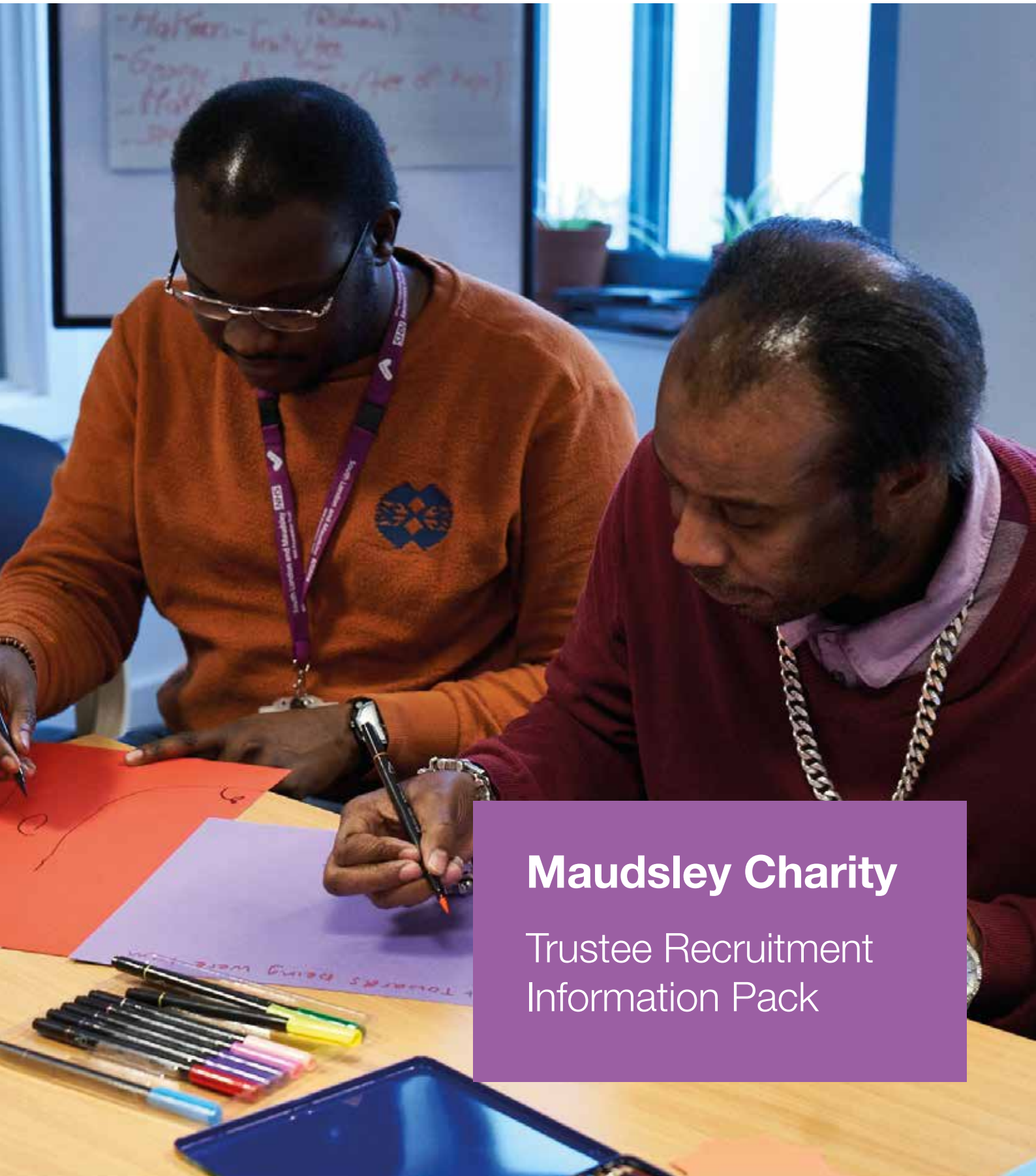


Maudsley
Charity

Backing
Better
Mental
Health.



Maudsley Charity

Trustee Recruitment
Information Pack



Introduction

The Maudsley Charity backs better mental health by working together with our partners, South London and Maudsley NHS Foundation Trust (SLaM) and King's College London (KCL), two world-leading organisations, to deliver a vision that is genuinely enabling us to improve the lives of people with mental illness.

Dear applicant

Thank you for your interest in Maudsley Charity.

It's an exciting time to join and help shape the direction of a charity which has a rich history and big ambitions for the future.

We are already making a difference to the lives of people experiencing mental illness through the projects we work with. We are investing in research and improving mental healthcare, but we want to do much more.

Working closely with South London and Maudsley NHS Foundation Trust (SLaM), Kings College London (KCL) and community organisations, we have committed more than £25m in our current strategic plan period to making a positive and sustainable impact on mental health in south London and across the UK.

During the pandemic we provided emergency help to people experiencing mental illness, and used our own and donated funds that supported NHS staff. Alongside this we invested in projects that provide a more strategic and longer-term response to the challenges of restrictions. From funding short films to support parents during the first phase of the pandemic, and enabling the teams we work with to deliver care and support digitally, to funding research into the impact of the lockdown on young people's mental health. We know the long-term impacts on mental health due to the pandemic and an economic downturn will be immense, particularly for those already most likely to experience mental ill health due to underlying inequalities.

We are looking for two new Trustees who share our values and commitment, and meet the criteria in the role description. We are open to applications from those with experience on charity boards and from people for whom this would be their first Trustee role.

We want a range of lived experiences and perspectives in the charity at every level, and to increase the diversity of our leadership. We particularly welcome applications from people with experience of mental illness or of caring for someone with a mental illness, from Black, Asian or Minority Ethnic (BAME) backgrounds, and from different socio-economic, age and educational backgrounds. We want our staff and Trustees to better represent the populations we serve.

We are also looking for Trustees who can provide insight and commitment in one of the following areas:

- Experience and knowledge of community-based mental health projects so our community-based grant giving can make the biggest impact
- Fundraising, we have had success with our first major fundraising campaign, but we want to grow income over the next few years to enhance what we are able to fund through our endowment
- Use of digital technologies for engagement and communication. The way we and our partners work is changing rapidly. We would value having more knowledge about how we can maximise the opportunities digital technologies provide.
- Data, impact measurement and evidence – it matters to us that we know the support and funding we are providing is achieving positive change, even where results can't be measured easily.

In return, you will join a collaborative and supportive board (additional support will be given to first-time Trustees) who are committed to helping the charity achieve its strategic goals.

Thank you in advance for your interest in the Maudsley Charity, we look forward to receiving your application.



David Barclay
Chair



Rebecca Gray
Chief Executive

About Maudsley Charity

We are an independent mental health charity working with a range of partners to improve mental health

Where we've come from

Henry Maudsley believed that by bringing together clinicians, researchers and educators, our ability to understand and treat mental illness could be transformed. We represent a modern version of that vision in charitable form.

We have over 750 years of history; we can trace our history back to 1247 and the foundation of Bethlem Royal Hospital, the oldest psychiatric institution in the world.

In 1923 the Maudsley Hospital opened. The hospital trust which includes the Maudsley and Bethlem hospitals, and community mental health services across four boroughs, provides the widest range of mental health services in England including more than 50 national and specialist services for adults and children.

The Maudsley Hospital's medical school evolved to become the Institute of Psychiatry, Psychology & Neuroscience, part of KCL. The IoPPN is a world leader in its field.

In 2018 Maudsley Charity became an independent organisation.

The board combines senior representatives of the hospital Trust with independent Trustees who form the majority of the board.

How we operate

We give grants, funded from our endowment and donations, which range from multi-million pound clinical and research initiatives intended to drive change across the UK, to small scale community based initiatives led by, and supporting people who experience mental illness in south London.

The Charity is run by a small team of staff based in ORTUS, a learning and education centre in Denmark Hill on a site we share with SLaM and the IoPPN.

The Charity holds assets valued at c£140m in a mix of financial and property. This allows us, across a range of annual and large-scale commitment to commit c£5m for each year of our five year plan.

We balance short and long-term goals. We want to make an immediate difference to lives and fund ideas which will have an impact on future generations.

Our strategy reflects on what makes the Charity distinct. It looks at the things that help us define clearly who we are and what we want to achieve.





Our partnerships

Our ability to accelerate change by supporting collaboration in a centre of internationally recognised expertise. We work closely with South London and Maudsley NHS Foundation Trust and the Institute of Psychiatry, Psychology & Neuroscience at King's College London.



We are focused on solutions

The challenges of mental ill health are enormous and complex but we are driven by the belief that these are surmountable and recovery is possible. We are committed to the spread and scale of 'what works' beyond the projects we have funded.



Our place

We are located in an area with a highly diverse population and some of the highest levels of serious mental illness in Europe. By investing in understanding what works here we can contribute to improved mental health for everyone.



We take a holistic view of mental health

We recognise the interaction between mental and physical health, the impact of our environment and experiences on mental health, and the benefits of engagement with the arts.



Our history

We have existed in some form for more than 750 years. We play a role in protecting and ensuring access to important collections of historic documents and artefacts related to mental health. In doing so we contribute to reduced stigma and ensure that the future of mental health can be informed by the lessons of the past.



We focus on mental illness

We champion mental well-being for all, but have a specific focus in our work on the needs and challenges of those who have experienced, or who are most at risk of experiencing, mental illness.

Our strategic goals

By 2024 we will have...

1. Helped create a world-leading centre of care and research into the prevention and treatment of mental illness in children and young people
2. Funded initiatives through our grant and wider programme of work, which are achieving significant impact in mental health in South London and beyond. They will be delivered by teams who share our commitment to collaboration and learning and ORTUS, the home of the Charity, will be an important asset in this work.
3. Through partnerships, fundraising and communication we will build a wide community of support, and increase our level of recognition and engagement from patients, staff, our local communities and beyond. We will achieve a significant increase in our fundraised income to enable us to leverage more impact in mental health.
4. Continued to build a robust and sustainable charity, with the infrastructure, people and resources, to increase our contribution to improved mental health in the long term.

Our work

Our programmes of work see us working independently and together with our health and research partners. This approach enables us to be flexible and responsive to the needs of those we serve.

Some examples of our work below:

A photograph of a man and a woman standing in front of a city skyline. The man is on the left, wearing a blue button-down shirt, and the woman is on the right, wearing a purple top and a black blazer. They are both smiling. The background shows a city skyline with various buildings and a bridge.

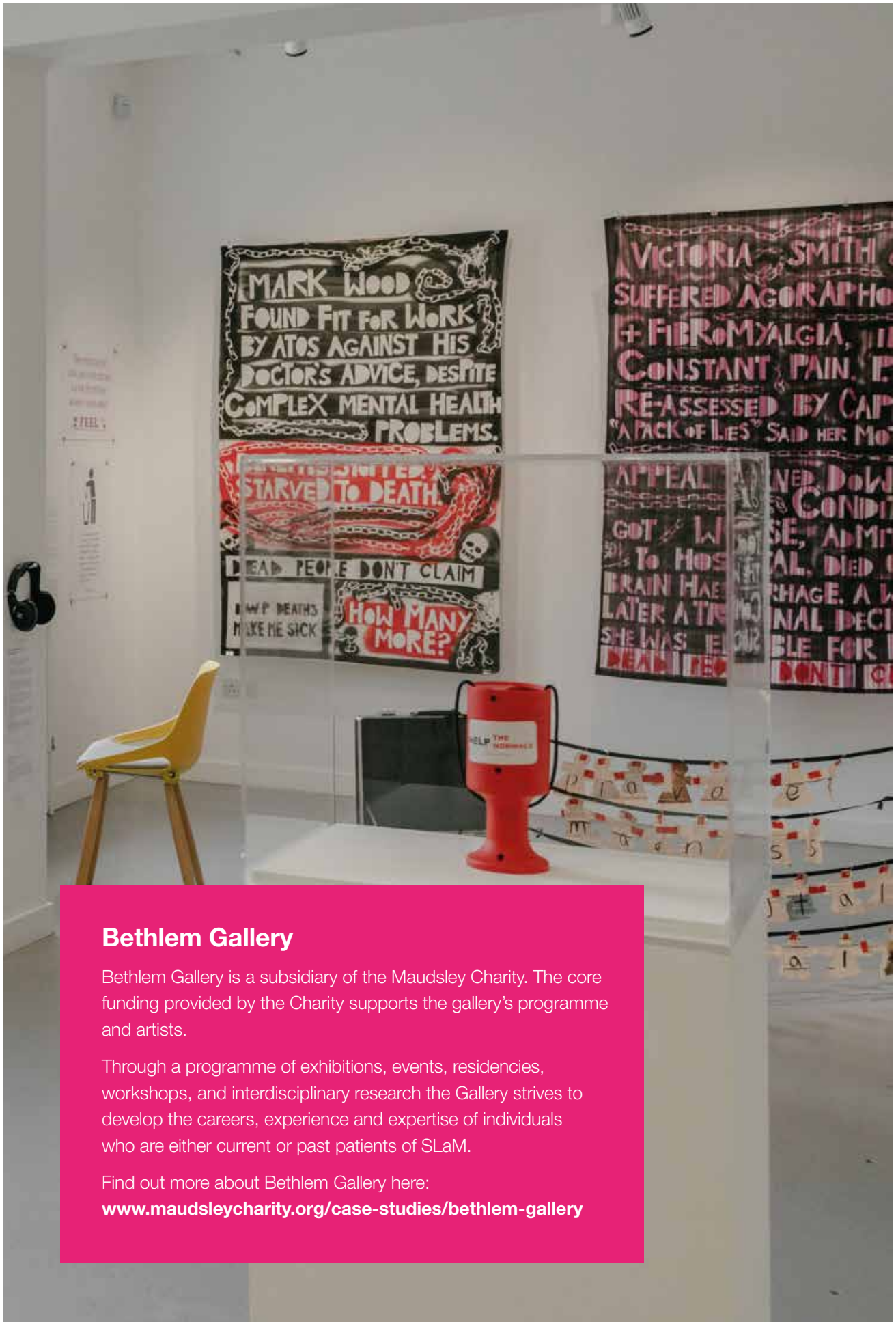
Recovery College

South London and Maudsley NHS Foundation Trust (SLaM) Recovery College is jointly funded by Maudsley Charity and SLaM.

The college enables staff and peer recovery trainers to work together to deliver a unique and collaborative form of training. The training is delivered to mixed groups of staff, service users and their supporters, enabling mental health professionals and service users to gain an insight into their different perspectives.

Find out more about the Recovery College here:

www.maudsleycharity.org/case-studies/recovery-college



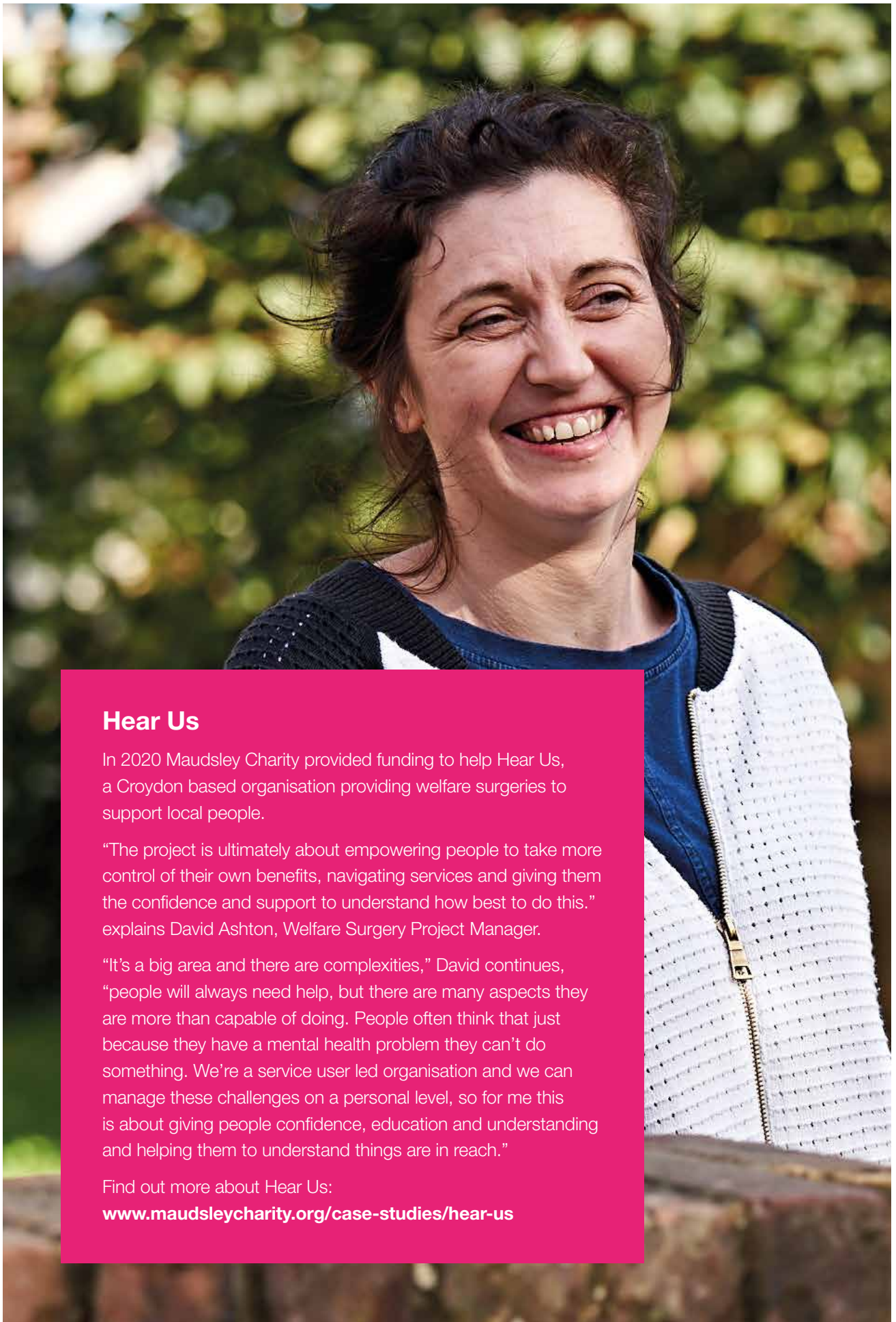
Bethlem Gallery

Bethlem Gallery is a subsidiary of the Maudsley Charity. The core funding provided by the Charity supports the gallery's programme and artists.

Through a programme of exhibitions, events, residencies, workshops, and interdisciplinary research the Gallery strives to develop the careers, experience and expertise of individuals who are either current or past patients of SLaM.

Find out more about Bethlem Gallery here:

www.maudsleycharity.org/case-studies/bethlem-gallery



Hear Us

In 2020 Maudsley Charity provided funding to help Hear Us, a Croydon based organisation providing welfare surgeries to support local people.

“The project is ultimately about empowering people to take more control of their own benefits, navigating services and giving them the confidence and support to understand how best to do this.” explains David Ashton, Welfare Surgery Project Manager.

“It’s a big area and there are complexities,” David continues, “people will always need help, but there are many aspects they are more than capable of doing. People often think that just because they have a mental health problem they can’t do something. We’re a service user led organisation and we can manage these challenges on a personal level, so for me this is about giving people confidence, education and understanding and helping them to understand things are in reach.”

Find out more about Hear Us:

www.maudsleycharity.org/case-studies/hear-us



Children and Young People's Mental Health programme

Together with our partners SLaM and the IoPPN, KCL we're transforming the mental health of children and young people.

Maudsley Charity has committed £10m in funding to help build the Pears Maudsley Centre – a world-leading centre for care and research in south London. This project reflects the ambition and strategy of the Charity, allowing us to make a positive impact on mental health for the next generation.

The Centre will be located on the same site as the Maudsley Hospital, the IoPPN and the ORTUS, home to Maudsley Charity.

We're working with individuals and organisations to raise funds to support the ongoing research, treatment development and clinical care, that really will make a huge difference to the lives of children and young people. Our vision is that no young person enters adulthood in poor mental health.

The Board of Trustees

The board of Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

The overall role of the Maudsley Charity board is to:

- Agree and maintain organisational goals and role for the Charity.
- Ensure that the Charity complies with Charity law, and with the requirements of the Charity Commission as regulator and ensure that the Charity prepares reports on what it has achieved and annual returns and accounts as required by law.
- Set strategic direction for the Charity, define goals and evaluate performance.
- Approve proposed plans and budgets to empower the Charity's executive team to deliver operationally against agreed plans.
- Monitor the performance of the Chief Executive, ensuring strong executive leadership is in place and that Charity staff are effectively managed, developed, appraised and rewarded.
- Ensure that all grants are awarded in line with objectives, the benefits (to identified beneficiaries) are clear and, where relevant, is appropriate charitable funding in the context of the NHS.
- Provide oversight and direction in the management of Charity investment and property assets.
- Provide oversight of the Charity's fundraising activities ensuring compliance with Charity Commission guidance on the duties of Trustees in relation to fundraising (CC20).
- Ensure donations are spent and placed in a restricted or designated fund if appropriate, for the purposes for which they were donated and that the interests of donors are protected.
- Play a part in representing the Charity's activities in an open and positive way – acting in an ambassadorial role as required.
- Act with integrity, avoiding any personal conflicts of interest or misuse of Charity funds or assets.

Role Description

The overall purpose of Trustees is to hold the charity “in trust” for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard.

Trustees have the following responsibilities:

- To ensure Maudsley Charity operates in compliance with its governing documents (Trust Deed and Articles) and regulatory requirements (Charities Commission and Companies House) in line with good governance practice.
- To agree the Charity’s strategy, policy and plans and ensure their effective implementation to deliver Maudsley Charity’s aims within the governance framework.
- To protect the Charity’s assets and ensure:
 - prudent investment: effective steward of the assets of the Charity to ensure future benefit;
 - generation of income directly or through partnerships;

- development and implementation of plans that balance the needs of current and future beneficiaries
- To ensure identification and management of risk and systems of financial management and internal control to assure financial probity and solvency.
- To appoint auditors and setting the terms of their appointment.
- To approve the annual report and financial statements.
- To approve investment policy and appointments of investment managers, overseeing delegation to the Investment Advisory Committee.
- To approve grants policy and grants awarded, overseeing delegation to the Grants Advisory Committee.
- To ensure accountability to stakeholders and beneficiaries.
- To maintain an effective professional relationship with regulators.
- To ensure the Charity is fit for purpose and benefits the patients and former patients of SLaM and /or wider beneficiaries in relation to mental health.
- To use Charity resources appropriately and effectively.
- To maximise its reach and impact to deliver objectives.
- To work with others to promote improvements in mental health over and above funding.
- To engage effectively with key stakeholders, partners, staff and beneficiaries in development and implementation of the charity’s strategy.

- To appoint bankers, set up bank accounts and approve bank signatories
- To monitor performance management
- To develop a nominations policy for recruitment to key posts
- To appoint Trustees, chair, chief executive, committee members and co-optees
- To put arrangements in place to appraise Trustees and chief executive
- To evaluate the board’s effectiveness and commission external resource to support effectiveness where beneficial
- To approve the annual budget and monitor financial performance, re-forecasting where necessary
- To ensure that the Charity upholds and promotes the principles of equality and diversity in all aspects of its organisation and work
- To develop and monitor implementation of a remuneration policy which will include:
 - salary setting policy;
 - pension scheme and contributions framework;
 - other benefits.

As well as the responsibilities above (which come from a Trustee’s statutory duties), any Trustee should make full use of any specific skills, knowledge or experience to help the board make good decisions.

Person Specification

Experience

Core

- Evidence of a commitment to mental health.
- Evidence of a commitment to equality, diversity and inclusion.
- A history of impartiality, fairness and the ability to respect confidences.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision making.

Specialist

(desirable to have one of the following)

- Experience and knowledge of community-based mental health projects so our community-based grant giving can make the biggest impact and/or;
- Experience and knowledge of fundraising, we have had success with our first major fundraising campaign, but we want to grow income over the next few years to enhance what we are able to fund through our endowment and/or;
- Experience and knowledge of the use of digital technologies for engagement and communication. The way we and our partners work is changing rapidly. We would value having more knowledge about how we can maximise the opportunities digital technologies provide;

- Data, impact measurement and evidence – it matters to us that we know the support and funding we are providing is achieving positive change, even where results can't be measured easily.

Desirable

- Previous experience at board level.

Knowledge, skills and understanding

Essential

- Commitment to the charity and a willingness to devote the necessary time and effort.
- Preparedness to articulate views that might differ from others and a willingness to speak their mind, particularly being able to give constructive positive and negative feedback.
- Willingness to be available to team members for advice and enquiries on an ad hoc basis.
- Good, independent judgement and strategic vision.
- An ability to work effectively as a member of a team.

Desirable

- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.
- An understanding of the respective roles of the Chair, Trustees and Chief Executive.

All candidates should also be able to evidence our values:

Passion

We are passionate about improving mental health and motivated by our ability to make a difference.

Integrity

We will act with integrity, be objective, fair and consistent in how we work and how we allocate funding and support.

Knowledge

We will be informed by a range of expert voices and perspectives, including those of people who have experienced mental illness, on what we do and how.

Improvement

We care about maintaining high standards and improvement. We will learn from success and failure.

Appreciation

We value relationships and show appreciation for support we get in whatever form that takes. We know that we influence change through the expertise and commitment of others.

Terms of Appointment

Commitment

5 meetings/per year including one Away Day. Membership of Committees may require a further 2-3 meetings per year. Please note that we aim to hold two Board meetings after 5pm and 2-3 meetings within working hours.

Length of Service

Trustees are appointed for an initial term of 3 years. Board Members can be re-appointed for 3 consecutive terms, up to a maximum of 9 years.

Expenses

While this role is not remunerated, Trustees will receive reimbursement for expenses incurred during work on behalf of Maudsley Charity.

How to Apply & Key Dates

To apply to become a Trustee of Maudsley Charity please submit your CV and either a written statement (1-page max) or a video or audio recording (5 min max) via the link below. If you have any queries about the recruitment process, role or are unable to submit your application via the link below please contact **James Wilkinson** at our retained agency, Prospectus at james.wilkinson@prospect-us.co.uk

Unfortunately we are not able to accept applications from employees of South London and Maudsley NHS Foundation Trust (SLaM) as the organisation is already represented on our board.

Please ensure your statement or video/audio recording covers the following points:

1. Why you would like to be a Trustee for Maudsley Charity
2. What you would bring to the role which would help us achieve more

Applications should be made via the Prospectus website at:

www.prospect-us.co.uk/jobs/details/HQ00177860

Closing date

Midday, Monday 23rd November 2020

Informal interviews

w/c 7th December 2020

Final interviews

w/c 4th January 2021

Induction

February 2021

First Board Meeting

4th March 2021

Maudsley
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Registered address:

Maudsley Charity
ORTUS
82-96 Grove Lane
London
SE5 8SN

Telephone: 020 3696 9760

Email: info@maudsleycharity.org

Web: www.maudsleycharity.org

Registered Charity number: 1175877

Company number: 11071377

Fundraising and volunteering

If you're interested in fundraising or volunteering for us,
email us at info@supportslam.org.uk
call us on 020 7848 4701, or write to us at:

Maudsley Charity Fundraising Team
Virginia Woolf Building
22 Kingsway
London
WC2B 6LE

   @MaudsleyCharity