

BECOME.

THE CHARITY FOR CHILDREN IN CARE
AND YOUNG CARE LEAVERS

October 2024

Dear applicant,

Many thanks for your interest in becoming a Trustee. We are delighted that you're interested in joining Become, the national charity for children in care and young care leavers. Since 1992 we have been working to improve the life chances of care-experienced young people and to ensure their voices and experiences help shape a better care system. With record numbers of children in care and a care system that is failing too many young people, our work is more needed than ever.

This is an important and exciting time to join Become. We are part way through a strategic review which will set our future direction for the next five years. We have grown as a charity over recent years and are ambitious about deepening our impact further - supporting more young people directly through our innovative services and tackling the structural and systemic issues holding young people back through our campaigning work.

The experience and engagement of our Board is key to our success. We are looking for someone who shares our passion for improving the life chances of care-experienced young people.

We are particularly seeking Trustees who have experience in the areas of Human Resources (HR), Fundraising, Equity, Diversity & Inclusion (EDI), and Legal. We are also seeking those who have personal experience of the care system, and we particularly encourage women to apply.

If you are interested, please send a CV and covering letter by 9.00am on Friday 8 November 2024 telling us why you're applying and how you meet what we're looking for to recruitment@becomecharity.org.uk.

Thank you very much for your interest in Become.



Leslie Morphy
Chair of Trustees



Katharine Sacks-Jones
Chief Executive

020 7251 3117

www.becomecharity.org.uk

Become Trustee Recruitment Pack

Introduction

Become, the national charity for children in care and young care leavers, is here to make a difference to individual lives right now, and to improve the care system as a whole for future generations. We believe that young people who've experienced care should have the same chances as everyone else to live happy, fulfilled lives. We put young people at the heart of everything we do – helping them to be powerful agents of positive change in their own lives, in the care system and in society.

Due to recent and forthcoming planned retirements we are now seeking three new Trustees to join our diverse and dynamic Board of Trustees.

As a Trustee you will have the opportunity to shape the future of our charity and work with other Trustees and the staff team to help us deliver our mission of helping children in care and young care leavers to unleash their potential and to make the care system the best it can be.

This is an important and exciting time to join Become as we finalise our new five year strategy with lots of ambition for the coming years.

Our target is to have at least half of our Board members who are care-experienced. We also actively seek to bring diversity of perspectives and experience, and welcome applications from younger people, those with disabilities, those from racially-marginalised backgrounds and LGBTQ+ communities. Gender balance is important to us so we particularly encourage women to apply.

Please see the role description for further details.

This is an unpaid role, but we provide expenses for travel and subsistence.

If you are interested, please send a CV and covering letter by 9.00am on Friday 8 November 2024 telling us why you're applying and how you meet what we're looking for to recruitment@becomecharity.org.uk.

There will be a two stage interview process:

- Interview with young people (online) – Tuesday 19 November
- Interview with Trustees (and with the Chief Executive) – Thursday 28 November

The Board of Trustees interview will take place in person at 88 Old Street, London, EC1V 9HU.

Become's Strategy 2020-2025

We are in the process of finalising our new strategy to cover 2025-2030. In the meantime, the following information relates to our current (2020-2025) strategy and our vision, mission, values and aims.

Care experienced young people do not currently have the same choices, chances & opportunities as other young people. We want to change this by:

Supporting young people directly through our innovative services which give young people a sense of community and identity as well as the tools, confidence & self-belief to overcome challenges & build the futures they want. We will:

- work directly with more young people
- reach out to young people facing particular disadvantages

Tackling the structural & systemic issues holding young people back. We will:

- Work with & empower young people to build powerful campaigns for change
- Use our platform and expertise to positively influence change in policy and practice at all levels
- Reach more professionals, improving practice & changing systems at a local level

Vision, Mission, Values & Aims

- Our Vision is that care-experienced people have the same chances as everyone else to live happy, fulfilled lives.
- Our Mission is to help children in care and young care leavers to believe in themselves and to heal, grow and unleash their potential. We work alongside them to make the care system the best it can be.

BECOME.

THE CHARITY FOR CHILDREN IN CARE AND YOUNG CARE LEAVERS
2020-2025 Strategy

AIM 1
SUPPORTING CHILDREN
We will help you to believe in yourself and build the future you want

We will run activities and services to support and advise you on matters like education, housing, employment and relationships.

You can get involved in deciding how we help and connect care-experienced children and young people.

AIM 2
SUPPORTING PRACTICE
We will help people who support you so that they are able to give their best care

We will deliver training and advice to foster carers, social workers, teachers and others to make sure they have what they need for you to be listened to and supported.

You can work with us to make sure your ideas are at the heart of our work.

AIM 3
CHALLENGING THE SYSTEM
We will make sure that you are heard and that your rights are upheld

We will hold to account people and organisations that are meant to support you, like local authorities or policy makers who shape laws.

You can join us in sharing your views about the care system.

AIM 4
CHANGING ATTITUDES
We will help people to better understand what it's like to be in care and how brilliant you are

We will share positive stories of care-experienced people and celebrate the many achievements of young people in care today.

You can get your messages heard and help people to be compassionate and understanding towards children in care.

Our five values help us with daily decisions about what choices we make and actions we take.

Honesty

Empowerment

Kindness

Respect

Optimism

Trustee Role Description

Time commitment: Trustees are required to prepare for and attend four Board meetings per year in person in our offices in Old Street, London. There are also opportunities to get involved in trustee sub-committees, attend events and support the charity on the basis of the individual trustee's expertise. We are looking for someone who is willing to commit to at least three years as a Trustee. Trustees will serve for a maximum of six years.

Remuneration: The role of trustee is not paid, although travel and subsistence to attend board meetings will be covered

Role description

Trustees have independent control over, and legal responsibility for, how Become is governed. They play a very important role in making sure that the charity is run effectively, that it is helping the people it is supposed to in the best way possible, and that it is using its funds wisely and appropriately.

The day-to-day running of the organisation is delegated to the Chief Executive and the Senior Leadership Team who develop strategic objectives, plans and budget, for the approval of the Board.

Trustees also act as ambassadors for the charity, helping to raise awareness and, where possible, funds.

Trusteeship can be rewarding for many reasons – from knowing that you are making a difference to the charity's cause, to new experiences and relationships.

The most effective trustee boards are ones which benefit from having trustees with a wide range of backgrounds, experiences and skills.

Statutory Duties

The statutory duties of a Trustee are:

- To ensure that the charity has a clear vision, mission and strategic direction and is focused on achieving these;
- To contribute actively to the Board in giving clear strategic direction to Become;
- To appoint the Chief Executive and monitor their performance;
- To ensure Become complies with its governing document - sometimes known as a constitution or articles of association - charity law, company law and any other relevant legislation or regulations;
- To ensure Become pursues its objectives as stated in its governing document;
- To ensure the charity spends its money only on things that will help it to achieve its objectives;
- To evaluate organisational 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 that the charity is financially stable;

- To protect and manage the assets of the organisation and to ensure the proper investment of the charity's funds;
- To ensure that the charity's governance is of the highest possible standard.

Other Duties

Each Trustee should also use any specific skills, knowledge or experience they have to help the Board reach good decisions. This involves:

- Contributing to areas in which the Trustee has special expertise. In particular we are looking for individuals with experience of Human Resources (HR), Fundraising, and Equity, Diversity & Inclusion (EDI);
- Reading and scrutinising Board papers;
- Supporting or mentoring staff;
- Providing advice and guidance on new initiatives or workstreams.

Trustee Person Specification

- Willingness and ability to devote the necessary time and effort to meet the duties and responsibilities of the post;
- Strategic vision;
- Good, independent judgement;
- Ability to think creatively;
- Good communication and interpersonal skills;
- Strong team player, who respects and values the views of others and is able to speak their mind with tact and diplomacy;
- Commitment to social justice and to the rights of children and young people;
- Commitment to and willingness to work in accordance with Become's values;
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
- Experience of Human Resources (HR), Fundraising, Equity, Diversity & Inclusion (EDI), and Legal is desirable.