard.

As well as the various statutory duties, any Trustee should make full use of any specific skills, knowledge or experience to help the board make good decisions.

The above list of duties is indicative only and not exhaustive. The Trustee will be expected to perform all such additional duties as are reasonably commensurate with the role.

Trustee – Redthread Youth Ltd

Person specification

Individuals are sought who have a strong empathy with our mission to help young people navigate the challenging transition to adulthood by embedding youth workers in health settings. Experience, skills, and expertise in the following areas are particularly sought: medical; legal; HR/people management; charity governance; fundraising/income generation; impact evaluation. Trustees are expected to have an interest in youth work or related fields such as social work or teaching, as well as healthcare, and an in-depth understanding of our work and ambitions. We are especially keen to recruit a medical professional, ideally (but not limited to) someone with experience of working in ED or trauma, a GP or with a senior health management background.

Redthread interfaces with a wide range of stakeholders including leaders from all main political parties, senior NHS managers and clinicians, the Mayor's office, senior Police officers, community leaders and other charities. Its role is, on occasion, high profile and sensitive and involves safeguarding of children and young adults. The charity is politically impartial and it is important that its staff and Trustees are seen to be politically impartial in their charitable role, can act confidentially and in the best interests of the charity at all times. We follow the Charity Commission guidance that DBS checks should be obtained for Trustees of charities which work with children or vulnerable adults.

The Board of Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

All trustees, should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual trustees in any particular aspect of the governance of the charity.

Experience:

- Successful experience of operating within a board in a charitable, public sector or commercial organisation;
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives;
- A proven track record of sound judgement and effective decision making;
- A history of impartiality, fairness and the ability to respect confidences;
- A track record of commitment to promoting equality and diversity.

Knowledge, skills and understanding:

- Commitment to the organisation and a willingness to devote the necessary time and effort;
- Preparedness to make unpopular recommendations to the board, and a willingness to speak their mind in a constructive manner;
- Willingness to be available to staff for advice and enquiries on an ad hoc basis;
- Good, independent judgement and strategic vision;
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
- An ability to work effectively as a member of a team and to act collegiately at all times;
- An understanding of the respective roles of the Chair, Trustees and Chief Executive.