



# CANDIDATE PACK FOR TRUSTEES



**WALSINGHAM**  
SUPPORT Everyone is different



# WELCOME

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Thank you for your interest in joining Walsingham Support as a trustee. We're a registered charity with ambitious plans for the future. We specialise in high-quality support services that empower individuals with learning disabilities, autism, and other complex needs.

For over 38 years, Walsingham Support has been providing exceptional care and support to individuals with a range of needs. Today we support 350 people across 129 services in England and Wales, with a dedicated staff of 870. Our commitment to quality is demonstrated in our services, which are tailored to meet the unique needs of each individual we support.

We're currently focused on three key strategic objectives:

1. Delivering outstanding care and support
2. Being a great place to work
3. Becoming a financially sustainable organisation

You'll be joining us at a critical time. The social care sector faces significant challenges including recruitment difficulties, high staff turnover, and a funding model that allows for very narrow profit margins.

We've made great progress with our ambitious transformation plan, but we're just at the beginning of our journey and are looking for two trustees to help strengthen the Board at this crucial time. We are looking for leaders who bring significant expertise in their fields and are looking specifically for an experienced HR and Organisational Development professional who has driven culture change and understands how to take a workforce on a transformation journey; and operations and performance either as a senior level leader within social care providing or someone from a social care commissioning background who has commissioned and overseen the delivery of person-centred outcomes for adults with learning disabilities or autistic people.

We need strategic thinkers who can see the bigger picture and who have a naturally open and collaborative approach and can demonstrate high levels of personal and professional integrity, as well as demonstrating a deep commitment to our mission and values.

If these roles are of interest, we hope you will consider applying.

**Robert Longley-Cook**  
Chair



## ABOUT US

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Walsingham Support has been supporting individuals with learning disabilities, autism and complex needs across locations in England and Wales for over 38 years. We pride ourselves on putting people at the heart of what we do, enabling us to deliver truly person-centred support solutions that provide increased independence and improved quality of life.

The Charity is led by an executive team who have succeeded in delivering plans over the last two years to ensure the organisation is financially sustainable while we drive transformation of the way we operate and deliver services. Social Care continues to evolve, and we want to be working at the leading edge of this, innovating and building services around the needs and choices of the people we support.

To see our most recent annual report, please click [here](#).

## OUR SERVICES

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As an organisation, we aim to enable each individual to develop the abilities they need to move on to the next stage in their lives, all the while ensuring their support constantly evolves and adapts around them to meet their changing needs and goals.

We provide services across:

- Supported Living
- Residential Care
- Transition Support &
- Positive Behaviour Support

Our services are personalised, and our support is tailored to the needs of the individuals we support, designed to improve life skills, strengthen relationships and encourage personal choices.

We focus on nurturing equal opportunities for the individuals we support within the local community through community activities, education and skills development, volunteering and supported employment.

To learn more about our service offer, [please click on this link](#)



# VISION, MISSION AND VALUES

Our ambition is an equal and diverse society, in which individuals with disabilities are citizens in their own right and receive the necessary support to be happy and to reach their full potential.

Our Vision and Mission are:

## VISION

- Walsingham Support will grow to become a leader in the sector to meet the evolving needs of people we support and the higher expectations they have around how they live
- We will reinforce the voices of all those with learning disabilities, autistic people and other complex needs to challenge the status quo, disrupt perceived limitations and influence sector wide change

## MISSION

We see the person not the limitations. We work alongside adults with complex needs to fulfil their life aspirations. We employ and develop exceptional people. We are agile, continuously learning as we respond to evolving needs

Our success as an organisation has been built on the passionate and committed staff that become part of Walsingham Support. Our extraordinary people enable unique individuals to achieve their personal goals and are deeply committed to our values:

## People Focused



Whether it is staff or the people we support, we strive for people to live their best lives

## One Team

Achieving meaningful outcomes by coming together to create a friendly, proactive and inclusive culture



## VALUES

## Say it as it is



Every voice is heard and respected, we encourage open and transparent communication

## Ambitious

Determined to be the best in everything we do



# JOB DESCRIPTION

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**Job title:** Trustee

**Reports to:** Chair of the Board of Trustees

## ROLE PURPOSE:

As a Trustee of Walsingham Support, you would be required to fulfil a number of statutory duties to ensure the charity is well governed.

Trustees are responsible for:

- Overseeing and contributing to the setting and shaping of Walsingham Support's strategic direction, financial management and governance.
- Ensuring that Walsingham Support is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that Walsingham Support works within its charitable objectives and is compliant with charity and company law within the jurisdictions within which it is registered and operates.
- Ensuring financial sustainability and robust financial management of Walsingham Support.
- Championing Walsingham Support's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in Walsingham Support's work, acting as ambassadors for Walsingham Support broadening its reach and impact, and offering additional resource as and when available.
- Supporting, questioning, and holding to account the Senior Leadership Team.
- Contributing on one of Walsingham Support's Board sub-committees.
- Furthering the charitable objectives of the organisation.

In addition to the above, Trustees use their specific skills, knowledge and experiences to help the Board reach sound decisions.



# PERSON SPECIFICATION

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## KNOWLEDGE AND EXPERIENCE

We are interested in candidates who meet at least one of the following criteria:

### HR Trustee:

- Candidate with significant experience working at Board Level.
- CIPD or similar accreditation.
- Experience with Culture change and Organisational Development with limited budget or very low margin sector.
- Proven experience of having worked through transformational changes and can demonstrate how they engaged and brought workforce with them, collaborating with and contributing to the development of the change process.
- Other areas that would be useful include development of and understanding of Wellbeing and EDI.

### Operations & Development Trustee:

- A candidate who comes with experience at a Senior Leadership level in the private sector or elderly/children services providing services to people with learning disabilities and/or autistic people or
- Someone from a social care commissioning background who has commissioned and overseen the delivery of person-centred outcomes for adults with learning disabilities or autistic people.
- Excellent knowledge and experience of implementing sector best practice to deliver high quality care and support services.
- Ability to demonstrate success in developing services utilising co-production approaches with users of services.
- Expertise in application of Care Quality Commission and/or Care Inspectorate Wales regulations and standards.
- Experience of assessing quality and standards as well as service performance and impact.
- Experience of working with young adults transitioning from Children's to Adult services would be very beneficial.
- Ideally, we are looking for an individual with a progressive approach who champions new and innovative ways of improving the lives of service users.
- Experience in the area of supported housing, management of housing stock in compliance with regulator requirements would be an advantage though not essential.

## SKILLS AND ABILITIES

- Effective communication and interpersonal style; a collaborative team player.
- Willing to speak out on issues and to accept personal accountability.
- Demonstrates strategic acumen and sees the bigger picture.
- Undisputed personal integrity.
- Personally flexible and agile working approach.
- Deep commitment to the mission and values of Walsingham Support.

# TERMS OF APPOINTMENT

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## REMUNERATION

This role is unremunerated and offered on a voluntary basis. Trustees are encouraged to visit services that are local to them. Travel and accommodation expenses are reimbursed for meetings & visits.

## TIME COMMITMENT

The time commitment is at least one day a month. There are four board meetings a year and this includes an annual strategy setting day. Board meetings are held in person in Central London. All trustees are expected to participate on at least one committee and there are two 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.



## 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 [rebecca.oconnor@starfishsearch.com](mailto:rebecca.oconnor@starfishsearch.com). To make an application, please go to <https://starfishsearch.com/jobs/ws-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 think this role is the right move for you and how you meet the knowledge and experience criteria.

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:**

Thursday 15th May 2025

**Applications considered on arrival**

