



RECRUITMENT PACK TRUSTEE (FINANCE)

GambleAware



WELCOME

Dear Colleague,

Thank you for your interest in joining our Board as a Trustee. GambleAware is an independent charity that provides evidence-informed prevention and treatment services in partnership with expert organisations and agencies including the NHS, public health agencies, local authorities, and voluntary sector organisations.



GambleAware is fiercely independent. Our current Trustee Board has established a robust and accountable system of governance processes and procedures that ensure the gambling industry has no influence over the charity's commissioning decisions.

Our five-year Organisational Strategy was published in April 2021, outlining four key strategic priorities to help us achieve a new vision of a society where everyone is safe from gambling harms. To help us achieve these priorities, we are now looking for a Trustee with the skills needed to ensure we stay connected with the environment we work in, and that we retain the quality of governance needed to operate effectively as a larger charity with increased and sustained funding.

We are interested in hearing from candidates from across the UK who offer depth of insight, experience, or influence within financial and business expertise. The Trustee should be a senior, qualified accountant who is well versed and has expertise in financial management and in ensuring the integrity of managing public money. Experience in investment would also be helpful.

We warmly welcome candidates with lived experience of gambling harms of similar, or experience of working directly with vulnerable communities.

All appointments require skills in strategic thinking with a collaborative approach and sound judgement. We are particularly keen to strengthen our ambassadorial capability and looking for people who are confident and credible relationship-builders and networkers outside the organisation. Central to our new strategic priorities is a deep commitment to ensuring that the core principles of equality, diversity and inclusion are woven throughout all aspects of delivery, leadership, and governance, as well as our strong commitment to continuous engagement with people with lived experience. We are actively seeking to broaden the diversity of our Board in all aspects, including culture and ethnicity, socio-economic and age diversity and welcome applications from all communities and backgrounds.

Wherever you are now, you will offer effective communication and interpersonal skills and a naturally collaborative style, along with a deep commitment to creating a society where everyone is safe from gambling harms. If you believe you have the skills, background, and qualities we are seeking, I very much look forward to hearing from you.

Baroness Kate Lampard CBE
Chair, GambleAware

ABOUT GAMBLEAWARE

THE ISSUE

Over half of all adults in Great Britain participate in some form of gambling and for many this is a leisure activity that does not cause any adverse problems. However, for some, gambling can cause negative effects on people's health and wellbeing, including financial difficulties, relationship breakdowns and mental and physical health problems. Data from large-scale surveys across Great Britain indicate that between 1% and 5% of adults who gamble are experiencing problems from it (PGSI 8+). At the lower end of the scale this still amounts to around 300,000 people, while at the top end of the scale it is potentially over 1 million.

The World Health Organisation (WHO) classifies gambling disorder as an addictive behaviour whereby the pattern of gambling behaviour results in significant distress or impairment. However, the annual [GB Treatment and Support survey](#) found that more than one in three people with a gambling disorder do not have access to any treatment or support. Possible barriers to accessing such services include a lack of awareness of available services, social stigma, and a reluctance to admit experiencing gambling harm. It also evident that Covid-19 has only served to exacerbate health and social inequalities.

Approximately 350,000 (11%) 11–16-year-olds are reported as having spent their own money on gambling in the last week. This rate is lower than for young people drinking alcohol (16%), but higher than for those using e-cigarettes (7%), smoking tobacco cigarettes (6%) or taking illegal drugs (5%). Overall, 1.7% of 11–16-year-olds are classified as 'problem gamblers' and a further 2.7% are 'at risk'.

OUR CHARITABLE OBJECTIVES ARE:

- The advancement of education aimed at preventing gambling harms for the benefit of the public in Great Britain, in particular young people and those who are most vulnerable, by carrying out research, by providing advice and information, and by raising awareness.
- Working to keep people in Great Britain safe from gambling harms through the application of a public health model based on three levels of prevention:
 - Primary – universal promotion of a safer environment.
 - Secondary – selective intervention for those who may be 'at risk'.
 - Tertiary – direct support for those directly or indirectly affected by gambling disorder, by carrying out research, by providing advice and information, by raising awareness, and by commissioning the provision of effective treatment, interventions, and support.

GambleAware has a framework agreement with the Gambling Commission to help deliver the [National Strategy to Reduce Gambling Harms](#) (April 2019) within the context of arrangements based on voluntary donations from the gambling industry. The Gambling Commission's National Strategy recognises the significant negative impact gambling can have on health and wellbeing, relationships, family, and society and as such considers it to be a major public health issue, requiring a clear strategy combining prevention and education, treatment and support.

Gambling operators licensed by the Gambling Commission are required to make annual financial donations to fund research, prevention and treatment services. In June 2020, the Betting and Gaming Council announced that its (then) five largest members would contribute £100 million to GambleAware over four years; with this now becoming four members contributing £110m over the same period. As a commissioning charity, we are entering a new phase in our development as the profile of gambling increases.

OUR NEW STRATEGIC OBJECTIVES

Our new strategic priorities, outlined in our [Organisational Strategy 2021–2026](#), underpin this recruitment and influence the range of backgrounds now required on our board. Effective prevention of gambling harms requires a coherent and co-ordinated 'whole systems approach' involving partnership with the NHS, public health agencies, local authorities, and voluntary sector organisations. This ensures appropriate referral routes and care pathways are in place for individuals in need of support, including treatment, to receive the right intervention at the right time. The value of this collaborative approach is acknowledged in the NHS Mental Health Implementation Plan 2019–24, in which we are recognised as an NHS England partner in relation to the NHS commitment to opening 15 specialist Problem Gambling Clinics in the next five years. In Scotland and Wales, we are undertaking similar discussions with the NHS.

In order to meet the challenge and get to where GambleAware would like to be, the charity has established a new vision of a society where everyone is safe from gambling harms. All of our work will now be underpinned by four key commissioning objectives:

- Increase awareness and understanding of gambling harms.
- Increase access to services and reduce gambling harm inequalities.
- Build capacity amongst healthcare professionals, social prescribers, debt advisers, faith leaders, community services and others so they are better equipped to respond to gambling harms.
- Deliver effective leadership of the commissioning landscape to improve the coherence, accessibility, diversity, and effectiveness of the National Gambling Support Network.

THREE KEY AREAS OF WORK

COMMISSIONING THE NATIONAL GAMBLING SUPPORT NETWORK

We are a commissioner of integrated prevention, education, and treatment services on a national scale, with over £40 million of grant funding under active management. In partnership with gambling treatment providers, we have spent several years methodically building structures for commissioning a coherent system of brief intervention and treatment services, with clearly defined care pathways and established referral routes to and from the NHS – a National Gambling Support Network.

The National Gambling Support Network brings together a National Gambling Helpline, gambleaware.org, and a network of locally based providers across Great Britain that works with partner agencies and people with lived experience to design and deliver a system that meets the needs of individuals. This system delivers a range of treatment services, including brief intervention, counselling (delivered either face-to-face or online), residential programmes and psychiatrist led care.

PUBLIC HEALTH CAMPAIGNS AND PRACTICAL SUPPORT TO LOCAL SERVICES

We produce public health campaigns on a national scale to support local services and to lead on awareness and behaviour change campaigns.

GambleAware also works to support local services across GB. For example, we have commissioned Fast Forward to make it possible for every young person in Scotland to have access to gambling education and prevention opportunities. In 2023, we launched the [Community Resilience Fund](#), which has given £1.4 million worth of grants to 22 local services across GB, from Alabare Christian Care and Support in Salisbury to Simon Community Scotland in Glasgow.

COMMISSIONING RESEARCH AND EVALUATION TO IMPROVE KNOWLEDGE OF WHAT WORKS IN PREVENTION

We use best-practice aspects of commissioning, such as needs assessment, service planning and outcome reporting to support effective, evidence-informed, high-quality gambling harms support services. Underpinning this is a commitment to monitoring and evaluating services to ensure ongoing and continuous quality improvement of the grant-funding process. We have focused on generating the 'what works for whom' evidence to support and inform education and early intervention approaches and tools, and treatment and support service design and commissioning. All our research is commissioned, monitored, and reviewed on an independent basis.

Approved by the National Institute for Health Research (NIHR) as an NIHR non-commercial partner, we follow Research Council Policy regarding research ethics, encouraging and funding open access publication in academic journals and data reuse.

HOW WE WORK WITH GOVERNMENT

GambleAware works closely with several government departments, including the Department of Culture, Media, and Sports (DCMS) and the Department of Health and Social Care (DHSC) / the Office for Health Improvement and Disparities (OHID). In addition, GambleAware has a strong relationship with the Gambling Commission. Members of each of these organisations are invited to attend our Board of Trustee meetings as observers.

EQUALITY, DIVERSITY, AND INCLUSION STRATEGY 2021-2026

GambleAware has a dedicated Equality, Diversity, and Inclusion (EDI) staff group working to drive change throughout the organisation. The purpose of this group is to embed key principles across the charity that aim to call out and eradicate discrimination, prejudice, racism, ableism, misogyny, sexism, homophobia, and transphobia. The charity has outlined its aim to ensure all staff, commissioning partners and stakeholders are committed to driving change for a more equitable society, promoting zero tolerance towards inequality, exclusion, racism, and all forms of discrimination throughout the organisation and with its partners.

The work outlined in this strategy will serve to complement and support GambleAware's charitable objectives, which are to advance education aimed at preventing gambling harms, and to work to keep people safe from gambling harms through the application of a public health model. All actions GambleAware takes to improve and embed equality, diversity and inclusion must be evident, sustainable, and capable of measurement. In GambleAware's Organisational Strategy 2021-2026, a new vision for a society safe from gambling harms was set. To achieve this vision, it is essential the core principles of equality, diversity and inclusion are woven throughout the delivery of GambleAware's new strategic priorities.

OUR FUTURE

The 2020 pledge of up to £110 million from the largest gambling companies, together with the voluntary donations of the rest of the gambling industry, enabled us to continue to work in partnership with the NHS, public health agencies, local authorities and voluntary sector organisations across England, Scotland and Wales to further develop the National Gambling Support Network. The publication of the White Paper on gambling in April 2023 heralds a new chapter for the funding of gambling harm prevention and treatment and with it, stronger regulation. At this stage, GambleAware is focused on stabilising the system during the period of consultation and ensuring that our role as strategic commissioner is secured in the new system.

As part of our Organisational Strategy, GambleAware has set out four strategic priorities for the future:

- Accelerate engagement and awareness to deliver targeted activity to raise awareness, reduce stigma and encourage engagement with information and advice, support, and treatment services.
- Transform capacity and capability by collaborating with the NHS, public health agencies, local authorities, and voluntary sector organisations across England, Scotland, and Wales to support growth of an integrated system of prevention provision.
- Increase equity and champion diversity to understand and address inequalities in experiences, access to services and outcomes for those experiencing gambling harms. We will take a collaborative approach working with a diversity of communities to ensure that support, services, treatment, and pathways to these services are accessible and effective.
- Deliver best-in-class commissioning with a focus on improving processes and systems to enhance good governance, maximising transparency, and value for money. We will include the voice of those with lived experience in the coproduction of awareness-raising support, and treatment services.

TO FIND OUT MORE PLEASE VISIT:

[Equality, Diversity, and Inclusion Strategy](#)
[Charity Commission Annual Report 2021/22](#)
[Organisational Strategy](#)
[Impact Report 2023](#)

OUR VALUES

- **Independence:** We act with independence in commissioning projects which are in the interest of preventing and treating gambling harms.
- **Integrity:** We act fairly and with integrity.
- **Equality:** We strive to achieve equality of access and outcomes for people experiencing gambling harms.
- **Being evidence-based:** We are conscientious in ensuring our work is evidence-based and in the absence of evidence, we will apply the precautionary principle to fulfil our charitable purpose.

OUR TRUSTEES

BARONESS KATE LAMPARD (CHAIR)

Kate has been the Chair of Trustees at GambleAware since June 2016.

Kate works as an independent consultant undertaking investigations and advising organisations on management and service effectiveness and development.

She led the NHS investigations into Jimmy Savile, and produced a report for the Secretary of State for Health setting out the lessons for today's health service.

She was commissioned by the board of Serco Plc to investigate the treatment of residents at Yarl's Wood Immigration Removal Centre.

Previously Kate spent 13 years as a practising barrister before moving into the public sector where she held a number of non-executive appointments. Kate has been the chair of the South East Coast Strategic Health Authority, vice chair of the South of England Strategic Health Authority and a non-executive director and vice chair of the Financial Ombudsman Service Limited. She acted as interim chair of the Independent Advisory Panel on Deaths in Custody.

Kate is the lead non-executive director on the Department of Health Board as well as being a Trustee of the Esmée Fairbairn Foundation and the Royal Horticultural Society.

SAFFRON CORDERY

Saffron Cordery is Director of Policy and Strategy and Deputy Chief Executive, NHS Providers. NHS Providers is the membership organisation and trade association for the NHS acute, ambulance, community and mental health services that treat patients and service users in the NHS. Saffron has extensive experience in policy development, influencing and communications and has worked in the healthcare sector since 2007. Before moving into healthcare, Saffron was head of public affairs at the Local Government Association, the voice of local councils in England. Her early career focused on influencing EU legislation and policy development, and she started working life in adult and community education.

PROFESSOR SIÂN GRIFFITHS OBE

Professor Siân Griffiths OBE is Chair of the Global Health Committee a Non-Executive Director for Public Health Wales, and a former President of the UK Faculty of Public Health.

Siân practiced as a service-based public health physician at local, regional and national level in the UK and was President of the UK Faculty of Public Health of the Royal College of Physicians as well as the first Co-Chair of the UK Public Health Association.

In 2003 Siân chaired the Hong Kong SAR government's SARS Inquiry joining the Chinese University of Hong Kong (CUHK) as Director of the Jockey Club School of Public Health and Primary Care in 2005. Her tenure at CUHK saw the development of multidisciplinary approaches to public health education and extensive networks across China, Asia and beyond. Now Emeritus Professor at CUHK she maintains her links as well as being involved in a variety of community-based projects in the UK.

MICHELLE HIGHMAN

Michelle Highman is Chief Executive of The Money Charity. The Money Charity is a financial capability charity with a mission to empower people across the UK to build the skills, knowledge, attitudes and behaviours to make the most of their money throughout their lives. Michelle is well versed in the financial services industry, having spent 13 years at the Financial Services Authority and a leading role in setting up the Consumer Financial Education Body (now Money Advice Service).

RACHEL PEARCE

Rachel Pearce is Regional Director Commissioning at NHS England Southwest. Alongside her NHS career, Rachel maintains a commitment to the non-statutory sector and has been a Trustee for 13 years with charities providing drug and alcohol services and latterly mental health support, including serving as Vice Chair of the Gloucestershire-based charity The Independent Trust until 2014.

PAUL SIMPSON

Paul Simpson is Chief Finance Officer/Deputy Chief Executive, Surrey & Sussex Healthcare NHS Trust. Paul is a chartered management accountant (FCMA and CGMA) and has been working as either a Finance Director/Chief Finance Officer or deputy in NHS Trusts since 2002. He joined Surrey & Sussex Healthcare NHS Trust in December 2007 from Queen Mary's Sidcup NHS Trust, where he was Finance Director and also Deputy Chief Executive (he started there in July 2006). From 2002 Paul was Deputy Director of Finance at Berkshire Healthcare NHS Trust, which he supported through its successful foundation trust application in 2006. Paul's previous experience has been in central financial oversight and performance management (NHS Regional Office, at the Department of Health HQ and the Benefits Agency), and, earlier still, an eclectic mix of other roles ranging from being an untrained occupational therapist at Broadmoor Special Hospital, through to working in private office at the Department of Health in Whitehall. More recently, since April 2017, Paul has found himself being the Chair of the Sussex and East Surrey Sustainability & Transformation Partnership Finance Group. Despite following an entirely unrelated career, Paul has a degree in zoology.

MARINA GIBBS

Marina Gibbs is Policy Director within Ofcom's Networks and Communications group who currently oversees Ofcom's work in the postal sector and directs policy projects across Ofcom's regulatory sectors. Marina brings over 20 years' experience in operating at Board level in both executive and non-executive roles. Marina has served as Lay Non-Executive member on the Legal Services Board, the legal sector's oversight regulator, and as Co-Chair of the Body of European Regulators for Electronic Communications Remedies expert working group. Prior to moving to Ofcom, Marina was a Partner with Spectrum Strategy consultants.

MUBIN HAQ

Mubin Haq is Chief Executive of abrdn Financial Fairness Trust, which funds and commissions research, policy work and advocacy activities focused on improving living standards and addressing financial problems of low-to-middle income earners, which will bring valuable insight, knowledge, and perspective to GambleAware.

Mubin also has extensive Board level experience, having served as Director at several organisations including London Strategic Migration Partnership, London Funders and serving on a committee of London & Quadrant Housing Association. He was also recently Director of Policy & Grants for Trust for London.

DR. KORAVANGATTU VALSRAJ

Dr. Koravangattu Valsraj is the Deputy Chief Medical Officer for Kent and Medway NHS and Social Care Partnership Trust (KMPT). Before this, he was a consultant psychiatrist at South London and Maudsley NHS Foundation Trust and Senior Clinical Lecturer at Kings College London. He is on the specialist register of the General Medical Council with dual accreditation in Psychiatry of Learning Disability and General Adult Psychiatry with specialty endorsement in Liaison Psychiatry.

Valsraj has substantial experience in clinical leadership roles in different boroughs in London, has provided leadership services for two mental health trusts, and has been part of a senior leadership board for a leading University Hospital in India. He is currently serving as a Trustee at mental health charity Careif and will be instrumental in GambleAware's efforts to increase access and support for gambling harms amongst minority communities and networks.

ROLE DESCRIPTION

Appointment: Trustee (Finance)
Accountable to: Chair of the Board of Trustees

MAIN RESPONSIBILITIES OF THE ROLE

- To support and promote the charity externally and act as an ambassador for its aims, objectives, and strategic priorities.
- To ensure GambleAware is carrying out the purposes for which it was set up and that these purposes are for public benefit.
- To determine the overall direction and development of the charity through good governance and clear strategic planning, and ensure resources are managed responsibly.
- To ensure that the charity and its representatives function within the legal and regulatory framework of the sector and in line with the organisation's governing document, continually striving for best practice in governance.
- To act in GambleAware's best interest at all times.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in the charity.
- To ensure the charity is accountable (e.g. complying with statutory accounting and reporting requirements).
- To take appropriate professional advice in all matters where there may be material risk to the charity, or where the Trustees may be in breach of their duties. This course of action will ensure the obligation to exercise their duty of care.
- To avoid any personal conflict of interest.
- To act with objectivity and impartiality, in the capacity of independent Trustee.
- To act with reasonable care and skill, including dedicating enough time, energy, and thought for the role of Trustee (e.g. preparing and attending meetings).
- To demonstrate a clear understanding of, and commitment to, equal opportunities and diversity, and a commitment to promote high standards of conduct, integrity, and probity.



MAIN DUTIES

- Demonstrating a commitment to diversity, inclusivity, and equal opportunity in working with colleagues and stakeholders with a wide range of perspectives and experiences.
- Promoting and developing the charity.
- Ensuring the charity complies with legislative and regulatory requirements and acts within the confines of its governing document and in furtherance to organisational activities contained therein.
- Acting in the best interest of the charity, beneficiaries, and future beneficiaries at all times.
- Maintaining sound financial management of the charity's resources, ensuring expenditure is in line with the organisation's objects, and investment activities meet accepted standards and policies.
- Ensuring the effective and efficient administration of the charity and its resources, striving for best practice in good governance.
- To maintain absolute confidentiality about all sensitive/confidential information received in the course of Trustee's responsibilities to the charity.
- Maintaining sound financial management of the charity's resources, ensuring expenditure is in line with the organisations' objects, and investment activities meet accepted standards and policies.
- Join the Resource Committee (established to help the Board in its assurance around the effective use of the charity's funds and resources) and to support the Resources Committee in the financial management of the organisation as well as raise a level of challenge in the interests of achieving best practice.
- Act as a source of expertise and support for the Chief Operations Officer.
- Ensuring the charity complies with legislative and regulatory requirements, and acts within the confines of its governing document and in furtherance to organisational activities contained therein.



PERSON SPECIFICATION

PART ONE

KNOWLEDGE AND EXPERIENCE

- Financial and commercial expertise (must be a qualified accountant):
 - Deep professional experience as a senior financial executive.
 - Deep commercial experience gained at a senior level.
- We welcome applications from candidates with lived experience of gambling harm or similar, either directly or as an affected other.
- Successful experience of operating within a board in a charitable, public sector or commercial organisation is desirable although not strictly essential.
- You will have built and sustained positive relationships with partners, stakeholders, and colleagues.
- You will understand the legal duties, responsibilities, and liabilities of trusteeship, as well as the various roles and responsibilities inherent in boards (Chair, Trustee, Executive).

PART TWO

SKILLS AND PERSONAL ATTRIBUTES

- Effective communication skills and someone who builds rapport and demonstrates self-awareness.
- Sound, independent judgement and the confidence to participate in debate about key strategic issues and know when to challenge constructively.
- Visionary and strategic in approach – you will be a 'big picture' thinker.
- You will be able to work effectively as a member of a team.
- You will be personally committed to promoting equality and diversity and willing to help GambleAware achieve its ED&I Strategy.
- Committed to the aims of the organisation and its strategic priorities and willing to devote the necessary time and effort to the role.



TERMS OF APPOINTMENT

REMUNERATION

This is an unremunerated role; all reasonable expenses will be reimbursed. (There is the opportunity to join meetings virtually, by exception.)

TIME COMMITMENT

The role requires around one day per month. During periods of change and transition, this may increase slightly. Trustee commitments include:

- Four full Board meetings per year typically lasting three hours.
- Four Committee meetings per year (the current Committee structure is subject to revision).
- Occasional one-to-one meetings as required.
- Up to two development events per year.
- Occasional advice and input via email and / or conference calls.

GambleAware is committed to opportunities for ongoing Trustee training and development.

LENGTH OF APPOINTMENT

The term of office for a Trustee is three years. At the end of the first term, the Trustee may request to be appointed for a second term. The maximum number of years in office is six years. In exceptional circumstances, there may be an extension to three terms with Board approval.

LOCATION

5th Floor, Lincoln House, 296-302 High Holborn, London, WC1V 7JH
Board meetings will take place in London or virtually.

EQUALITIES, DIVERSITY AND INCLUSION (ED&I)

GambleAware is committed to ensuring that all staff, commissioning partners and stakeholders are committed to driving change for a more equitable society. To make this vision a reality, GambleAware is actively working to promote zero tolerance towards inequality, exclusion, racism and all forms of discrimination throughout the organisation and with our partners. By adopting the changes and taking the steps highlighted in its ED&I Strategy, we hope to achieve our vision, which will support GambleAware's overall mission of a society safe from gambling harms.

We are fully committed to widening the diversity of the Board and actively welcome applications from all underrepresented groups.

HOW TO APPLY FOR THIS APPOINTMENT

We hope you will consider making an application. To do so, please visit: <https://starfishsearch.com/jobs/gamble-aware-trustee/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A short supporting statement (maximum two sides) that sets out why you are interested in joining GambleAware as a Trustee.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Search closes

Monday 18th September 2023

Final formal interviews

Late w/c Monday 2nd October (TBC)

