



Candidate Pack for Trustees

akt



Welcome

Thank you for your interest in joining our Board – we are excited to welcome three new trustees to join our ambitious, growing charity committed to supporting LGBTQ+ young people facing homelessness.

Today, 1 in 4 young people who are homeless or facing homelessness also identify as LGBTQ+. The issue of homelessness disproportionately impacts LGBTQ+ youth and the young people we work with have experienced hostility, rejection, fear and abuse alongside homelessness. We support in-crisis youth with financial aid, pathways into housing, healthcare access, education, training, and more. With service centres in London, Manchester, Bristol, and Newcastle – as well as a digital service – we are there when young people need us most. In 35 years, we have provided over 250,000 nights off the streets and supported 50,000+ people to survive and thrive.

This is a pivotal time for akt both externally, in light of the political and economic context, and also as we grow as a charity. We are currently recruiting a new Chief Executive who will join us this autumn. They will lead our transformation so we can develop our life changing services and build a strong organisational infrastructure to support our continued expansion. For our new Board members therefore, this is an exciting point to join us. We are looking to fill some specific skill sets although the list below is not exclusive and we are interested in people who can add value to the growth of our charity as we enter this new phase.

It is likely that you will bring experience in one or more of the following areas: financial leadership with a recognised finance qualification; income generation – with experience of designing and delivering fundraising strategies; service development – broadly in young people’s services, homelessness, mental health or wider service growth and transformation; governance experience either through a legal or company secretarial route.

Above all else, you will bring leadership experience, strategic thinking and insight which will support our strong governance and future strategy. You will care deeply about what we stand for, the services we provide and the young people we support. We are an ambitious, collaborative and engaged Board which offers a high degree of challenge and support to one another and to our executive team. You will join a team of people deeply connected to our mission and determined to make a difference.

It is unacceptable for young people to find themselves homeless, or at risk of homelessness, as a result of who they are. We are here to transform their lives and to enable them to find the safety and security they need at such a crucial time. If you are motivated by our mission and can provide us with the skills we seek, we’d love to hear from you.

Best wishes,

Rob Malcomson, MBE
Chair



About Us

Founded in 1989 in Manchester in memory of Albert Kennedy, akt is the national LGBTQ+ youth homelessness charity, providing safe homes and better futures for LGBTQ+ young people. We exist to give LGBTQ+ young people aged 16-25 at risk of or experiencing homelessness or a hostile living environment the support they need to thrive. In 35 years, akt has provided more than 250,000 nights off the street and supported over 50,000 LGBTQ+ young people at risk of or experiencing homelessness.

We currently work with over 800 vulnerable young people a year, providing both face-to-face and online assistance. We help young people to access safe accommodation and provide support to access education, training or skills to ensure a successful transition to independent living. We have regional centres in London, Manchester, Newcastle and Bristol and offer a fully online service nationwide to ensure our services are available when and where young people need us most.

1 in 4 young people who face, or experience homelessness identify as LGBTQ+ (National Scoping of LGBT Youth Homelessness, akt, 2015). 78% of the youth we work with have experienced rejection or abuse from their families (The LGBTQ+ Youth Homelessness Report, akt, 2021).

We believe that no one should be made homeless because of who they are.

Our Mission

To work nationally with LGBTQ+ young people aged 16-25 who are homeless, at risk of homelessness, or living in hostile environments.

Our Values

Our four key values are:

- Inclusivity
- Community
- Courage
- Accountability

Find out more about our values [here](#).

We provide a range of support services to our LGBTQ+ young people. We help through:

- Emergency housing and support
- Finding safe and secure long-term homes
- Financial support (deposit and rent)
- Independent living costs
- Being a young person's guarantor
- Support with accessing benefits
- Access to mental health support
- Long-term case work
- Self-advocacy
- Support finding your community
- Live chat and digital resources

Our Impact

Across 2022/23, the akt services team carried out a total of 15,053 interventions:

- 9,892 interventions relating to housing and housing management
- 2,099 providing support with finances
- 1,662 support sessions related to mental health
- 884 interventions related to education, employment and training
- 4,609 more interventions, including those relating to social care and physical health

Between 2022 and 2023, akt supported 817 young people facing homelessness, at risk of homelessness, or living in hostile environments. This number includes young people who had been referred in previous years and were receiving ongoing casework.

Of the young people akt supported during this timeframe:

- 11% were under the age of 18 when they started casework
- 62% identified as trans or non-binary or questioning their gender identity
- 46% were Black, Brown and People of Colour (BBPOC)

Support Packs & Independent Living Funds

akt also provide independent living funds, which provide young people with support around education, training and employment.

In 2022–23 akt's services team provided:

- 203 emergency support packs
- 81 emergency accommodation packs
- 76 rainbow starter packs
- 234 independent living funds

Emergency packs can include funds to cover an electric or gas top up, emergency travel, food and somewhere to stay.

Rainbow packs can provide financial help with a deposit, essential home items and funds towards moving costs.

Youth Engagement Programme

The youth engagement team at akt expanded between 2022 and 2023. The service offers a community space and activities in Bristol and the South West, London, Manchester, Newcastle, and online. From October 2022 to April 2023 there were:

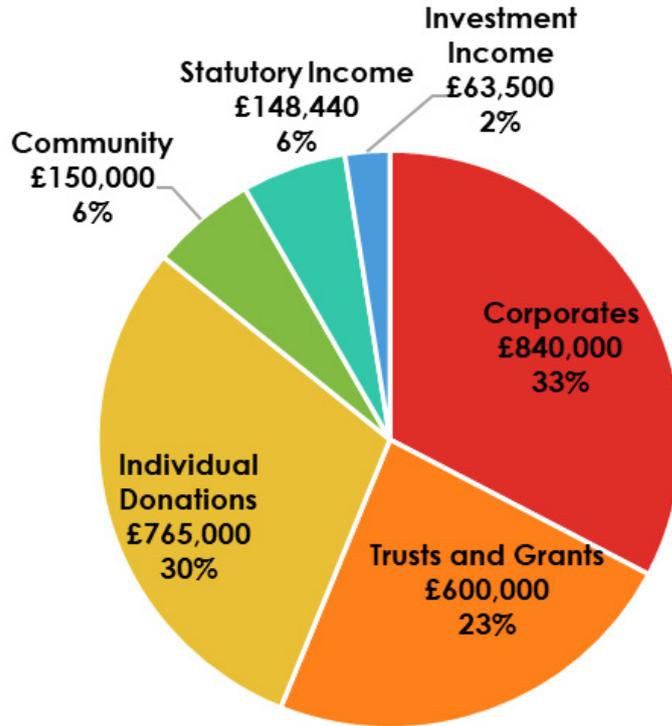
- 55 youth engagement sessions across the country
- 41 young people who attended a youth engagement programme

Find out more about our impact [here](#).

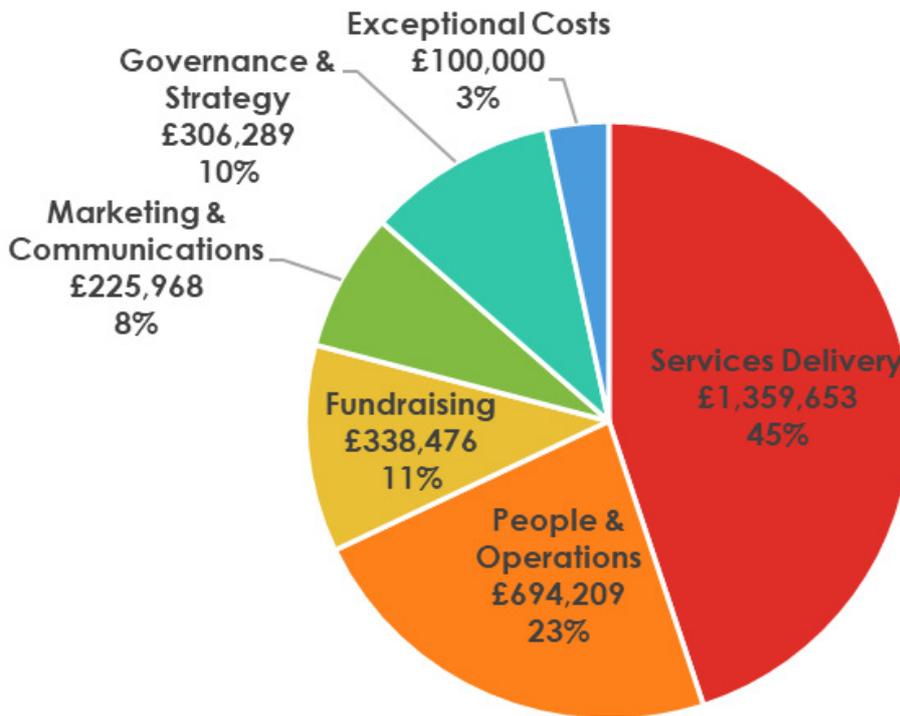


Our Income and Expenditure

Income



Expenditure



Our Board of Trustees

akt is governed by a Board of Trustees. The board is made up of dedicated individuals who oversee and support the work akt do in a voluntary capacity. In accordance with the Companies Act 2006 and Charities Act 2011, the board focuses primarily upon strategic, policy and governance issues.

These wonderful people ensure all decisions are made in LGBTQ+ young people's best interests. They are responsible for the proper management of the charity's strategy and direction, including its risk appetite. This includes monitoring the charity's performance and the allocation of resources.

We are currently recruiting a new Chief Executive and will be developing an ambitious new strategy of growth and transformation.

A full list of our trustees can be found on our website: <https://www.akt.org.uk/our-team/>

The Board of Trustees collectively assists the organisation with experience in the following areas:

- National and local government and statutory bodies
- Financial management, income generation and enterprise
- Fundraising strategy
- Charity leadership and governance
- Human resource management
- Education policy, strategy and research
- Digital strategy
- Marketing, communications and campaigning.

In this current round of recruitment we are seeking people whose professional insights can help us build a strong and sustainable organisation focused on growth and impact and are particularly keen to find people with financial leadership experience, income generation experience and either service delivery or legal/company secretarial experience as we enter a new phase for the charity.



Role profile

Trustees are collectively responsible for:

- Undertaking the general and specific duties of charity trustees to meet legal requirements and ensure that the organisation is well run.
- Providing leadership, contributing to the setting and shaping of akt's strategic direction and learning from the work as it develops and progresses.
- Championing our work by supporting akt's activities, fostering networks within wider communities, and promoting what we do to their peers and contacts.
- Offering valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects from time to time, according to skills, expertise and interests.
- Working as part of the Board to ensure akt functions within the legal and financial requirements of a UK registered charity and company and our constitution, and that we strive for best practice.

We are also keen to find people who bring a genuine enthusiasm and passion for the work we undertake and are keen to find people who will commit to the following:

- Attend at least 50% of Board and Committee meetings.
- Attend at least some akt events including fundraising events, parliamentary receptions and networking events.
- Network on behalf of akt as agreed with the Chair and Chief Executive.
- Act as a proactive senior ambassador for akt.
- Respond as effectively as possible to meet the needs of akt.
- Provide an independent perspective and constructively test and challenge the direction of akt.
- Coach senior staff as appropriate from time to time.



Person specification

Following a skills-audit of the Board, we are now seeking to recruit three new Trustees, and are looking for people who bring specific skills and experience in one or more of the following:

1. **Strong strategic financial expertise:** you will bring a recognised financial qualification and experience of working in organisations of at least £5m which have undergone significant growth.
2. **Income generation experience** in particular in designing and delivering fundraising strategies.
3. We are relatively open to the skills and experience of our third new **trustee** although **service development experience or legal/company secretary experience would be welcome.**

In addition to experience gained in an organisation of comparable scale and complexity to akt and relevant to one or more of the areas above, all trustees will bring the following skills and personal attributes:

- Passionate and committed to akt's mission and a better future for LGBTQ+ young people
- Strategic in outlook and excited to help us solve problems in creative ways so we make great decisions about all things including the services we offer to how we invest our funds.
- Sound commercial instincts with a balanced risk appetite
- Able to build positive relationships with others, including how to challenge and influence constructively.
- Willing to get stuck in and take responsibility in helping akt grow successfully - and responsibly.
- Values youth leadership, welcoming and facilitating the involvement of young people in akt decision making and service design.
- Bonus! If you have a lived experience that resonates with our service users and/or have experience of supporting young people from similar backgrounds, then that will be helpful. Specifically we encourage you to apply if you are Black, POC, trans or non-binary, a person of faith and/or living with a disability



Terms of appointment

Salary

This is an unremunerated role. However, reasonable expenses are offered.

Time Commitment

The time commitment is at least one day a month. There are five board meetings a year and this includes an annual strategy setting day. Board meetings are mostly held in person in Central London or one of our other offices.

All trustees are expected to participate on at least one committee and there are four committee meetings a year. Committee meetings are held virtually.

Tenure

The term of office for trustees is three years, which can then be extended by an additional two terms of three-years. The maximum tenure for any trustee is nine years.

Commitment

The successful candidate will commit to attending Board and where relevant Committee meetings as well as ad-hoc meetings and events as and when required.

Board meetings are mostly held in person in Central London or one of our other offices.

Legal requirements of a trustee

As akt is a registered charity, you must satisfy the statutory requirements for being a charity trustee. You must be aged over 18, of sound mind and not disqualified by law, as outlined in the Trustee Eligibility Certificate, which must be signed by you and included with your application.

It is a criminal offence to act as a charity trustee whilst disqualified. Any adult who is not disqualified or prohibited by law, or prohibited by the charity's articles of association, may become a trustee director of a charitable company. Under the Company Directors Disqualification Act 1986, the court may disqualify you if:

- You have been convicted of a criminal offence relating to the promotion, formation, management or liquidation of a company;
- You have been persistently in default of company legislation relating to the filing of accounts and other documents;
- You have been found guilty of fraud or fraudulent trading; and/or your conduct as a director has made you unfit to be involved in the management of a company.

All akt Trustee appointments require a clear enhanced DBS check.



How to apply

We hope you will consider expressing an interest in becoming akt's board of trustees. To make an application, please go to <https://starfishsearch.com/akt-trustees> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you would like to join our board and how your skills and experience will enable us to meet our ambitious plans.

We recognise that not everyone has an equal start, therefore the opportunities certain groups have been afforded are likely to have impacted their life and career experiences to date. So, if you're from an underrepresented group and feel that you don't meet all the criteria but can carry out this role effectively please get in touch as we're just as excited by transferable skills and potential.

We would also be grateful if you would 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.

Closing date: Monday 15th July 2024

Preliminary interviews: w/c end July / early August 2024

Final Panel interviews: w/c 2nd September 2024

