



YOUNG BARNET

FOUNDATION

Trustee Recruitment Pack

www.youngbarnetfoundation.org.uk

Charity No. 1164713

Version. 4

MESSAGE FROM THE CHAIR

Thank you for showing an interest in applying to be a trustee at Young Barnet Foundation.

I am delighted to invite applications to join Young Barnet Foundation's Board of Trustees. If you are passionate about creating opportunities for children and young people to thrive, please consider applying. You will be joining an organisation that exemplifies Generous Leadership: encouraging members, partners and residents to work together for the greater good. This approach has seen YBF thrive in the five years since we were founded.

YBF's incredible team has brought the community sector together to respond quickly and effectively to the impact of Covid-19 on the people we work with. We are now at an exciting point where the organisation is building strong strategic relationships with partners in the borough. Over the next three years we will be delivering projects to build our members' capacity; raising more money for the sector locally; doing work to help us communicate more effectively about our own and our members' impact, and developing projects which bring our members together with our partners to address the issues we know children and young people in the borough are facing: from holiday hunger, to mental health, to loneliness.

Lizzy Hawkins



OUR TRUSEE RECRUITMENT CAMPAIGN

Our Trustees steer and support Young Barnet Foundation to achieve its objectives.

You will be expected to attend Trustee meetings every other month, having read the papers beforehand, to join our operational or sub-committee meetings (currently every other month), support the YBF team to deliver particular pieces of work relevant to your expertise and act as an ambassador for YBF. Being a Trustee means you are legally responsible for ensuring that YBF is run properly. If you do not know what being a Trustee involves, please look at the Charity Commission's guidance before you decide whether or not to apply.

We are particularly interested in candidates with the following:

- Local connections within Barnet - with local businesses, schools, faith groups, local government & councillors
- Experience of the youth sector, as a service user, volunteer or employee
- Strategic communications, especially using data to convey our impact to people who can help us achieve our objectives for the sector
- Fundraising, especially community fundraising, corporate fundraising and/ or fundraising from trusts and foundations

We care about making sure that YBF is governed by Trustees who represent the community of Barnet. That's why we're running an open recruitment process with 'blind' sifting. That means that someone (not on the selection team) will remove any information which could lead to unconscious bias. This includes your name, age, gender, religion and educational institutes. 'Blinding' processes has been shown to be an effective way of reducing unconscious bias in application processes.

If you would like to apply, please send a CV and cover letter to info@youngbarnetfoundation.org.uk by midnight on Sunday 27th June 2021

- Your CV should list your previous employment and voluntary experience and any relevant qualifications. We'd like to know what you were responsible for delivering, and any achievements you are proud of.
- Your cover letter should explain why you are interested in becoming a YBF Trustee. We'd like to know what skills and experience you will bring and how they will help us deliver our work.

Once we have received all applications and anonymised them, a panel of YBF staff and trustees will review them and decide who we want to interview. We will contact you to tell you if we will interview you or if your application wasn't quite what we needed this time.

Contact Us

020 3621 6090

info@youngbarnetfoundation.org.uk

www.youngbarnetfoundation.org.uk

Charity Reg: 1164713



Diversity & Inclusion

The wonderful organisations and the young people that we serve come from a diverse range of backgrounds - they speak dozens of different languages, have a wide range of ethnic backgrounds and experience a broad range of different traditions, religious and cultural influences. We want our organisation to offer the best possible support to the children and young people's voluntary and community sector. We believe that in order to do that we need to be proactive about:

- Offering all young people, a diverse range of role models.
- Ensuring that our decision-making processes are informed by a range of different perspectives.
- Ensuring that our organisation reflects the community it serves.

We are therefore particularly keen to encourage applicants to our trustee board who come from black and minority ethnic communities, who are currently underrepresented on our board.

Our approach in general:

We are keen to harness different perspectives, experiences, and talents in order to best serve the culturally rich and diverse community of Barnet. We consider diversity to embody all the differences – life experiences, work experiences, perspectives, cultures, ethnicity, gender, age, disability, religion, class, sexual orientation and other aspects of life – that make us unique individuals. We therefore welcome and encourage applications from people of all backgrounds. We are committed to ensuring that all trustees applicants are treated fairly and with respect, irrespective of their actual or assumed background including gender, sexual orientation, marital status, age, race (including colour, nationality and ethnic origin), religion/belief or disability.

Recruitment Process

If you are interested in joining the board, you are invited to an informal meeting with the Chief Executive of the Charity and/or the Chair of Trustees to discuss the role. You are encouraged to use this opportunity to ask any questions and fully understand the organisation and the trustee role. You will then be invited to observe a board meeting so that you can get to know the organisation and meet the other board members, before an interview conducted by 1-2 trustees and the Chief Executive.

Term and Time Commitment

- The term of a member of the board is three years, after which board members may be re-elected for a maximum period of 6 years. There will be a six-month trustee probation period.
- The Board meets at least 6 times a year, with additional operational meetings, sub groups as necessary.
- Trustees are expected to plan to attend all meetings. Meetings are usually held in the evening.
- In addition to Board Meetings, other contact – usually electronic or by telephone – will be necessary.
- Trustees are expected to make a regular commitment to additional meetings / events as needed.
- The time commitment for a trustee is expected to be up to a day a month (8 hours).