



**SOCIAL
ADVENTURES**
TRADING FOR CHANGE



Chair



Starfish

Welcome

Thank you for your interest in Social adVentures and in finding out more about becoming Chair of our Board. In this brief we want to give you a flavour of what we are about, what drives us as an organisation and of our aspirations for the future.

Social adVentures has fully embraced the social enterprise ethos since spinning out of the NHS in 2011. As well as delivering health and social care contracts we have actively innovated and grown through the development of social businesses that fit with our ethos of improving people's lives and support the communities we work within. Currently we operate the following social and community businesses: *The Angel Centre*, *Kids adVentures*, *Garden Needs*, *Be Active*, *Kids adVentures Forest School Training* and *The Food Collective*. Our strapline is "Trading for Change" and all of our work is focused on inspiring people to change their behaviour by using innovative, evidence based interventions. We are pioneering in our approach, with a national reputation for excellence and Ofsted "outstanding" across all of our relevant services.

We have a talented Board and executive team. Our current Chair, Dr Stephen Young, has been with us throughout our journey and has played a key role in creating the organisation we are today. We will be sorry to lose Steve. However, his term of office is coming to an end and we are now looking to a new Chair who will lead our Board as we embark on a new chapter in our growth.

2020 has been a difficult year for our communities and the pandemic has temporarily paused our original plans. However, we pride ourselves on our creativity and are currently in the final stages of developing our first social supermarket alongside our food deprivation projects – just one example of our innovative response to a challenge! Our immediate priorities for 2021 and beyond, will be to address the physical and mental health needs of our communities as we emerge from the current pandemic. This is alongside working hard to grow and expand our established and new social businesses.

You will be an experienced non-executive leader with a strong track record of social change and you will share our passion for developing social businesses that support the health and wellbeing of communities. An ambitious and positive leader, you will be excited by a new challenge to change the lives of people in Salford and beyond. We are open to your professional background, however we will be looking to you for visionary leadership and you will be a strategic leader with evidence of growing and diversifying organisations. Credible with our commissioners, our partners and our communities you will be excited by and engaged in our work. You will provide clear leadership to our Board, and you will actively support us in our strategic intent, delivering growth in sustainable impact locally, regionally and nationally. We can offer you challenge, ambition and the opportunity to pioneer significant and lasting change.

This is a particularly exciting time to join us as we enter a new period of growth. We are actively encouraging applications from people of all backgrounds. If you believe you offer the skills and qualities we are seeking for this appointment, we very much look forward to hearing from you.

Scott Darraugh, Chief Executive



About Social adVentures

Social adVentures is a vibrant wellbeing social enterprise specialising in public health and social care contracts that run alongside social businesses – such as childcare nurseries, training, a community gym and forest schools. We were established in 2011 having spun out from the NHS and over the past decade our organisation has grown and diversified rapidly. We are now a £1.2m turnover organisation delivering health and wellbeing services to the community of Salford.

We work across all age ranges encompassing Start Well, Live Well and, Age Well providing a range of services both out in the community and from our own anchor organisations. We run contracts and social businesses all with the ethos of improving people's lives. We re-invest all of our surplus into developing more great services and initiatives which are shaped by the feedback we gain from engagement with the people we work with.

Our aims

We inspire people to change their behaviour by using innovative, evidence based interventions. Our unique integrated wellbeing pathway takes referrals from a variety of healthcare professionals to support positive change.

Impact

The Social Return on Investment (SROI) evaluation found that there is a £10 return for every £1 invested for the services that we are providing. We deliver £1.8m of social value every year.

How far we've come

We 'spun out of NHS Salford' to become one of the country's first public service mutuals in 2011.

Since then we have increased our turnover by four times, increased employee numbers from ten to 50 and we now offer three times as many services to over 1000 local members.

How we are different?

We are pioneering change every day. A social organisation, employee owned and led by business minded entrepreneurs, we are active in constantly improving the way in which public services are delivered. We recognise the difficulties and changes that commissioners are facing and we are pioneering new ways to address this that both meets budgetary constraints and improves the lives of the people we work with.

Our future ambition

This is an exciting time to join the Social adVentures Board, we have ambitious plans for the future which the right person can really help us to shape.

Our ambitions are twofold:

- As we emerge from the pandemic we are constantly assessing the needs of the communities that we work with. We are constantly innovating in service delivery to meet these new needs which include increased demand for mental health support, concerns around social isolation and an increase in food poverty. Some aspects require new thinking and innovation and we are making important decisions on how we best utilise our surplus to best meet these ever changing needs.
- We run a variety of social businesses including a Forest School training centre that we launched just before the pandemic and, a new social supermarket project which is currently in development. While we are not for profit, we aim to achieve a surplus in order to fund more innovation in the communities in which we work. The Board plays an important role in advising on and challenging these business projects.

For more information on our work and our impact please visit: www.socialadventures.org.uk

About Social adVentures

The Angel Healthy Living Centre



We deliver an NHS Ways to Wellbeing contract from The Angel Centre and from working out in the community.

In an average year we deliver

5,624

hours of volunteering opportunities



10,800

hours of activity based around the 5 Ways to Wellbeing



550

weight loss support interventions



220

smoking cessation interventions utilising our free E-Cigarette scheme



£80,000

of work placements



200

hours work and job skills support



520

hours of activity to reduce social isolation



625

exercise interventions through evening classes, walks and 121 exercise programmes



29,000

hours of free room usage for community groups and health interventions



£1.8m

of Social Value delivered annually



Activities include: Change 4 Life programmes, Mindfulness courses, Boxfit, IT and employment classes, Mum and baby exercise, Yoga, Day trips, Horticulture courses, Art classes, History groups, Cookery Classes, Café volunteering, Conservation classes, Quiz nights, Intergenerational sessions, Counselling, Support groups and, much more



Role Description

The Chair will hold the Board and Executive Team to account for Social adVenture's mission and vision, providing inclusive leadership to the Non-executive Board, ensuring that each Board members fulfils their duties and responsibilities for the effective governance of the organisation. The Chair will also support, and, where appropriate, challenge the Chief Executive and ensure that the Board functions as a unit and works closely with the entire Executive of the organisation to achieve agreed objectives. They will act as an ambassador and the public face of Social adVentures in partnership with the Chief Executive.

The role includes the following duties and responsibilities:

Strategic leadership

- Provide leadership to the Board, ensuring that the organisation provides maximum impact for its beneficiaries.
- Ensure that Non-executive Directors fulfil their duties and responsibilities for the effective governance of the social enterprise.
- Ensure that the Board operates within its objectives, and provides a clear strategic direction.
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks.
- Ensure that the Board fulfils its duties to ensure sound financial health of the organisation, with systems in place to ensure financial accountability.

Governance

- Ensure that the governance arrangements are working in the most effective way for the organisation.
- Develop the knowledge and capability of the Board of Non-executive Directors.
- Encourage positive change where appropriate. Address and resolve any conflicts within the Board.
- Appraise the performance of the Non-executive Directors and the Board on an annual basis.
- Ensure that the Board of Non-executive Directors is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the social enterprise effectively, and which also reflects the wider population.
- Work within any agreed policies adopted by the organisation.

External Relations

- Act as an ambassador for Social adVentures.
- Act as a spokesperson for the organisation when appropriate.
- Represent Social adVentures at external functions, meetings and events as required.
- Facilitate change and address any potential conflict with external stakeholders.

Role Description

Efficiency and effectiveness

- Chair meetings of the Board of Non-executive Directors effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Ensure that the Non-executive Directors are fully engaged and that decisions are taken in the best, long-term interests of Social adVentures and that the Board takes collective ownership.
- Foster, maintain and ensure that constructive relationships exist with and between the Non-executive Directors.
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Non-executive Directors.
- Monitor that decisions taken at meetings are implemented.

Relationship with the Chief Executive and the wider management team

- Establish and build a strong, effective and a constructive working relationship with the Chief Executive, ensuring he is held to account for achieving agreed strategic objectives.
- Support the Chief Executive, whilst respecting the boundaries which exist between the two roles.
- Ensure regular contact with the Chief Executive and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges.
- Conduct an annual appraisal and remuneration review for the Chief Executive in consultation with other Non-executive Directors.
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.



Person Specification

Part One

Knowledge and Experience

- Deep experience of operating effectively at a strategic leadership level within a social purpose organisation.
- Strong experience of working with or as part of a Board of Directors or equivalent. Direct experience as a Chair is desirable.
- Creative and innovative in approach with a track of record of successfully influencing or directly growing and diversifying services.
- Experience of building effective stakeholder partnerships and alliances.
- Broad understanding of commercial performance, people management, leadership, evaluation and scrutiny, as integral aspects of Social adVentures' operations.
- Broad knowledge of the social enterprise sector is preferred; an appreciation of social finance is desirable.

Part Two

Skills and Abilities

- Able to provide credible and effective leadership to the Board and CEO.
- Effective leadership skills, with the ability to engage and motivate staff and volunteers, bring people together, and promote a collaborative team environment.
- Financially astute with an ability to make commercial decisions focused on social impact.
- Outstanding communication, interpersonal and influencing skills.
- Strong ambassadorial abilities and a highly effective networker.
- Ability to formulate and implement strategy.

Part Three

Personal style and attributes

- Social heart and commercial head. Committed to the ethos of social enterprise.
- Creative and innovative with a pioneering approach.
- Has the personal standing and demeanour required to lead a growing local organisation with a national reputation.
- Ability to establish trust and confidence quickly with a broad range of stakeholders.
- Tactful and diplomatic style; listens effectively and has sound judgement.
- Highly effective team worker at Board level.
- Willing and available to commit the required time to the role.
- Demonstrates a strong and visible passion and commitment to Social adVentures, its strategic objectives and mission.

Terms of Appointment

Remuneration	£5,000 pa (Meet 6-10 times a year).
Time commitment	Up to 6 hours per month.
Start date	April 2021.
Time commitment	<p>Full Board meetings are held 6 times per year, supplemented by Thinking Business Sessions, Business Planning and Board Development.</p> <p>In addition to chairing the main Board meetings, the Chair has the right to attend Board sub-committee meetings such as Finance meetings and Governance and Nominations.</p>
Term of appointment	<p>The Chair will serve a three year term to be eligible for re-appointment for one additional term. There is the option to extend for a further year in exceptional circumstances. The additional year would be used to aid succession planning.</p>
Location	Social adVentures is based at 1 St Philip's Place, Salford, M3 6FA. With meetings able to be attended remotely via videolink.



How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact our advising consultant Juliet.Brown@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/social-adventures-chair/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides)
- A supporting statement that sets out why you are interested in this appointment and the experiences and qualities you believe you can bring in order to be successful in post.

Closing date	Friday 19th February 2021
Screening discussions with Starfish Search	Early March 2021
Agreement of the final shortlist	Thursday 18th March 2021
Informal conversation with the CEO / outgoing Chair	Following agreement of the shortlist
Final panel interview event	Friday 26th March 2021





**SOCIAL
ADVENTURES**
TRADING FOR CHANGE



Starfish