

## Trustee Recruitment Pack 2019



### The issue

- 📄 1 in 20 young people in England know someone who carries a weapon (Crime Survey in England and Wales, Office for National Statistics - March 2015).
- 📄 Last year alone there were 43,516 knife crime offences in the 12 months ending March 2019 (<https://www.bbc.co.uk/news/uk-42749089>)
- 📄 The cost of this violence to the NHS in England and Wales is estimated to be £2.9 billion every year. But the cost isn't just to the NHS, it is to the whole of society; to the family, friends and loved ones of the victim as well as the wider communities they live in. Each death causes untold grief and trauma.
- 📄 There are also thousands of young people who survive violent attacks who are often left with life changing injuries and related psychological issues, the impact of which can last for the rest of their lives.
- 📄 We believe youth violence needs to be seen not as a series of isolated incidents or just a police enforcement or criminal justice problem. Youth violence needs to be viewed as a preventable consequence of a range of factors. This requires an approach that works across systems and Government departments and takes a public health approach to reducing its incidence and impact.

### Who are we?

StreetDoctors teach lifesaving skills to young people at risk of violence across the UK. Our movement of young healthcare volunteers teach emergency first aid to 11-25 year olds and create safe spaces for them to discuss attitudes to violence. We empower young people to become street doctors in their own communities, helping to keep themselves and others safe.

We do this through interactive training sessions delivered with a range of partners from across the criminal justice sector, education services and community groups. These sessions give young people the vital skills and confidence to act when someone is bleeding or unconscious and helps them understand the true medical consequences of violence. StreetDoctors currently has 22 teams in 17 cities across the UK, totalling 430 volunteers. Last year (2018) we taught 4,039 young people in partnership with a range of partners. We aim to double the amount of young people we teach from 4000 to 8000 a year over the next three years.

## Our background

StreetDoctors was set up in 2008 in Liverpool. Two medical students delivered first aid training at a local Youth Offending Team and realised that most of the young people they were teaching had witnessed a stabbing or shooting or had been a victim themselves. Profoundly shocked by this information, they decided to act. Following a successful partnership with Liverpool Youth Offending Service, news of the initiative spread via social media to other cities. In 2013, StreetDoctors became a national charity and has since tripled in size. We now operate in England, Wales and Scotland and in early 2017, StreetDoctors Ireland was established and registered as a separate charity. In total we have taught over 15,000 young people and our volunteers have devoted 36, 000 hours of their time to date to achieve this.

## What do we do?



Young people attend two interactive and memorable teaching sessions where they learn practical skills such as how to call an ambulance, how to control bleeding, placing someone in the recovery position and administer cardiopulmonary resuscitation (CPR). Sessions are practical and fun, quickly getting young people on their feet so they are learning by doing. They are tailored to be directly relevant to young people at risk of violence.

We discuss the medical consequences of violence, such as colostomy bags or paralysis, in a pragmatic, no-nonsense way, helping young people to understand the frailty of the human body. We discuss their willingness to help others, identifying their fears and encouraging empathy and concern for others. This challenges the normalization of violence that exists in some areas, supporting young people to critically reflect on their attitudes and recognize the positive choices they can make.



Importantly, we treat young people as potential lifesavers, raising their confidence and aspirations. Our volunteers are also reactive to the concerns and questions that the young people bring to sessions and allow time to ensure that these issues are discussed. At the end of our sessions we tell young people that they are now street doctors in their own communities as they know as much about how to save lives as the volunteers who teach them. This empowers them to see themselves as part of the solution to youth violence rather than seeing themselves and being seen as just part of the problem.

We also run StepWise, our deeper youth engagement programme where young people at risk of youth violence learn lifesaving skills, receive a first aid at work accreditation, learn about careers in the healthcare sector and co-facilitate training sessions to other young people at risk of violence.

## Our impact

We have a robust research and evaluation strategy across the organisation which triangulates data from three sources: young people; delivery partners and volunteer observations.

We collect the following quantitative data:

- 📄 Numbers of young people attending sessions;
- 📄 Whether they have come into contact with StreetDoctors teaching in the past;
- 📄 Knowledge, skills and willingness to act at the end of sessions;
- 📄 Feedback from our delivery partners via an annual national survey, measuring relevance of content, quality of delivery and engagement of young people.



Our end of session evaluations with young people consistently demonstrate that our intervention works:

- 📄 94% said they understood the consequences of violence;
- 📄 94% said they knew what to do when someone was bleeding/unconscious;
- 📄 85% said they would be willing and able to act if first aid was needed.



## Who are the charity's Trustees?

The Charities Act 1993 defines charity Trustees as the people responsible under the charity's governing document for controlling the administration and management of the charity, regardless of what they are called. For StreetDoctors, the charity Trustees are the Board of Directors known as the Trustee Board.

The Trustee Board comprises:

- 📄 The Chair;
- 📄 The Treasurer;
- 📄 Other appointed Trustees.









The Trustee board appoints a Vice Chair from among the trustees.

## **The role of the Board of Trustees**

At its simplest, the role of the Trustee Board is to receive assets from donors, safeguard them and apply them for the charitable purposes as declared in the objects of StreetDoctors. The Trustee Board must always act in the best interests of StreetDoctors, exercising the same duty of care that a prudent person of business would in looking after the affairs of someone for whom she/he had responsibility. The Trustee Board must act as a group and not as individuals.






### **Duties of a Trustee Board member**

The duties of a Trustee Board member are to:

-  Ensure that StreetDoctors complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations;
-  Ensure that StreetDoctors pursues its objects as defined in its governing document;
-  Ensure that StreetDoctors applies its resources exclusively in pursuance of its objects, so it must not spend money on activities which are not included in the objects, however worthwhile they may be;
-  Contribute actively to the Board of Trustees' role in giving firm strategic direction to StreetDoctors, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets;
-  Safeguard the good name and values of StreetDoctors;
-  Ensure the financial stability of StreetDoctors;
-  Protect and manage the property of StreetDoctors and to ensure the proper investment of StreetDoctors' funds;
-  Appoint and support the Chief Executive officer and monitor his/her performance










In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve leading discussions, focusing on key issues, providing advice and guidance on new initiatives, evaluation or other issues in which the Trustee has special expertise.

### **Minimum time commitment**

-  Trustees are expected to attend all board meetings. Board meetings are held at least six times a year in the evening in London. One meeting each year is allotted to strategic planning, takes place off site and lasts for the whole day and Trustees may be asked to join additional board committees where appropriate.
-  Board papers are distributed one week in advance and Trustees can claim out of pocket expenses incurred in travelling to meetings.
-  The term of a member of the board is three years, after which board members may be re-elected.
-  In addition to Board Meetings, other contact – usually electronic or by telephone – will be necessary.
-  Trustees are encouraged to get involved with our annual national training event, our volunteer training programme, recruitment, fundraising and other activities in line with their own area of expertise.

### **Person specification**

Each Trustee must have:

-  A commitment to the mission of StreetDoctors;
-  A willingness to devote the necessary time and effort;
-  Integrity;
-  Strategic vision;
-  Good, independent judgement;
-  An ability to think creatively;
-  A willingness to speak their mind;
-  An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
-  An ability to work effectively as a member of a team and to take decisions for the good of StreetDoctors.







## Board Vacancies

The Board of Trustees collectively needs to recruit new trustees with skills and experience in **income generation and fundraising, research and impact** and **safeguarding**.





### ***Income generation and fundraising***

The successful applicant will:

-  Have a demonstrable track record of income generation strategies with a background in either the business or charity sector;
-  Have a substantial background as a senior Fundraiser with a sound understanding and experience of charity fundraising at strategic and operational level;
-  Bring overall leadership and drive to fundraising and income generation at StreetDoctors, ensuring the development of the overall governance of the charity's fundraising functions, working closely with the CEO and Fundraising Manager (when appointed);
-  Ensure that there is the right breadth and depth of income generation and fundraising skills at StreetDoctors, facilitating access to the most appropriate networks, in order that the charity is in the best possible position to develop and deliver high quality strategies in fundraising and income generation.

### ***Research and impact***





The successful applicant will:

-  Have a range of skills and experience in leading research and evaluation projects utilizing both qualitative and quantitative methodologies;
-  Have a sophisticated understanding of how both research and evaluation are key to an organisation's success and development;
-  Be able to utilize their past experience to support the creation of research and the development of the monitoring of our impact using up to date data gathering mechanisms;
-  Be well connected with other researchers and impact specialists in relevant fields especially the youth violence sector.

### ***Safeguarding***

This is a key role within StreetDoctors, taking oversight of our development, activities and performance in relation to safeguarding. The role will have a duty to ensure StreetDoctors are fulfilling all legal safeguarding obligations but also to embed a positive culture of safeguarding at all levels of the organisation.

The successful applicant will:

-  Have senior management and/or significant practice experience in an organisation focused on the welfare, safeguarding and protection of children and young people;
-  Have a qualification in social work or a related field, with extensive and up to date safeguarding related continued professional development;
-  Have a personal commitment to the welfare and wellbeing of children and young people;
-  Demonstrate an understanding of contextual safeguarding and extra-familial harm, particularly as it relates to youth violence.

StreetDoctors is committed to ensuring that the Board of Trustees is a welcoming, inclusive and diverse team which benefits from a broad spectrum of experiences and backgrounds. We are currently underrepresented in terms of diversity and lived experience of youth violence and so would particularly welcome applications from these groups.

### **How to apply**

Please send a copy of your CV (no more than two sides) and a covering letter to Lucie Russell, our CEO, telling us why you are interested in joining StreetDoctors board and what you will bring to the organisation. Use the email address: [recruitment@streetdoctors.org](mailto:recruitment@streetdoctors.org)

The closing date for applications is **5th January 2020**

If you are shortlisted you will be invited to an informal interview with the Chair of Trustees and the Chief Executive to discuss the role. You are encouraged to use this opportunity to ask any questions and fully understand StreetDoctors and the trustee role. Following this you will be invited to observe a StreetDoctors board meeting after which, if appropriate, you will be formally recommended for adoption onto the board.

**Please note it is StreetDoctors policy that all postholders are subject to a DBS check.**

