

YMCA

Here for young people
Here for communities
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YMCA ST PAUL'S GROUP



Appointment of **Trustees**

July 2024 Ref Code FBPA B

Saxton Bampfylde

YMCA ST PAUL'S GROUP

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Welcome from the Chair and Chief Executive

Thank you for your interest in joining our Board.

YMCA St Paul's Group is a Charity and Registered Provider of Social Housing, as well as a leading provider of youth, community and specialist supported housing across London and beyond.

As a charity with a Christian faith basis, our vision is of places where young people can thrive and communities flourish. With this vision in mind, we work with other community collaborators to create welcoming, safe places where everyone can come through the 'same front door', be met at their point of need and find life in its fullness.

Our excellent, engaged, and diverse Board and Committee members set our strategic direction, ensure that we stay strong and sustainable whilst delivering maximum impact. They work together in a positive and constructive partnership with officers and staff to shape the charity's destination and set milestones for the journey ahead.

With a new financial and strategic plan agreed, YMCA SPG is now looking with energy and excitement as it seeks to invest in the future through a focus on stronger foundations, enhanced customer support and growth and development.

We are looking for wise and innovative people to join our Board & Committees, who are committed and share our vision and values. As we serve a diverse range of people and areas, we welcome interest from those who can help us understand and help these communities better.

This booklet provides a short introduction to YMCA St Paul's Group, it also shows some images of work delivered across our organisation. Alongside this pack we would encourage looking at our latest Annual Report and Financial Statements & Strategic Plan which are available from our website.

If, after having read this booklet, you feel you have the skills, energy and motivation to help us, then we want to hear from you, so we can see how you might be a part of this exciting journey.

Kind regards

Helen Brewer

Chair of the Board of Trustees

Richard James

Chief Executive





About us

With around 1,200 units of accommodation, YMCA St Paul's Group (YMCA SPG) is a leading provider of Supported Housing focused on London and its surrounding areas. Alongside our housing work, we provide a wide range of youth, health & wellbeing and community services that have an impact on thousands of people and dozens of communities every day.

Whilst YMCA SPG is focussed on London and beyond, we are a part of the wider YMCA Federation. Since the YMCA was founded in the shadow of St Paul's Cathedral in London (hence our name) in 1844, the movement has grown to over 120 countries, reaching 64 million people worldwide. As one of the oldest and biggest youth-focused movements in the world, YMCA is one of the 'big six' global youth organisations and significantly

holds a seat at the United Nations Economic and Social Council.

As Europe's largest YMCA and based in the city where the federation began, YMCA SPG's work has a wider significance. As such, the organisation seeks to use its influence and impact not only for its own area, but also for the benefit of the wider YMCA federation.

That's why, here in London, we pride ourselves on responding to local need but in a way that makes the most of the resources available to a larger charity and as part of a national and global movement.

What we do

We split our work into three operational areas that are delivered through sites that spread across London:



Housing, Care & Support

We provide those in need of a place to call home, a roof over their head and support them with services that empower them to build a positive future.



Health & Wellbeing

We bring people together by encouraging them to be healthy physically and mentally.



Children, Youth & Families

We support all Children, Young People and Families to be safe, healthy, connected and confident people who can go on to contribute and achieve in their communities.

Our work aligns with that of the other YMCAs, not least in London where we work closely with our neighbouring Associations to meet local needs. A summary breakdown of all our services can be found on our website:

www.ymcastpaulsgroup.org/services/





Our culture, values & ethos

As an organisation we have a Christian faith basis which means we seek to be:

▶ **Loving**

We expect to be generous with our kindness, compassion, and respect, treating others as we would like to be treated ourselves.

▶ **Hopeful**

We know that everyone is unique, and we want to resource and equip people so that they can hope for a better future and make the best decisions.

▶ **Community focused**

We value all people, of faith and none and welcome all by celebrating diversity and challenging inequality. Within our internal teams, service users and other community collaborators we recognise the best solutions are co-created.

▶ **Person centred**

We place relationship at the heart of all we do, knowing that we grow better together. We will consider the thinking, emotions, personality, and situation of each individual and we will draw out and support resilience, learning and transformative personal development.

▶ **Holistic**

We understand that everyone has the potential for wholeness in body, mind and spirit. We acknowledge where brokenness and hurt have damaged this fullness of life and commit to encouraging and empowering others to grow.

From Board to frontline workers, we look to create a culture that expresses these values in actions.

Our work during 2022/23

1,595 people called YMCA SPG home during the year.

577 people moved on from our living with us.

6,508 1-2-1 sessions with young people were delivered by our Youth Team, empowering them to overcome challenges and reach goals.

42,088 young people attended swimming lessons at Hampton Pool throughout the year.

94,678 meals were served to our residents in our catered accommodation.

1,417 counselling sessions were delivered by our Release Counselling team to our residents and members of the local community.

1,252 Pastoral sessions were provided to staff, young people, residents and local community members.





How our governance works

The Board works closely with its committees to govern the organisation. There are four committees each with particular focuses that support the overall governance of the charity.

They are: the Development & Assets Committee, the Performance Committee, the Audit & Risk Committee, and the People & Governance Committee.

The Committees are comprised of both Trustees and Independent members and are attended by different officers. Whilst the Board remains the ultimate decision-making body, the Charity is committed to using the Committees to strengthen its assurance, impact and effectiveness. Committees are largely digital, online meetings with an occasional social.

Board meetings are a mix of in-person away days and hybrid meetings. This approach to meeting online and occasionally in person has allowed us to attract Board and Committee expertise from across the country.

A Board and committee role description is available from our website. We require at least 50% of Board members to have a personal Christian faith.



The Role

We are looking for up to three Trustees with expertise in the areas of Housing Asset Management (including H&S), Governance & People (including anyone with senior HR experience), or Strategic Finance, to join the board at this exciting time in the Group's evolution. Candidates with experience of running community services (including leisure), or with experience of third sector fundraising, are also of interest.

Duties

1. Collectively with the other Trustees, the purpose is to govern the affairs of the Charity. Trustees are required to provide the strategic leadership that enables the Charity to maximise the fulfilment of its objectives as laid out in its Constitution. Trustees are always obliged to ensure that the Charity operates within its constitutional provisions.
2. A Committee Member is responsible for ensuring the Committee, which is a committee of the main Board, acts in furtherance of its purpose and in accordance with its terms of reference and functions properly.
3. Trustees and Committee Members must also:
 - 3.1. provide the Executive with support, encouragement, scrutiny and challenge,
 - 3.2. appoint (and dismiss if necessary) the Chief Executive Officer and determine their remuneration,
 - 3.3. set the Charity's three-year strategy,
 - 3.4. review and revise the Scheme of Delegation to ensure that the Executive continually has the appropriate delegated authority to manage the affairs of the Charity,
 - 3.5. plan for the annual financial audit, produce the statutory annual report and approve the audited accounts,
 - 3.6. be responsible collectively for ensuring that the Charity has in place the appropriate policies to enable it to fulfil its obligations as set out in the Articles of Association,
 - 3.7. be responsible collectively for ensuring that the Charity has in place the appropriate policies and procedures to enable it to fulfil its statutory obligations for health & safety, safeguarding, data protection and insurance,
 - 3.8. avoid any conflict of interest.

Qualities and skills required

4. A Trustee or Committee Member must have the following qualities:
 - 4.1. a willingness to be available and work effectively with staff, which entails respecting the role of staff and understanding how this is different from their governance role, and
 - 4.2. diplomacy and tact in the exercise of their duties.



Terms of Appointment

1. Trustees are required to attend a total of 6 Board meetings a year. Of these, 4 are approximately 2 hours in length, with one in person and 3 online. The 2 other Board meetings are in person from 5pm Friday to 1pm Saturday. In addition, each Board member is asked to serve on one committee, entailing 4 meetings per year.
2. Trustees and Committee Members will be required to participate in an induction, training and development as identified by the Chair and Company Secretary.
3. Trustees or Committee Members are sometimes sought to attend staff and service events, to present prizes, meet VIP guests, sign documents, etc.
4. Trustees and Committee Members receive no remuneration for their involvement with the Charity. They are, however, entitled to be reimbursed for all reasonable out of pocket expenses including travel to and from meetings, subsistence costs while attending Charity business and training related to developing their role.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to YMCA St Paul's Group on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code FBPAAB.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is midday on **Friday 2nd August 2024.**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

YMCA St Paul's Group is an equal opportunity employer. We know the importance of diversity and positively welcome applications from all members of the community, including those with disabilities. We are a Christian organisation who welcomes and serves all

faiths and none. Employees are required to respect our ethos and uphold our values.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts. Trustees will also be required to undergo DBS checks.

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