

RECRUITMENT PACK

Trustee

Welcome

Thanks for your interest in becoming a Trustee of Settle. This is an exciting time for the organisation. The charity has grown significantly in the past year, and we are now working with more young people than ever before. A key focus of our work is supporting young people who are leaving the care system, who often face huge challenges at this point of change in their lives; a reality that is borne out by the fact that 33% of them become homeless within two years of leaving care.



Settle breaks the vicious circle that leads to youth homelessness. Our model offers a relationship-based, holistic programme that supports young people during this difficult transition. We're proud to have supported so many clients to sustain their tenancies, reduce their debts, increase their income and improve their wellbeing. Underpinning all our work is the belief that young people should be in control of their own lives and are best placed to know what they need.

The Settle approach is increasingly recognised and now has a well-established proven track-record. The charity has grown rapidly over the last two years as local authorities, housing associations and key foundations see the value and potential of our work. We are pleased to have a focused and driven team supporting and developing our work, alongside a strong Board of Trustees who ensure that all we do remains true to our strategic aims. As we enter the next phase of our development, we are looking to strengthen our Board of Trustees yet further, bringing in new experience and perspectives to help us deliver against our ambitious goals to increase our impact.

If you believe you can do this, please do get in touch.

Sarah Byrt
Chair of Trustees (Chair from 13/07/24)

About Us

Settle is a charity that supports young adults as they leave the care system and move into their first home. We provide intensive one-to-one support addressing practical life skills, sustaining a tenancy and managing emotional wellbeing. Our preventative approach to homelessness helps care-experienced young people to make long-lasting changes and thrive.

We are a growing organisation and 2023/24 was a big year for Settle. We worked with more young people than ever before, developed new services and expanded our team. We also strengthened our governance by completing our first external governance review. This was carried out by Digiboard and we were pleased their report scored us 5.9 out of 7 and found that Settle is performing 'Very Well' across their four focus areas: Purpose, Governance, Reputation and Income Generation

Since launching in 2015, we've supported over 600 young people across London and the South East and we're proud to have won the Care Leavers category award at the 2023 Children and Young People Now Awards. We also featured in Escape the City's Top 100 social impact organisations 2022, Guardian Public Service Awards finalists in 2019 and Big Issue's Top 100 Changemakers in 2022.

We work with some brilliant partners, from JP Morgan Chase Foundation and the National Lottery Community Fund, to local authorities and housing associations across London. We're a deeply committed team of 15 supported by a brilliant board of 7 trustees who help us achieve our social mission. We have ambitious plans to continue scaling our impact over the coming years and are in the second year of our [3-year strategy](#).

OUR VISION

- No young person leaving care experiences homelessness.

OUR MISSION

- Significantly reduce the number of young adults who leave care and become homeless by equipping them with the skills they need to live independently.

OUR VALUES:

GROW THE GOOD

We focus on building young people's strengths rather than dwelling on their weaknesses. Asset-based approaches underlie all our services.

YOUNG PEOPLE FIRST

We ensure the needs of the young people we support are prioritised above all else, and we work to overcome barriers in the system.

INTENTION ISN'T ENOUGH

We go the extra mile to ensure we deliver the impact our programmes seek. We are dedicated to improving outcomes for young people.

Role Description

ABOUT THE ROLE

We are looking for someone to join our Board of Trustees as our Trustee Safeguarding Lead. This will be someone that is excited and committed to ensuring we have a strong practice of safeguarding across the organisation and can support the Board, DSL and CEO to ensure we have a healthy and reflective safeguarding culture, bringing their own experience to help Settle improve over time.

The Safeguarding Lead will work closely with our DSL to be satisfied that risk is being managed and policies are being followed around this area of high risk. Safeguarding, in fact, is well managed at Settle but the Lead Trustee still needs to maintain oversight to keep abreast of any changes in young people's needs or organisational requirements as we grow.

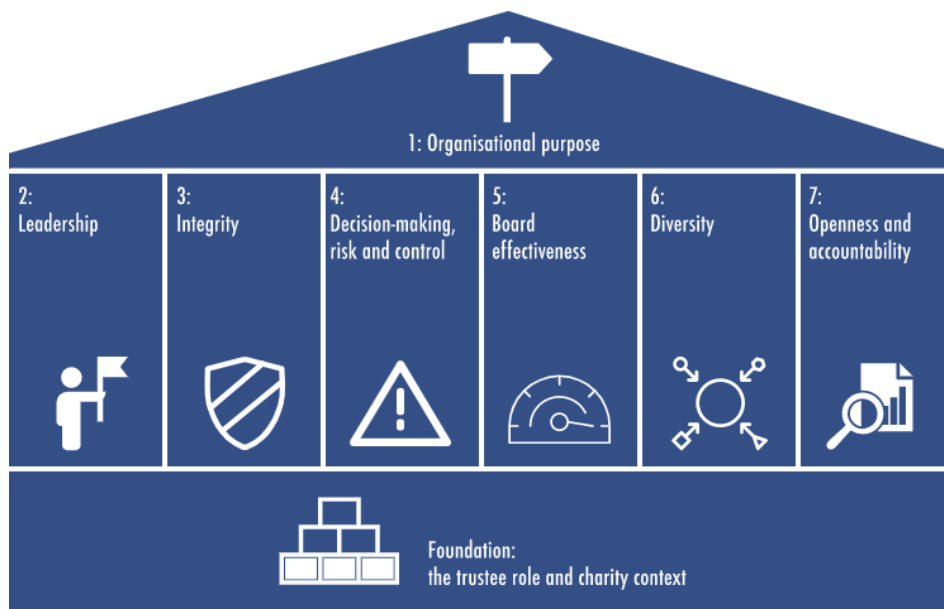
This role would support with the following:

- Ensuring the Charity has sound safeguarding policies and robust safeguarding

- management and reporting systems in place
- Understanding and advising on the safeguarding implications of the Charity's strategic plan and of any projects and activities it may undertake
- Liaising with and supporting our Designated Safeguarding Lead
- Providing updates to the board; keeping the Board informed about its safeguarding duties and responsibilities
- Ensure the board of trustees have the relevant level of safeguarding training

TRUSTEE RESPONSIBILITIES

The Board of Trustees is responsible for the overall governance and strategic direction of the Charity, its financial health and developing the organisation's strategy, aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. You can find out more about charity Trustees' legal responsibilities [here](#). Below is a diagram of the key areas of responsibility for Trustees.



WHAT WE'RE LOOKING FOR

We need ambitious, compassionate people who are committed to Settle's mission to drive the organisation forward. Trustees are the guardians of our vision, values and strategy.

Their role is to support and challenge the executive leadership team to deliver these and to act in the best interests of the charity.

Settle is keen to encourage applicants from as diverse a range of backgrounds as possible, to better reflect the young people we work with. We therefore would particularly like to hear from people from ethnic minority backgrounds and people with lived experience of the care or the homelessness systems. You can find out about our current board [here](#). We have a supportive onboarding process which includes shadowing an existing Trustee.

We would like to receive applications from those who fulfil the following criteria:

- An understanding of and passion for Settle's mission and values
- Experienced in safeguarding, ideally at a senior level in a medium - large sized charity or local government
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision making.
- A history of impartiality, fairness and the ability to respect confidences.
- A track record of commitment to promoting equity, diversity and inclusion.

TIME COMMITMENT REQUIRED

Our Board meets four times a year, either remotely or at Settle's offices in Wapping (London) for about two hours and has an away day once a year. Good attendance is expected at these meetings as well as engaging with any governance discussions taking place between them. The Trustee Safeguarding Lead will have a quarterly 1-hour meeting with our Designated Safeguarding Lead to offer support and accountability.

When a meeting is held in person, we're always happy to reimburse travel and childcare expenses to enable Trustees to attend. Terms of office will be for an initial period of 3 years.

How to Apply

If you'd like to apply to be a Settle Trustee, please send your CV and responses to the below on no more than two sides of A4:

- A brief summary of your personal background
- A brief summary of why you're interested in Settle
- A summary of what you hope you'd be able to add to our Board of Trustees in terms of your knowledge and experience and how you'd bring what we're looking for

Please also include:

- A completed Diversity monitoring form available [here](#). This is separated from your application immediately upon receipt but does help us monitor the range of people we're engaging so that we can keep our work connected with all the communities we serve.
- Where you found the vacancy

Please send these – marked confidential – to: jen.long@wearesettle.org

Closing date: Sunday 28th July

The recruitment process will include an interview with Trustees, Chief Executive and Chief Operating Officer