



Caring in Bristol

Trustee Information Pack



About us

Our vision is creating a city empowered to solve homelessness.

Our mission is to work in imaginative and creative ways with people experiencing or at risk of homelessness, with the public and community partners to bring about lasting change in Bristol and beyond.

The three core values that drive our strategy, services, behaviour and culture are:

Collaboration, People First, and Focus on the End Goal



Caring in Bristol began life in 1987 as 'Caring at Christmas', set up by a group of passionate Bristolians who were horrified by the sight of people sleeping rough on cold winter streets. The solution was simple - use as many volunteers as possible, source everything for free, and bring everyone together to make the biggest possible difference for people experiencing homelessness.

We have grown a lot since then, changed name, worked with thousands of volunteers, employed an amazing bunch of talented staff, and now work all year-round with adults and young people at risk of or facing homelessness. We also support those coming out the other end or settling into long-term accommodation.

Last year was particularly transformative for our charity, as we flexed and scaled up to develop new projects to meet the needs of our clients and community.

We set up our Cheers Drive food support project within days of the national lockdown, in collaboration with some of Bristol's best restaurants - and provided over 160,000 meals in six months to over 850 people experiencing homelessness in Bristol.

We also invested in youth support, with our innovative Project Z team successfully supporting 40 young people through the chaos, trauma and loneliness of being at risk of or homeless throughout lockdown.

We continued to run the South West's largest Christmas homelessness project, which supports hundreds of people each year and reached more people in 2020 than ever before.

In April this year we launched our organisational strategy 'A Blueprint for Change: Empowering our city to make change by 2025'.

While we have an ambitious mandate to do more in the city, we also need to catch up with ourselves as a result of rapid growth and change. Our board of trustees are key critical friends in both of these endeavors.

To that end, we are now looking to add to our team of trustees and are seeking people with a diverse set of skills, experiences and backgrounds, who are ready to get involved and to ask us the right questions.

Our intention at this stage is to invite expressions of interest from a broad pool of people and learn more about what you could offer us from meeting you. So if you feel you are a good match for our trustee role description, I warmly invite you to get in touch.



Ben Richardson,
Caring in Bristol Director

Why our work matters

The number of single people in Bristol requiring temporary housing more than tripled during the pandemic.

There has been a dramatic rise in people sleeping rough on our streets which jumped 1000% between 2012 and 2018 and continued to rise until the pandemic struck.

The pandemic has been a multiplier of inequalities, and few are experiencing the pressure more acutely than Bristol's population of young people experiencing homelessness, which has risen sharply under COVID19. The number of people aged under 25 at risk of homeless presenting to the Local Authority in Bristol tripled from 425 in 2019 to 1,318 in 2020.

In a recent survey undertaken by Caring in Bristol only 22% of people polled told us they felt confident they would know where to go for support and advice if they were made homeless. Meanwhile 65% said they would not know where to go for support if they could not pay their rent next month.

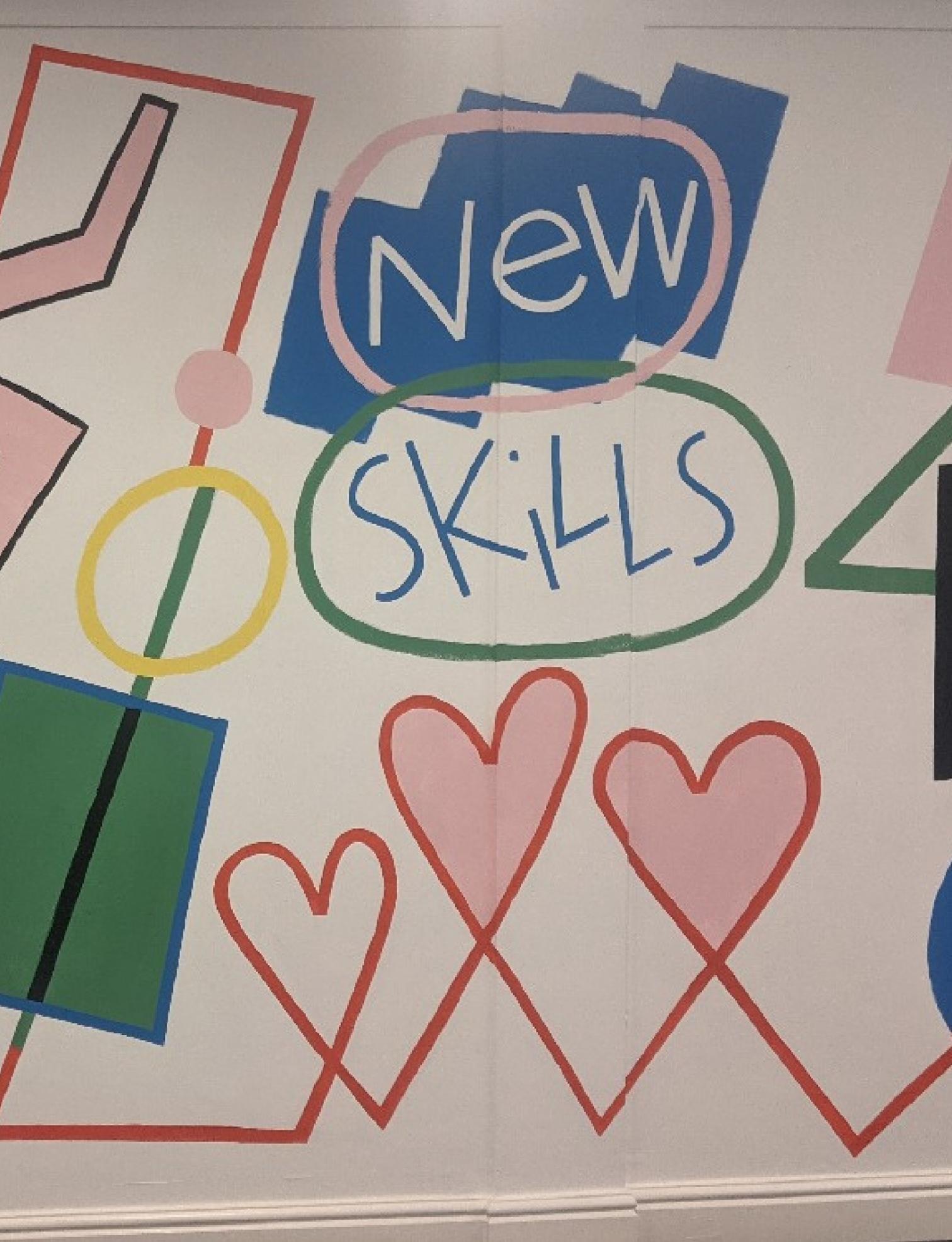
Our city remains full of divisions and exclusions, with 15% of Bristol residents living in the 10% most deprived areas in England, 70,400 people living in income deprivation and 21% of Bristol's children living in low income families.

While experts see homelessness as a range of systemic insecure housing situations, the public solely equate it with rough sleeping and certain 'typical' images. This leads to stigma surrounding those experiencing homelessness and the public viewing the crisis as inevitable.

Homelessness charity Crisis has estimated that as many as 62 percent of single homeless people do not show up on official figures and run the risk of slipping through the cracks.

Just under nine in ten people agreed homelessness is a serious problem in the UK and almost three quarters said they believe it does not get the attention it deserves.

figures via BCC, Caring in Bristol, Homelesslink, Crisis, Ipsos Mori



What makes Caring in Bristol unique

We're big on community collaboration and grassroots activism. Even more importantly our aim is to put ourselves out of a job. We're not building an organisation that will last forever. Caring in Bristol truly wants Bristol to be the first major UK city to solve homelessness and we make every decision based on getting us closer to that goal.

The work we're doing in some of our communities is new for us, and when it comes to building communities, it feels like there are two styles. The old style is like the game of Tetris, a top-down approach that parachutes in and attempts to fit where it can, often at the expense of those already there. The new style is like Minecraft, a game that allows all those who are actively involved to build and contribute to its community, creating a much richer, more diverse and arguably more effective world.

Caring in Bristol endeavours to do the latter, working alongside people to co-create a city that benefits us all, with longer lasting and more impactful results. Our promise to Bristol is that we will always work alongside our community and will empower others with our tools, knowledge and resources to work alongside us.

We believe our city has a lot of work to do locally to make our activism more resilient, informed, broader and more diverse in outlook and membership. Achieving this will support our city to better coordinate and collaborate.

Our Blueprint for Change

Our strategic objectives are:

- We will safeguard Bristolians from ever having to reach homelessness crisis - by providing early support and halting a crisis in its tracks.
- We will provide effective support quickly for Bristolians to move away from crisis.
- We will build a movement that shifts attitudes and creates sustainable change.
- We will develop evidence to mobilise further change.
- We will build a charity organisation worthy of our city and make it clear that you are not 'Caring in Bristol supporters' – we are YOUR charity.
- We will keep our income sustainable and independent.

You can read more about these [here](#)



Impact of the trustee role

Being a trustee for our growing and ambitious charity will make a huge impact. Your support and expert advice will be key to navigating us through growth, risk, and future strategic planning.

Whilst we are embarking on this ambitious journey of impact and growth we need those with experience, passion, pragmatism and a connection to our community to support us to thrive.

This role will have an immediate impact on our ability to oversee the next four years of our strategy in Bristol.

Role description

Good governance should happen throughout a charity.

Caring in Bristol's trustee board is responsible for good governance but they rely on many different people to be able to govern well: staff, volunteers, advisors and stakeholders.

Caring in Bristol is proud to have a voluntary trustee board that is thoroughly committed to the highest standards of governance, innovative thinking and delivering the most effective interventions. Our trustee board is as forward thinking and effective as we are. Caring in Bristol's trustees provide overall insight, strategic direction and are importantly responsible for making sure we achieve our mission, vision and adhere to our values. Our trustees meet regularly and diligently oversee everything from our finances to our policies and have been performance reviewed by the NCVO.

Trustees are collectively responsible for the good governance of Caring in Bristol. This will include supporting:

- The long term direction of the charity, including its objectives, vision, mission, values and purpose.
- Implementing policies and activities to achieve our strategic objectives.
- Making sure that Caring in Bristol complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations.
- Accountability to those with an interest or 'stake' in the charity.
- To maintain proper financial control and ensure that Caring in Bristol applies its resources exclusively in pursuance of its objectives.
- To develop strategy and provide strategic leadership, setting overall policy, defining goals, setting targets and evaluating performance.
- To ensure accountability.
- To support the operational management of the organisation.
- To draw up and monitor the implementation of internal policies, which must include equality, equity, diversity and inclusivity, as well as health and safety policies and grievance and disciplinary procedures.
- To ensure that risk assessments for all aspects of the business are carried out.
- To safeguard the good name and values of Caring in Bristol.
- To maintain effective Board performance and ensure the effective and efficient administration of the charity.
- To promote Caring in Bristol and act in the best interests of the charity, never in the interests of yourself or another organisation.
- To be an effective ambassador for Caring in Bristol and its work.

Personal style and behaviours

- An adept communicator and influencer. Highly effective communication and interpersonal skills.
- A creative, strategic and pragmatic thinker. You will have innovative ideas and be a problem solver who understands the bigger picture.
- A question-asker. Never afraid to ask questions, pause and reflect or halt conversations when needed. You're an experienced and shrewd question asker in meetings and at vital strategic interventions.
- A capable, experienced and motivated leader. Able to hold conversations, relationships and teams together. You'll be a relationship plate spinner who can remain composed and enthused throughout.
- A community hero. We're proudly Bristolian. (Bristolian - Definition: inclusive of anyone who lives, works, passes through, visits, or just loves Bristol.) You'll need a firm connection to Bristol and the areas we work in to sit on our board.
- An activist at heart. You will be proud to be making a demonstrable impact on the community you love, with a respect for the grassroots heritage of our organisation.



Terms of appointment

Remuneration

The role of Trustee is unremunerated.

Time commitment

You will be expected to attend our five core meetings, plus Strategy Working Groups or sub-groups as appropriate. Trustees are also expected and encouraged to attend occasional public or private events, e.g. supporter/fundraising events, strategic planning Board away days and public profile events.

Location of meetings

Caring in Bristol, Portland Place, 3 Pritchard Street, St Paul's, Bristol, BS2 8RH.

Expenses

Reasonable out of pocket travel expenses will be reimbursed. Training and development opportunities will be supported on a case by case basis.

Term

Trustees will serve an initial three-year term to be eligible for re-appointment for one additional terms of three years.

Trustees are required to agree to abide by the Trustees' Code of Conduct and to declare as appropriate their business interests and / or their conflicts of interest.

All Trustees should ensure that they are aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding the welfare of our vulnerable clients seriously. This will include completing a Standard DBS check.

Recruitment timetable

Applications open: 01/09/2021

Applications reviewed by Director & Trustees: 01/11/2021

To be considered for this role

Please submit an up to date CV plus a brief covering letter explaining how your personal qualities, background experience and motivations will be perfect for this opportunity.

Please complete an equality, diversity and inclusion form attached alongside this pack.

Send to: recruitment@caringinbristol.org.uk

Should you want to arrange an informal chat with our director about this position please email info@caringinbristol.org.uk.

Equity Diversity & Inclusion

Caring in Bristol is on a journey, where as individual staff members, as an organisation and as part of the housing and homelessness sector we are constantly learning and evolving to face bias' and tackle discrimination. With humility and proactiveness we are excited to learn more about how to achieve better inclusion and accessibility. We're therefore looking for people to join us on this journey and challenge bias and actively work against discrimination as part of their Trusteeship and your lived experience, passion and background could be a great part of that.

We are committed to increasing diversity of staff and volunteers within Caring in Bristol and within the Charity Sector as a whole. We especially welcome applications from people with lived experience of homelessness. Black, Asian and ethnic minority candidates are particularly encouraged to apply for these roles. We welcome applications from everyone who meets the knowledge and motivations above.

We encourage applications from all gender identities and sexual orientations; we are committed to equal opportunity, equal treatment and respect for every individual. If you have special access requirements, please do let us know.



Caring in Bristol

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