

Trustee Recruitment Pack



A message from the Chair of Trustees



Let me welcome you to Supportability and thank you for taking the time to read this candidate pack for the role of Trustee on the Board. I hope that, once you have read it, you will know whether you feel that you are the right person to join us and, if you are, then I hope that you will apply.

I've been a Trustee for 7 years and I chose to be one because I wanted to contribute my time and skills freely to a Charity that really needed them. To me being a Trustee is about being an objective, critical friend and someone that the management team can turn to for independent advice. I must also be prepared to voice my concerns or step in when things are not going quite so well.

Our role as Trustees is difficult in that most of us have full-time jobs, we cannot be around all the time and may not even be sector experts. That said, we are a dedicated and considerate group, all of whom are absolutely committed to Supportability. There are no politics or factions on our Board, and no conflicts of interests tolerated. We really are one unified body and get on well with the Senior Leadership Team.

Everything that we do at Supportability is ultimately for the people we support and this needs to be done with long-term sustainability in mind. You can see from our annual report that we are financially stable and have realistic plans to move to new operations as soon as we find a suitable new home, and you will be part of that choice for our future. The role is really important to me, to the Board, the Senior Leadership Team, and in fact all the employees and volunteers at our charity. We need exactly the right person. I do hope that we can work together with you for the future of Supportability.

Rob Armstrong, Chair of the Board of Trustees for Supportability.

About us



We're Supportability

Since 1953, we have been supporting children, young people and adults with a wide range of complex physical and learning disabilities. Our aim is to enable those with a learning and physical disability to live a fulfilled and independent life.

How do we help?

Put simply – we 'Support'.

We're passionate about providing quality support services that enable those with complex physical and learning disabilities to access and use their inherent capabilities. Supportability enables those with a learning and physical disability to enjoy and take part in everyday life experiences.

Our Vision

Where people with a learning and physical disability are present and active participants in their local community and have the opportunity to live fulfilled lives.

Our Mission

To stand alongside the people we support, providing them with the skills, opportunities and confidence to participate as they would choose in the life of their communities.

Our Values



Our values underpin everything we do in order to make life better for people with disabilities.

Supportability
Making life better for
people with disabilities

Values

→ **Opportunity** Where people thrive through choice.

→ **Inclusive** Respecting and championing our differences.

→ **Caring** Caring for each other in a way that we would wish to be cared for.

→ **Wellbeing** Creating meaningful relationships and having good support networks.

Our Services



Day Opportunities

We offer activities at our day centre in Heaton Moor to adults who have multiple disabilities and complex needs.

Activities include accessible yoga, computers and IT, cookery, crafts, dance, days out, music, relaxation, sports, Wheelers accessible cycling and more.

Leisure Choices

Our daytime, Saturday and evening leisure groups offer a wide range of both outdoor and indoor activities in Stockport and the surrounding areas, providing opportunities to socialise, keep active and have fun.

Activities include; Accessible cycling at Wythenshawe and Woodbank Parks, golf at the Trafford Centre, indoor bowling, outdoor archery, trips to museums and galleries, walks in country parks and more.

Residential Care

Supportability offers residential care at Cheddle Lodge, a purpose-built home located close to Cheddle town centre. We can accommodate up to 13 residents aged 18 plus.

Cheddle Lodge specialises in providing care and support to adults who have learning disabilities and complex needs.

Our board of Trustees



Rob Armstrong, Chair

Rob does not have a direct personal connection to the charity. He believes he can make a genuine difference to Supportability by maintaining a completely independent viewpoint.



Nikki Guy, Deputy Chair

Nikki decided to leave her job in retail when her son was born with Downs Syndrome. She became a Trustee for a local Stockport charity called Sharecare and served for 5 years before they merged with Supportability in 2005. Since then she has been a member of the charity's Board. Her son has attended some of the services offered by Supportability.



Roy M Dudley-Southern MBE

Roy has lived in Stockport all his life and been a wheelchair user since he contracted polio in early childhood. He was lucky enough to have had a good education and to graduate with a degree in Economics and International Politics. His career of 44 years was as a Senior Manager in the NHS retiring as a Strategic Planner and Specialised Services Commissioner, working regionally and nationally, in 2012. He became a Trustee of Supportability in 2010 and hopes he is using his experience at work and of living with disability to help the charity in supporting disabled people and their carers to live fuller lives.



Maria Repanos

Maria is a solicitor specialising in clinical negligence, and represents claimants across the UK at inquests and in catastrophic cases such as those involving birth and brain injuries. She has two children and lives in Stockport. She joined the board of trustees in 2007 as she was keen to make a positive contribution to a local charity, where her legal skills and experience in acting for individuals with disabilities and complex needs could be of benefit.



Helen Roberts

Helen is an Occupational Therapist and works for the Health Service. She is the designated Trustee for Safeguarding and supports the Board to ensure that all activity undertaken meets Supportability's safeguarding responsibility.



Jonathan Bloom

Jonathan qualified as a Chartered Surveyor in the early 1990's. His early career was spent with the Inland Revenue; however, he has spent the last twenty plus years working for a multi-national trader. He first joined the Board of Trustees in 2008, and following a couple of years away, he re-joined in 2021. He hopes his professional experience, especially in property, will be of assistance to the charity.



Mike Bailey

Mike joined the Board of Trustees in 2010, and his son has been attending Supportability's Day Centre since 1992 and he has always been amazed at the love, help and dedication that the organisation's staff have shown him over the years.



Natalie Hinchcliffe

Natalie I have enjoyed attending Board meetings and visiting Cheddle Lodge. She has special interests in finance and risk management.

Trustee Role Description



Introduction

Our Trustees play a vital role in making sure that Supportability achieves its core purpose and oversee the overall management and administration of the charity.

They also ensure that Supportability has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the Senior Leadership Team to enable Supportability to grow and thrive and, through this, achieve our mission.

Board members have a collective responsibility. This means that Trustees always act as a group and not as individuals.

Time Commitment

- Attending [ALL] board meetings quarterly in person (currently meetings are held quarterly in person)
- Attending those sub-committees where you have professional expertise (quarterly)
- Attending an annual Business Strategy Review and Budget workshop
- Attending the Annual General Meeting remotely
- Attending relevant training remotely to fulfil the requirements of the role
- Time allocated to prepare for the Board Meeting by reading papers and posing questions to the Senior Leadership Team

Full role description

We need you



We welcome interest from anyone with the required skills, experience and genuine desire to further the work of Supportability. However, we have recently undertaken a skills audit of our Board and identified the following areas where we would be particularly interested in exploring:

Parent or carer of a child

As we seek to grow in the area of provision for children and young people, it would benefit us to have hands-on experience within the Board. We currently have the experience from parents of adults and that is of great benefit to us.

Social Care/Social Work – Local Government

The vast majority of our work comes from Local Government, through social work services in their broadest sense. This will always be the case; however, we have not had the benefit of having Trustees with such experience for many years and it would help to have someone on the Board with experience, knowledge and understanding from this perspective.

Clinician/Nurse/Therapist

As the nature of need changes, we are without doubt seeing an increase in the number of people being referred to us with more complex health and social care needs. This includes additional needs and different conditions where we are reliant on the support of allied health professionals to provide support. This too is only going to continue, so it would help us if we had someone on the Board with some experience of working within this sector.

How to apply



What happens next?

If you're interested in becoming one of our Trustees, we would love to hear from you!

Please email Rachel Chadwick, Head of HR at hr@supportability.org.uk your CV and a covering letter telling us about yourself, explaining why you're suitable for the role and why you would like to be one of our Trustees, highlighting any relevant skills or experience.

You will also need to confirm that you are eligible to become a Trustee (have not been subject to a Charity Commission order of disqualification or would be unable to gain satisfactory DBS clearance) and declare any conflict of interests that may affect your potential appointment to the Board (for example, related to a staff member or Trustee).

Once your application has been reviewed, if successful, we will then arrange an informal meeting with the CEO and the Chair of Trustees, to discuss your application in greater detail.

Please note that successful appointments will be subject to an enhanced DBS including barred list check and 2 satisfactory references.

If you require any reasonable adjustments for your application or meeting, please contact hr@supportability.org.uk.

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people with disabilities



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