



# CANDIDATE PACK FOR TRUSTEES



# WELCOME

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Dear Candidate

Thank you for your interest in Camphill Village Trust and the chance to join the Board of Trustees. This is an outstanding opportunity to play a key role in our future development as a leading social and green care provider supporting adults with learning disabilities, autism, mental health problems and complex needs.

Our work is inspired by the philosophy of Rudolph Steiner and as we mark our 70th anniversary we celebrate our continuing commitment to the people we support and the communities we serve in the context of contemporary supported living services and in developing transforming health options through access to nature. We focus on improving the wellbeing of everyone in our communities and we encourage the people we support to live their best independent lives. Our Green Care Programme integrates nature into our everyday lives, encouraging the development of positive health choices, new skills and independence and is central to our strategic direction and future growth. Our insight, therefore, into how to increase people's health and wellbeing through nature and creativity is a fundamental principle behind our work and the impact we deliver for people, their families and their communities.

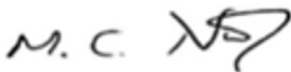
We are now seeking a Trustee with digital transformation skills, to join our Board. We have been on a significant journey of transformation and our new Trustee will play an important role in supporting our strong executive team to continue to deliver innovative and impactful work. This is an exciting opportunity for someone who brings a strong background in digital technology and a passion for supporting social care and health operations and in particular learning disability and autism services. You will be an experienced digital transformation specialist, passionate to be part of an organisation with a track record in delivering high quality, co-produced health and social care services, who can support our team to deliver great quality outcomes for all of those we support. Your ability to think creatively and innovatively about how we continue to deliver exceptional impact on the lives of those in our communities and their families will be an invaluable asset to us.

You will be an ambitious and collaborative individual who shares our values, who is also excited about health and wellbeing in the context of systems change and who enjoys the intellectual stimulation of unpicking complex issues and seeking solutions with others. This is a challenging time for the health and social care sector and as we develop health options through nature and social prescribing opportunities and other innovations, we are seeking a Trustee who can work with our team in a supportive and rigorous way to drive transformation and deliver evidence based life changing services.

In return we can offer you a stimulating and collegiate Board environment with high quality colleagues who are engaged and committed to delivering co-produced person-centred support. We are a well led organisation, and you will enjoy a Board culture which is in tune with our values and aligned with our practice.

If this sounds like a role for you, and you'd like to find out more, please do get in touch via our search partners, Starfish Search.

**Best wishes**



**Michael Nutt: Chair**



**Sara Thakkar: Chief Executive**

# ABOUT US

Camphill Village Trust is a national adult learning disability charity and adult social care provider, bringing 70 years of experience, knowledge and passion to supporting those with learning disabilities, autism, mental health problems and complex needs across England.

We believe that we can play a leading role in re-imagining social care – enabling independence through emotional, social and physical wellbeing – supporting the person as a whole. Our aim is to integrate high-quality support, good quality housing with the proven health and wellbeing benefits of our natural environment. We want to unlock the connection between people and the planet. Our role is to support people through participation in learning, meaningful work, family life, leisure activities and relationships. This creates a chance to live a healthy, active and equal life. We call this a Life of Opportunity.

We want to be known for driving personalisation. We want to become technologically enhanced and advanced. We will focus on holistic wellbeing. To succeed in achieving our long-term sustainable goals our strategy “A Brilliant Future” honours our past, understands the present and seeks to be Leaders of the Future.

## OUR VISION

To be a national leader in Social and Green Care Integration, enabling more adults with learning disabilities, autism and mental health problems to live healthy, active and independent lives.

## OUR MISSION

To improve health equity and wellbeing outcomes through high quality, person-centred support delivered within a culture of co-production.

## OUR CULTURE

At Camphill Village Trust, we have adopted a co-production culture – this is to support our community members make their own decisions about how they live and the services they want the Trust to provide.

Through a strong partnership within our communities, our service users have guided our decision-making and future strategy through our ‘I Statements’ initiative:

*“I want you to look at me as a person not someone to care for.”*

*“I am thriving not just surviving.”*

*“All the people that are important to me work together to help me achieve my goals and live the life I choose.”*

*“I have skills and abilities, I may need support to get training, voluntary or paid work. It’s all about the time you give to me.”*

*“I want to be more confident in my life.”*



# OUR GUIDING PRINCIPLES

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## ENABLING POTENTIAL

The Trust supports our people (our staff and those we support) to develop, grow and be heard. We aim to build confidence and create an environment that supports active engagement, building skills and providing opportunity through high-quality active support, learning and co-production.

## PROMOTING HEALTHY LIVING

The Trust provides the opportunity to live a healthy, active, and meaningful life within a supported living model. This means the people we support live an active life, understand the benefits of making healthy choices and can contribute to the wider community on an equal basis through the opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic interventions that respect traditional craft skills based on nature and the land around us.

## ENVIRONMENTAL RESPECT

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our well-being and that we actively promote living and eating sustainably, in harmony with the natural world. We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long-term sustainability through our land and care farming history and as a landlord of choice.

## SOCIAL IMPACT

We believe that our people, resources and actions should make a positive contribution to society in relation to health, wellbeing, education, and the environment. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community beyond the reach of the walls of the charity.



# OUR SERVICES

Since 1954, we have been dedicated to supporting adults with learning disabilities, autism, mental health challenges and complex needs. We provide a diverse range of services designed to promote independence, creativity and a strong sense of community.

## SUPPORTED LIVING AND ADULT SOCIAL CARE

We believe finding the right home is crucial to living an independent life, and so we offer a variety of supported living options, tailored to individual needs:

Shared Living with Support Staff

- Independent Housing with Back-Up Support
- Accommodation with Support
- Shared Lives Scheme (A unique option in the West Midlands where individuals live with specially trained carers.)

## GREEN CARE PROGRAMME

Our Green Care Programme offers a range of indoor and outdoor day activities and skills-based opportunities which connect to nature. Our nature-based programme is available to adults with learning and other disabilities. Our activities offer a variety of different workshops from farms, gardens, craft workshops, café, shops and food and other production enterprises. We also offer supported work experience and vocational training, from retail to catering; these are courses designed around each person.

Our Green Care Prospectus and Corporate Brochure are available to download from the Starfish website.

To learn more about our communities and the services they offer, please click [here](#).

To view our annual report, please click [here](#).



# A BRILLIANT FUTURE

2024 marked the 70th anniversary of Camphill Village Trust, a milestone that celebrates our rich history and sets the stage for an inspiring future. Throughout this year, we launched *A Brilliant Future*, our new three-year strategy that reflects our commitment to shaping a new future for social care.

**The people we support are at the heart of this strategy, they have told us what is important to them. They remain at the centre of what we do.**

Our *Brilliant Basics Strategy (2022-2024)* has provided a strong foundation for our long-term success, allowing us to emerge stronger from the challenges of the pandemic. Over the past two years, we have focused on supporting the people within our charity to be their best selves every day. We have celebrated inspiring achievements, highlighted moments of magic, and worked to define what sets us apart. These efforts have enabled us to build on our successes and create a solid platform for our long-term future.

We believe we can lead the way in re-imagining social care by enabling independence and promoting emotional, social, and physical wellbeing. By integrating high-quality care and support with good housing and the proven health and wellbeing benefits of our natural environment, we aim to unlock the connection between people and the planet.

At the heart of our work is a commitment to helping individuals participate fully in life. This includes opportunities for learning, meaningful work, family life, leisure activities, and relationships. This creates a chance to live a healthy, active and equal life – A Life of Opportunity.

Looking to the future, we will be known for driving personalisation. We will also embrace technology to enhance and advance our services, making them more accessible and effective, and we will focus on holistic wellbeing, ensuring that every aspect of a person's life is supported.

To succeed in achieving our long-term sustainable goals we will Honour our Past, Provide for the Present and Lead the Future. To learn more about Camphill Village Trust's Brilliant Future, please click [here](#).



# OUR BOARD



## **MICHAEL NUTT – CHAIR**

Michael has a strong track record in leadership roles in both the healthcare and business sectors and is currently chair of Bromley CIC, which provides community health services across four London boroughs.



## **MICHAEL GREEN - VICE CHAIR, CHAIR OF INVESTMENT COMMITTEE, CHAIR OF REMUNERATION & NOMINATIONS COMMITTEE**

Michael Green brings substantial experience as a farmer and senior director in the property industry and is a trustee for another disability charity.



## **RITA ASAMOAH – CHAIR OF QUALITY AND PEOPLE COMMITTEE (OUTGOING AND REMAINING A TRUSTEE ON THE BOARD)**

Rita Asamoah has extensive and diverse senior leadership experience within the commercial and voluntary health and social care and Housing sector.



## **ANN KENNEY**

Dr Ann Kenney has over 20 years' experience in the charitable sector at a senior level, and a keen interest in fundraising, coproduction and creative arts.



## **ANDY SIMONS**

Andy is an experienced fundraising and commercial leader with a background in marketing and partnerships. His recent work has included leading marketing, communications and fundraising for national disability charity Revitalise, and building a fundraising strategy for start-up digital-first mental health charity HUMEN.



## **KATIE STEVENS - CHAIR OF AUDIT AND RISK COMMITTEE**

Katie is a chartered accountant with over 30 years of finance, risk and audit experience, working in both the public and private sector. Being diagnosed with epilepsy at the age of 23, Katie recognised the concerns disabled persons (and their families) face. As a result, Katie has a stubborn passion for diversity and inclusion, a desire to raise awareness and to drive inner confidence.



## **TERESA JENNINGS**

Teresa has been involved in the leadership, management, and growth of services for adults and young people for over 25 years, with experience of working in local government and central government settings and in the charitable sector in various senior capacities.

# JOB DESCRIPTION

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**Job title:** Board Member Trustee

**Reports to:** Chair of Camphill Village Trust Board

## ROLE PURPOSE:

To work constructively with the Chair, other Board members and staff of Camphill Village Trust to support the good governance of the Trust, ensuring that the purpose of the Trust is fulfilled, that it is well managed and financially viable and that it works within the requirements of the law, regulation and its funders.

To support the Trust to realise its vision and strategic objectives.

## MAIN RESPONSIBILITIES:

### Supporting Delivery of the Corporate Strategy

- Ensure the purpose and long-term strategic direction of the Trust is formulated and regularly reviewed.
- Drive high performance management, setting standards to ensure quality service delivery to the people we support, enabling the delivery of the Trust's vision and key objectives.
- Ensure effective management structures, staff, business plans, budgets and resources are in place to support the work of the Trust.
- Establish sound constructive working relationships with the Chief Executive and Executive Directors and a supportive partnership with staff within the business.

## GOVERNANCE

- Be accountable as a Trustee to the Charity Commission, and as a Director under Company Law.
- Ensure risk and performance is monitored and managed through effective systems of internal review and delegation.
- Ensure appropriate policies and procedures are in place and regularly reviewed.
- Ensure that the Trust functions within the relevant legal and financial requirements and strives to achieve best practice.
- Be personally committed to the principles of Equality, Diversity, Inclusion and Belonging (EDIB) and, as part of the Board, ensure that EDIB underpins everything that we do.
- Devote sufficient time and energy to the effective governance of the charity, reading the papers for meetings, meeting with report authors as required, attending Board meetings and other events, and attending briefing/training sessions and behaving in accordance with any relevant policies.
- Play an active role in the Board room by participating in any debates and by contributing ideas, views and relevant experiences in connection with the topics being debated, particularly in areas of personal expertise.
- Provide challenge by speaking out about any concerns and joining debates in a proper, respectful manner, addressing all points and avoiding irrelevancies whilst adhering to the principles of collective responsibility and confidentiality.



## TRAINING AND DEVELOPMENT

- Use the appraisal process as an opportunity for own development.
- Be open and truthful about the experience of being a Board Member Trustee so that support can be offered if necessary.
- Provide feedback regarding training or conferences attended.
- Respond to requests for information from the business in a timely manner.
- Willing to adopt and adapt to new technology.

## CAMPHILL VILLAGE TRUST IS A UK CHARITY AND, AS SUCH, IS REGULATED BY THE CHARITY COMMISSION; THE CHARITY COMMISSION EXPECTS TRUSTEES TO:

- Ensure Camphill Village Trust is carrying out its purposes in the interests of beneficiaries.
- Comply with Camphill Village Trust's governing document and the law.
- Act in Camphill Village Trust's best interests.
- Manage Camphill Village Trust's resources responsibly.
- Act with reasonable care and skill.
- Ensure Camphill Village Trust is accountable.



# PERSON SPECIFICATION

## EXPERIENCE, SKILLS AND ABILITIES

- Senior level experience in a non-executive or executive capacity; ideally has either reported to or been on the Board of Trustees of a charity or similar not for profit organisation. First time Trustees will be considered and supported if appointed.
- Proven track record at contributing effectively to the leadership and development of an organisation; seeing the big picture, putting individual issues/events into context; understanding possible futures.
- Able to demonstrate an ability to contribute from a strategic rather than an operational perspective.
- Analytical skills and ability to scrutinise detailed reports / data.
- Able to question and challenge as well as support.
- Sound understanding of good governance, in particular of reporting and monitoring at a governance level.
- Understanding of the regulatory and compliance requirements in the sector.
- An effective communicator, emotionally intelligent and self-aware; possessing good listening skills; persuasive and able to influence in a mixed group; sensitive to others' perspective and values; independent when required to be.
- Decision-making: clear about what is appropriate for a Board to be deciding; able to exercise judgement about when a decision is needed; comfortable making difficult or unpopular decisions.
- Ideally, to have relevant, lived experience aligned to the Charity purpose/ the people we support.

## STYLES AND BEHAVIOURS

- Supports the values and vision of the Trust and takes Trustee duties and good governance seriously.
- Proactively demonstrates a strong commitment to equality, diversity, inclusion and belonging.
- Committed to accountability, openness and transparency.
- A collaborative style that promotes positive working relationships with other Board members, staff, the people we support and their families and other stakeholders.
- Able to represent the Trust positively to external audiences.
- Registers all interests in the register of interest and declares any potential conflict of interest in agenda items.
- Able to attend Board meetings regularly and contribute to other Board committees.
- A customer and community focus with the potential to have a local community interest.
- Possess personal objectives from the role which are a good fit with what the Board is able to offer.
- Able to act with integrity in the best interests of current and future beneficiaries.
- Willing to uphold the Trust's founding principles.



# TERMS OF APPOINTMENT

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## TIME COMMITMENT:

Time estimates between one to two days per month, to include preparing for and attending Board meetings and at least one additional sub-committee, attendance at strategy and training events, visits to communities and engagement with key staff within the Trust.

## REMUNERATION:

Unremunerated. All reasonable expenses will be reimbursed and access to training and development opportunities are available.

## LOCATION:

The Trust holds Board and Committee meetings and other events, both in person at our various communities and virtually via Teams. Trustees are expected to attend meetings and events held in person. In addition, we encourage Trustees to visit our communities outside of scheduled meetings / events.

The Trust's nine communities are located in Yorkshire, Middlesbrough, Stourbridge, Gloucestershire and Hertfordshire. Access to the main travel corridors of the M25, M40, M1 and M6 would be advantageous.

# HOW TO APPLY

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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 [chris.milo@starfishsearch.com](mailto:chris.milo@starfishsearch.com) and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/cvt-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 responds to the following three questions
  - Tell us what has motivated you to apply for this role, and why our work is important to you;
  - Drawing on your professional experience, tell us what you will bring to the role and how you will help us achieve our future strategic objectives;
  - Describe what you feel the challenges are facing social care provision and how you would seek to strengthen our impact given the challenges we face.' In the pack and on the site please.

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.

## KEY DATES:

<b>Closing date:</b>	Friday 14th March 2025
<b>Preliminary interviews:</b>	w/c 31st March 2025
<b>Final Panel interviews:</b>	w/c Monday 21st April 2025