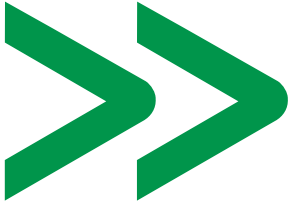


CANDIDATE PACK Trustee





Welcome from our Chief Executive Officer...

Groundwork, Changing Places Changing Lives

Groundwork was founded in the North of England at a time of political, social and economic challenge originally as an experiment to help communities cope with change and work together to make their lives and neighbourhoods better. That experience and that spirit of enterprise and innovation have never been more needed.

What drives us is the recognition that in every community – however disadvantaged – there are deep reserves of pride in the local area and people with the passion and ideas to improve their circumstances and surroundings.

Groundwork exists to harness that pride and unlock that passion through services projects and programmes that change people's lives now, but also make our communities more resilient for the future.

Groundwork are an organisation that embraces transformation - through new approaches and different ways of operating. As history tells us we cannot stand still if we want to be at the forefront of community regeneration for the next thirty years. We are now going through a further process of consolidation and merger.

'Building a Better Groundwork' is an exciting new initiative launched nationally to help Trusts develop a consolidation and transformation programme focusing on our sustainability and growth. In the North of England the Trusts operating across the North West (except Greater Manchester), Yorkshire and the North East like to think we are at the forefront of this change and are working ever more closely together to create a northern plan to increase our market share and grow our turnover and profits through improved business development and marketing; embedding common systems and processes; and creating a shared Business Support Service Hub.

Groundwork NE & Cumbria turnover nearly £20m, employ over 450 staff and deliver a wide range of programmes helping communities and individuals find practical solutions to the challenges they face. We are looking to grow this substantially over the next five years.



Groundwork NE & Cumbria Candidate Pack
Trustee



About Groundwork North East & Cumbria

Groundwork emerged from a 1970's experiment by the Countryside Commission as a new approach to regenerating and managing neglected and derelict land in the urban fringe.

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Groundwork's first North East Trust was set up in 1985 to meet the needs of communities suffering as a result of the pit closures in East Durham. Over the next twenty years other Trusts were established in West Durham, South Tyneside, Middlesbrough and then Northumberland. In 2009 following a merger Groundwork North East was created bringing together the delivery of over 350 projects per year

that continue to help improve the quality of people's lives, their prospects and potential, and the places where they live, work and play.

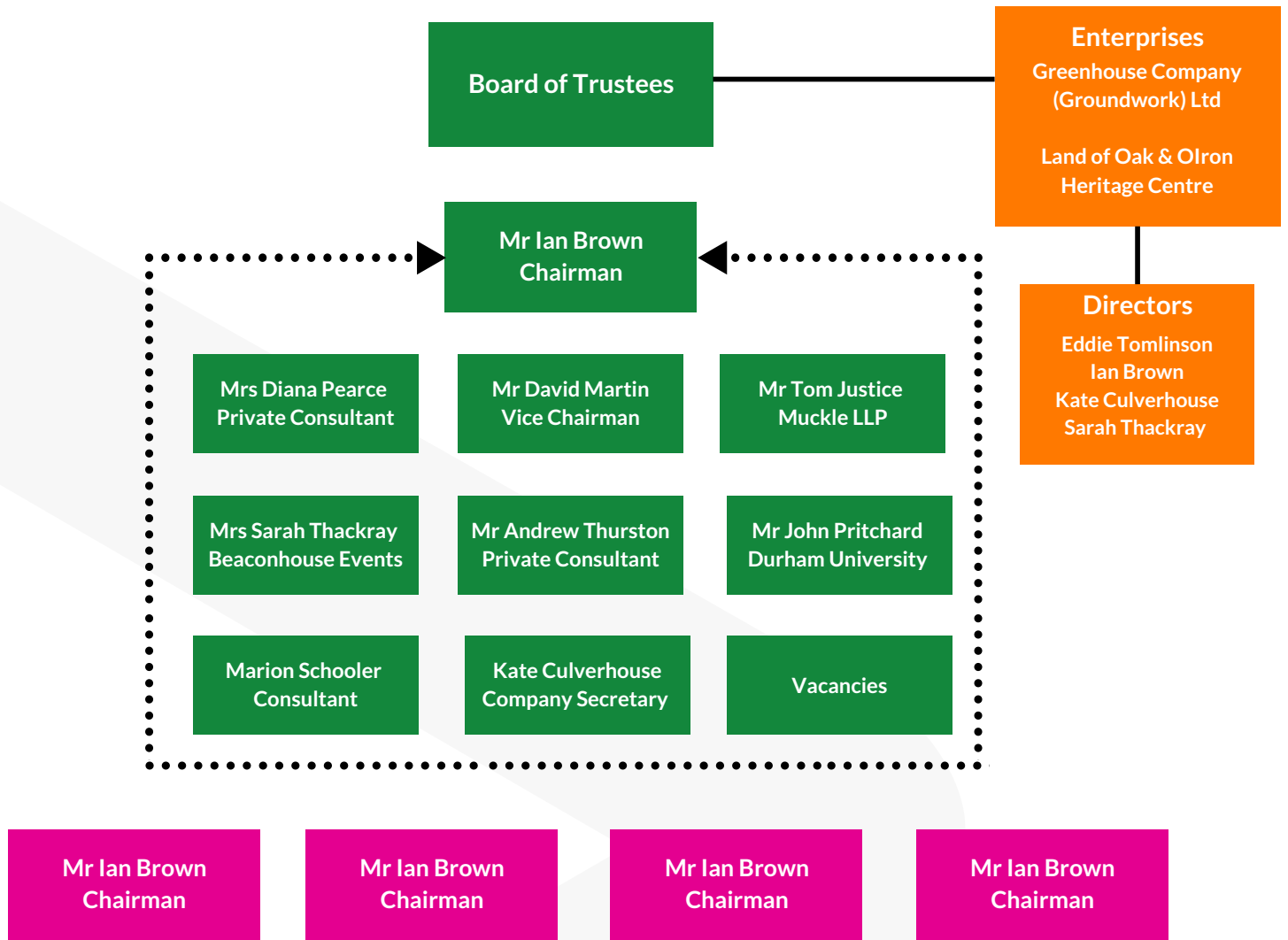
In October 2010 Cumbria officially became part our operational area making us Groundwork NE & Cumbria.

In 2015 we celebrate the 30th year that Groundwork has been inspiring change and supporting communities in the North East & Cumbria.

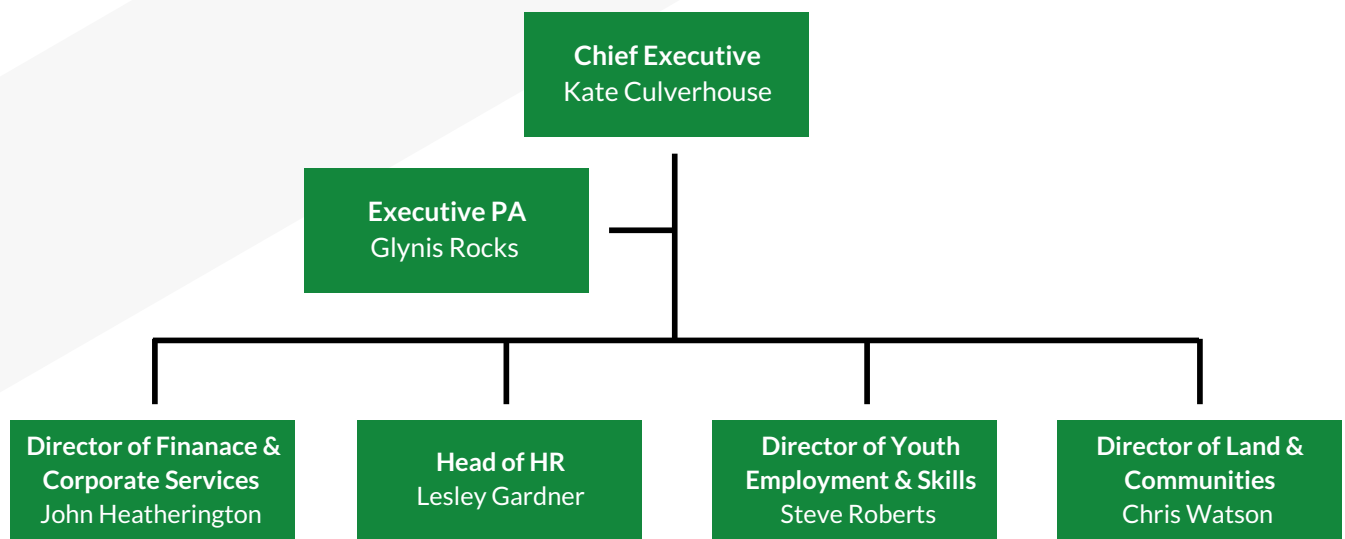


Groundwork NE & Cumbria Candidate Pack
Trustee

Groundwork North East & Cumbria Governance Structure



Groundwork North East & Cumbria Executive Team



Our Board of Trustees

We are governed by a Board of Trustees who along with our Chief Executive and Executive Management Team, determine policy and the strategic direction of the charity. Our board work as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions and through its leadership support Groundwork's behaviour, culture and overall performance all of which are critical to our success.

IAN BROWN, CHAIRMAN

Our Chairman, Ian is highly experienced in property assets, design, construction, housing and a Facilities Management Director and Consultant in public/private sectors. Ian has delivered complex change and service transformation programmes/projects including accommodation, agile working and extensive strategic service reviews in sensitive environments, involving union consultation and negotiations. His professional background is construction, property, housing, regeneration and technical services having trained as a Chartered and Incorporated Quantity Surveyor.

DAVID MARTIN

Our Vice Chairman David was former Group Treasurer for Northumbrian Water. David brings his wealth of financial knowledge and experience having been Department Head for a small staff team and an interest budget in excess of £110 million. David has recently retired.

DIANA PEARCE

An effective Director of people, activities and strategies, Diana is experienced in organising large groups to understand and deliver results in a complex policy environment. Her previous position was as Assistant Director of Environment Group for Government Office North East. Diana also sits on the Board of Groundwork South & North Tyneside.

JOHN PRITCHARD

Director of Strategic Planning at Durham University. An experienced and strategic planning professional, with a track record of strengthening organisational performance across a diverse range of universities and national policy bodies.

TOM JUSTICE

Commercial solicitor specialising in charity, education and sports law.

ANDREW THURSTON

An experienced manager skilled in turning ideas into executable strategy and implementing major change. Andrew has 35 years' management experience across public, private and voluntary sectors. Andrew is currently Honorary Lay Canon for Durham Chapter, supporting finance operation of the Cathedral and member of the Resources, Audit and Investment Committees.

SARAH THACKRAY

An Event and Company Director leading a staff team and freelancers to deliver more than 100 events per year. Sarah is fluent in Spanish, high level French and Italian.

MARION SCHOOLER

Marion is an experienced consultant focusing on sustainable development. She has a professional background of working at the interface between the public, private and voluntary sectors to help improve the social and economic wellbeing of the north east region.

Our Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment, and where individuals and enterprise prosper.

Our Mission

Mobilising practical action on poverty and the environment

We're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.

We help people gain confidence and skills, get into training and work, protect and improve green spaces, lead more active lives and overcome significant challenges such as poverty isolation, low skills and poor health.

Why Our Work Is Needed

The UK is one of the richest nations in the world yet many people in many communities face significant hardship.

- >> Reductions in public spending mean there is a risk of greater social inequality and greater geographic disparity, as services people rely on are cut.
- >> The neighbourhood services that enhance our quality of life – from youth clubs to parks – are feeling the brunt of spending reductions.
- >> As our economy and welfare system change, some people in some parts of the country remain marginalised and vulnerable – unable to connect with economic opportunity.

- >> Environmental issues – from flooding to energy price rises – are impacting disproportionately on those who have least protection.

Addressing these challenges will require new ideas and approaches to engaging communities and businesses as well as new forms of public service delivery.

Our Values

Passionate

Creative

Inclusive

Honest



Groundwork NE & Cumbria Candidate Pack
Trustee







What We're Looking For.....

We believe we're 'going places', with our local focus and our northern impact and we now need to increase our Board of Trustees.

Our Trustees are at the centre of our governance structure, working alongside our Chief Executive Kate Culverhouse, and the Senior Management Team, to steer the organisation in achieving its charitable aims; and setting its on-going strategic objectives.

As a Trustee on our Board you will be passionate about improving the lives of people across the North East and Cumbria and making a real positive difference to the communities we work with. In particular we're looking to meet individuals who have significant knowledge, experience and skills in at least one of the following specialisms:

-  **IT and Social Media** - Helping to drive cultural changes across our staff and trustees / leadership team, to becoming a more adaptable and up to date charity embracing new technologies to help us become more efficient and effective.
-  **Development and Funding** - Helping to drive our Trust in their quest for new forms of funding and support specifically in the world of Fundraising, Corporate sponsorship and meeting Corporate Social Responsibility targets for the private sector.
-  **Finance** - Providing leadership to the board and the senior team in finance as our current chair of finance looks to stand down in 2021.
-  **HR** - Helping to support the strategic development and compliance of our HR services as we develop our corporate services provision.
-  **Knowledge of the world we live and work in** - If you come from a background which is one of addressing poverty, environmental issues, physical environment or public health to name a few these would all add real value to the Trust as we set out with our ambitious plans for the future

Creative thinkers and those who relish challenge and change are especially welcome from all walks of life, whether you have experience of being on a board or not.

We want to expand the diversity of our board, in all meanings of the term and are particularly keen to support younger members; women who have not experienced being a trustee or those from minority backgrounds to whom this might be their first trusteeship.

We are a friendly and welcoming board in need of some new perspectives and diverse voices around the table to help us continue to Change Lives and Change Places with those who need it most.

What Do You Get As a Volunteer Trustee?

- *An opportunity to exercise and grow your strategic skills, knowledge and experience, possibly in a different environment or context*
- *A chance to co-create, analyse, adapt and implement strategic growth for the organisation*
- *A chance to augment your experience of charities*
- *Personal and career development*
- *Satisfaction of helping our beneficiaries and supporting real change in our communities.*

What Do We Get?

- Your skills, knowledge and experience across specialist areas
- Your abilities to help our charity develop and grow in line with our strategic plans
- Enhancement to our governance and the Board of Trustees; improvement in our charity's governance and operational growth
- Your participation in our collective decision-making, contributing to all areas of our charity work
- Your passion and enthusiasm

What Do Our Beneficiaries Get?

- The ability to increase support for more of our communities in need across North East, Cumbria and eventually, beyond
- A well-governed charity, robust and sustainable for the future
- A forward-looking and agile organisation, with a well-informed Board of Trustees



The Role Of a Trustee

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that Groundwork NE & Cumbria complies with its governing document (Articles of Association), charity law, company law and any other relevant legislation or regulations
- Ensuring that Groundwork NE & Cumbria defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of Groundwork NE & Cumbria
- Ensuring the effective and efficient administration of Groundwork NE & Cumbria, including having appropriate policies and procedures in place
- Ensuring the financial stability of Groundwork NE & Cumbria and compliance with statutory accounting requirements
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

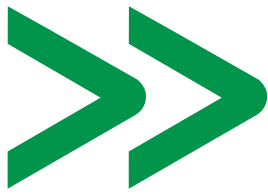


The Person

As a Trustee of you will be able to demonstrate the following:

- A commitment to Groundwork NE & Cumbria
- 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
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership





How to Apply

You will need to be eligible to be a charity trustee & company Director, which we will explain. Trustee appointments are subject to satisfactory references and, upon appointment, a satisfactory Enhanced DBS check and the undertaking of a Safeguarding course, usually online and within 2 months of appointment.

Please complete the Trustee Application Form on our website:

<https://www.groundwork.org.uk/about-groundwork/careers-across-groundwork/> or request one by contacting our office on 01388 662 666.

All completed applications should be emailed to HR.NorthEast@groundwork.org.uk or by post to Groundwork NE & Cumbria, Unit 14 Parsons Court, Welbury Way, Aycliffe Business Park, Newton Aycliffe, Co Durham, DL5 6ZE.

Closing Date: 21st April 2020

We want you to be yourself at Groundwork and we value everything that makes you unique. We recognise and celebrate your difference and together we make Groundwork a special and great place to work.

Groundwork NE & Cumbria is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.



Groundwork NE & Cumbria
@GWKNE



GROUNDWORK
CHANGING PLACES
CHANGING LIVES