



Bringing Unity Back Into the Community (BUBIC)
is a registered Charity No: 1126353. Registered office:
9 Bruce Grove, Tottenham, N17 6RA

Legal Trustee Candidate Information Pack June 2026



Ready to shape lives and systems for the better?
Bring your expertise and join BUBIC's Board.



Message from the Chair

At BUBIC, we believe that people who have lived experience are often the most powerful force for change. That belief sits at the heart of everything we do. As Chair, I have seen first-hand what this organisation is capable of. We are changing lives and creating real, lasting hope in communities where it is needed most. Our peer-led model is not just distinctive; it is our greatest strength, and the results speak for themselves. BUBIC is at a pivotal moment - driven by an ambitious strategy focused on safer lives and lasting change. We are growing with intention, building on a proven model to achieve sustainable growth and greater impact. We believe this is the right time to bring on fresh voices and expertise to our board.

We are recruiting four trustees - experienced individuals who want to help shape the future of a cause that truly matters. Whether your background is in finance, law, commercial strategy or community experience, what matters most is your alignment with our values and your willingness to contribute your time and expertise to a board where your input will make a real difference.

- Provide strategic oversight, independent challenge, and meaningful accountability to help us govern well and grow wisely
- Protect what makes BUBIC distinctive; championing lived experience, community trust, and the peer-led values that define us
- Keep the board focused on governance rather than operations, ensuring strategy remains intentional and does not drift into reactive mode
- Support sustainable growth by guiding income diversification, strengthening financial resilience, and balancing ambition with ethical, partnership-led expansion
- Champion leadership development and workforce wellbeing, helping to build a healthy, high-performing culture from the inside out
- Help establish clear structures, defined roles, and robust performance frameworks that support accountability at every level



If you are motivated by purpose, accountability, and real community impact, we invite you to join us. Together, we can strengthen an organisation that is bold in its ambition, rigorous in its practice, and genuinely transformative for the communities we serve. I warmly invite you to read on, and I hope what you find here moves you to take that next step with us.

Bola Adetimole

Chair, BUBIC

This is an opportunity to strengthen the organisation at the point where purpose, governance and growth must come together - creating a model; heart of a charity, and mindset of a business.

Strategic Pillars

Safer Lives & Recovery

Peer-led, relational support reducing harm and enabling recovery on individual terms

Workforce

Confident, supported and accountable workforce

Governance & Resilience

Strong organisation-led governance and sustainability

Influence & Partnerships Growing

What We've Achieved (Progress)

Day & night outreach embedded as core model

Strong peer-led groups and engagement pathways

Peer-led housing pilot positioned with partners

Roles redesigned to align with strategy

Recruitment reset underway

Development of improved supervision and structure emerging

Trustee engagement strengthened

Governance risks identified early

Financial position stabilised (surplus and reserves)

Strong local authority and system relationships

Strategic engagement role improving collaboration

Continue developing relationships with other Lived Experience Recovery Organisations (LEROs)

What Happens Next (Next Steps)

Strengthen impact evidence through individual journeys, embedding co-production so lived experience shapes design and delivery.

Develop peer-led safe spaces to talk and improve, increasing voice of users.

Expand progression into more training, volunteering and employment

Embed supervision and appraisal framework

Develop clear career pathways

Introduce wellbeing and retention approach

Encourage a healthy culture that focuses on **CARE**: Communication, Affirmation, Recognition and Exemplified leadership

Embed governance framework and role clarity

Implement KPI and board dashboards

Diversify income strategy to reduce risk of grant dependency on one funder

Pursue three national partnerships to expand reach and strengthen delivery

Grow influence and visibility locally and nationally.

We are seeking trustees to help drive BUBIC's next phase - from reset to sustainable growth and long term community impact.

Financial Overview and Next Steps



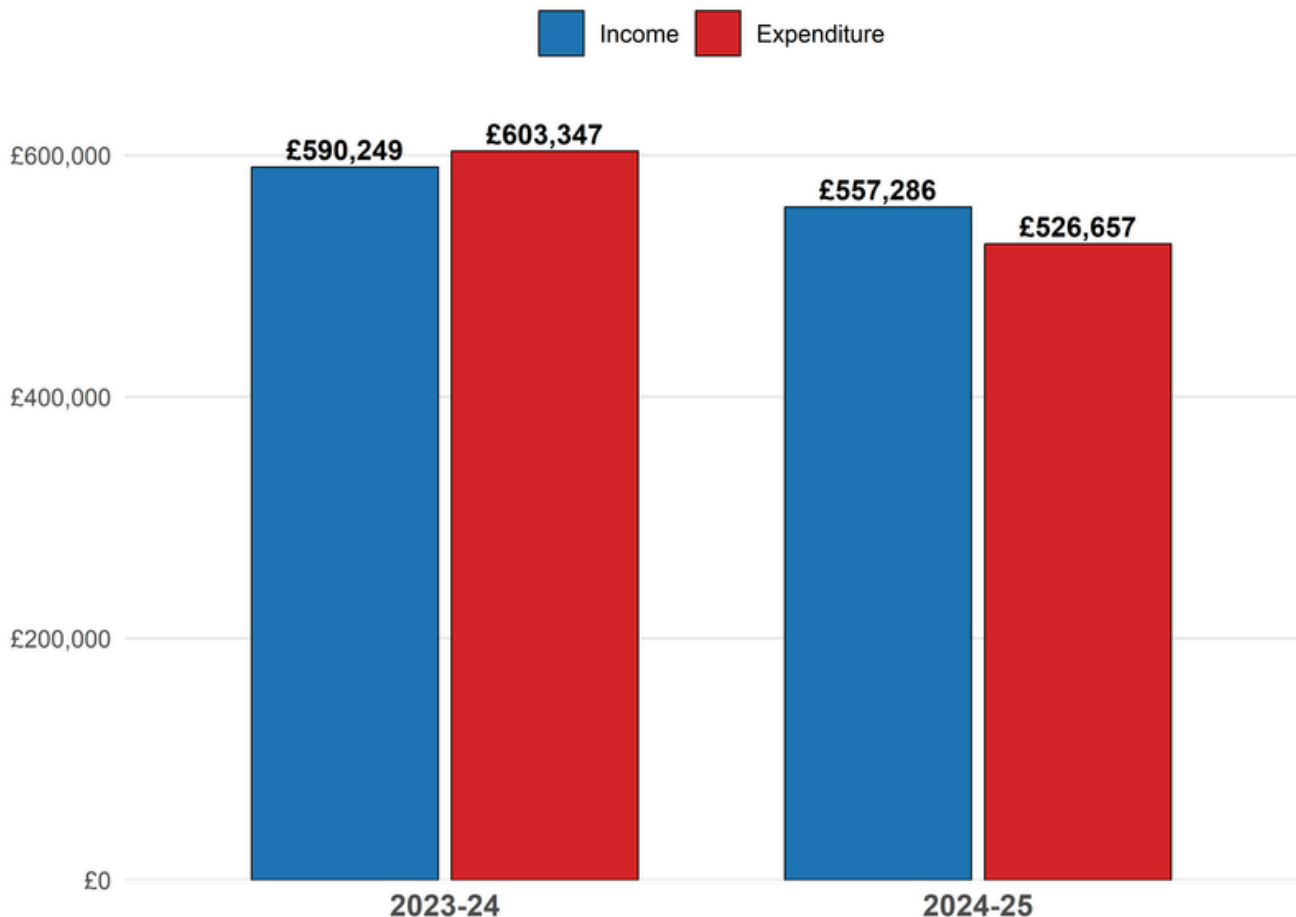
For the year ending 31 March 2025, BUBIC reported total income of £557,286 (2024: £590,249) and total expenditure of £526,657 (2024: £603,347), resulting in a surplus of £30,629 compared to a prior year deficit of £13,098. The majority of expenditure remains appropriately focused on direct charitable delivery and fundraising activity.

This improved financial position reflects frugal cost management and operational discipline, providing a stronger foundation for the organisation. However, income remains heavily reliant on grant funding principally from Haringey Council. Over the next three years, our focus will be on strengthening financial resilience through income diversification and achieving full-cost recovery to meet rising demand for our services.

We remain grateful for the continued support of key funders, including the London Borough of Haringey and Waythrough, whose contributions are critical to our sustainability and impact.

Full statutory accounts are available via the Charity Commission and Companies House <https://register-of-charities.charitycommission.gov.uk/en/charity-search> (Company No. 05466965 / Charity No. 1126353).

BUBIC income and expenditure (year ending 31 March)



Organisation Overview

BUBIC was founded on a simple but powerful conviction: that the most credible agents of change are those who have lived the experience themselves.

Born in Tottenham from lived experience of substance misuse, what began as a community drug phonenumber has evolved into BUBIC's crisis hotline, still supporting people today. Rooted in trust, credibility, and community, BUBIC challenges stigma and breaks cycles of disadvantage; delivering frontline, person-centred outreach to people facing substance misuse, homelessness, and multiple disadvantages, and reaching those most often excluded from support.



Lanre Babalola - Founder & Chief Executive Officer

We go where others don't - providing community-based outreach to people facing the most complex challenges. Through a consistent day and night presence, we offer practical support, build trusted relationships, and connect individuals to the help they need to stay safe and rebuild their lives. Working with communities and partners, we engage those most excluded, reduce harm, and contribute to safer, healthier neighbourhoods.

Our Values

Authenticity

When we dare to be who we truly are, that's where real transformation begins

Opportunities

Every moment is an opening; we shape change by choosing to step into it

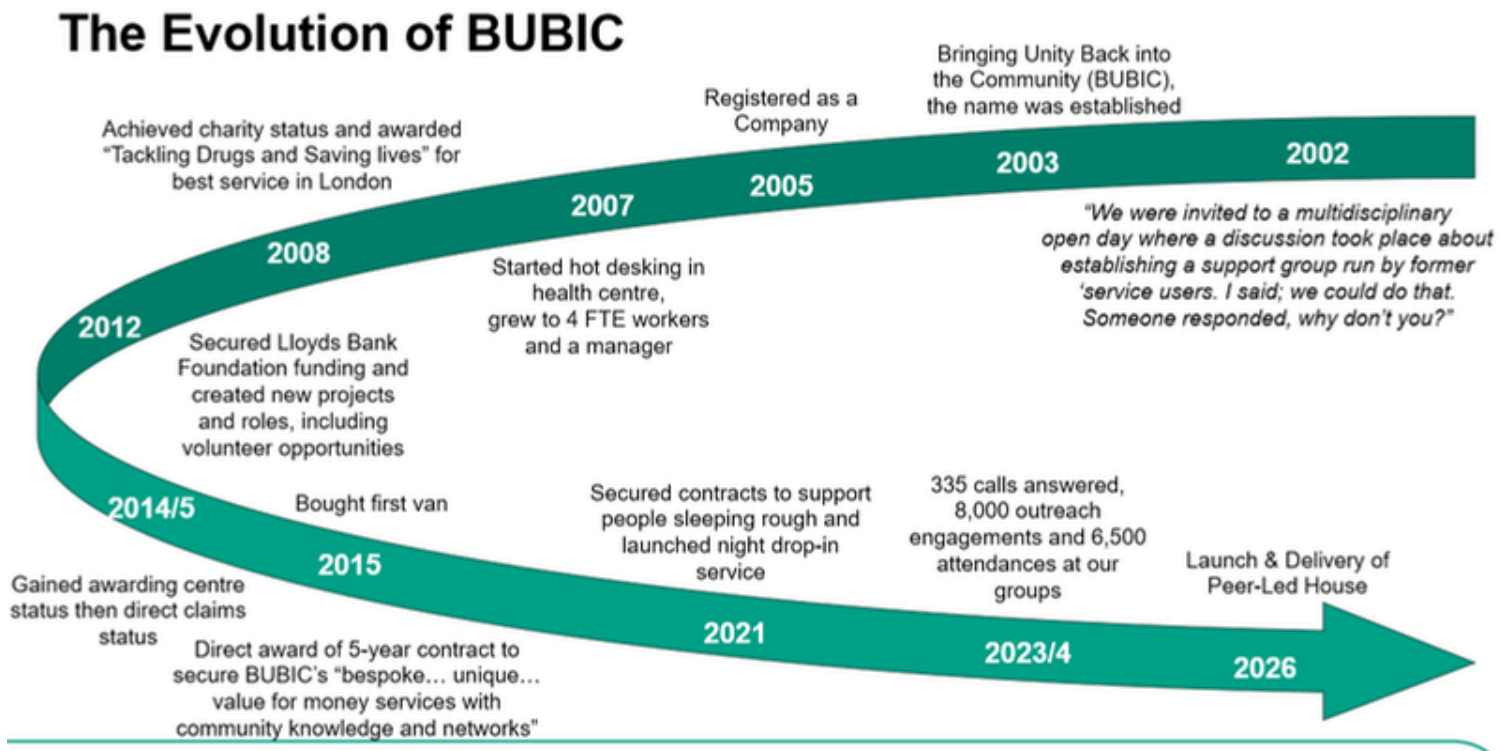
Rebuilding

From individuals to whole communities, we restore, renew, and rise stronger together

Inclusion

Our diversity is our power, and everyone has a place, a voice, and a chance to thrive

The Evolution of BUBIC



Why it matters now...

- Proven, not promised - 20+ years of growth from grassroots to commissioned delivery shows this model already works at scale
- System-critical, not optional - BUBIC has evolved into a trusted partner delivering what traditional services struggle to reach
- High-impact engagement - Thousands reached through outreach and groups demonstrates real-world traction, not theory
- Agile and responsive - Rapid expansion into homelessness, outreach and crisis response shows the model adapts where need is greatest
- Value-led and cost-effective - Recognised for "unique... value for money" in a financially constrained system
- Future-focused infrastructure - Moving towards peer-led housing signals the next phase: whole-system, community-based recovery

**BUBIC isn't just part of the system -
it's a blueprint for where the system needs to go next**

BUBIC In Action

BUBIC delivers high-impact, community-led recovery services across Haringey, reaching those most at risk and furthest from support

BUBIC combines lived experience, trusted community relationships, and system partnership working to:

- Reach those traditional services cannot
- Reduce harm and anti-social behaviour
- Move people from crisis to recovery, employment and purpose

Last year, BUBIC delivered a range of activity in line with our charitable purposes. Highlights include over **11,500** contacts across all projects, including calls to our 24-hour helpline, extensive day and night outreach, support for people who were rough sleeping, group attendances, wellbeing checks, and community engagement.

More than **2,000** people were signposted into treatment and other support. Working closely with the Council's Anti-Social Behaviour Action Team, our Strategic Engagement Lead and outreach teams helped to close eight residential properties that were being cuckooed, supporting those involved into treatment and appropriate housing. Through our Hope outreach project, we re-engaged **80** people; previously disengaged from treatment and recovery.

Success Story -

From Substance Use to Volunteering to Employment

After completing residential rehab, RG engaged with BUBIC's Night Service as well as; the Live and Direct peer support group, which became crucial in helping him sustain his recovery and rebuild a sense of belonging in the community. Through BUBIC's peer-led, non-judgemental approach, he was supported to be honest during setbacks, re-engage with purpose, and continue progressing.

With tailored adjustments to meet his dyslexia and consistent encouragement from staff and peers, RG successfully completed Gateway training and grew in confidence, resilience, and self-belief. He went on to volunteer across BUBIC services, using his lived experience to positively support others, before progressing into paid employment through the Clean Up Fix Up project 2026. RG's journey demonstrates the impact of BUBIC's flexible, compassionate, and peer-focused model - transforming support at moments of vulnerability into lasting recovery, contribution, and independence.



Action Needed: Growing Demand



69%

69% of newcomers presented with mental health concerns, evidencing high co-occurring drug and mental health conditions need

216

216 day-outreach engagements in one quarter

224

224 peer-support group engagements, evidencing strong demand for non-clinical, psychologically informed support

10

10 Gateway programme graduates during the year, 3 progressed into paid employment through Clean Up Fix Up

308

308 individuals engaged through the Night Service across 21 drop-in sessions

77%

77% engaged with treatment providers, showing strong early conversion to support

Legal Trustee Role Description

The Legal Trustee plays a critical role in safeguarding BUBIC's integrity, ensuring the organisation operates within charity law and governance best practice. They strengthen Board decision-making by providing independent legal insight, helping to manage risk, protect assets, and uphold the charity's credibility and long-term sustainability.

Specific responsibilities - BUBIC legal trustee

Governance, Charity Law & Compliance

- Provide strategic advice to the Board on charity law, company law and trustee duties.
- Support the Board in understanding regulatory expectations, Charity Commission guidance and governance best practice
- Contribute to the review and development of governing documents, policies and constitutional matters where required
- Advise on the legal implications of strategic decisions, partnerships, new areas of work
- Support the Board in identifying legal risks and determining when external specialist advice is required
- Contribute legal insight to major contracts, funding agreements and partnership arrangements
- Support the Board in maintaining proportionate and effective governance structures.
- Bring an independent perspective to discussions involving legal complexity or reputational risk
- Capital works, redevelopment considerations and long-term asset planning
- Strategic oversight of assets, including understanding restrictions, fiduciary responsibilities and Charity Commission guidance relating to other assets
- Risk exposure relating to premises, facilities, lease arrangements
- Strategic decisions relating to property acquisition, development or change of use.
- Bring external knowledge of legal developments relevant to the charity sector
- Where appropriate, use professional expertise and networks to strengthen the organisation's governance and credibility
- Act as an ambassador for the organisation and its mission.

Legal Trustee Role Description

Who we're looking for: essential skills and experience

These roles are particularly suited to legal professionals with experience in charity law and/or property law, although wider legal expertise is welcome.

- Qualified solicitor, barrister or senior legal professional, or equivalent significant legal experience.
- Experience in charity law (advising charities or not-for-profit organisations) or property law (property portfolio oversight, redevelopment projects).
- Understanding of the legal and regulatory environment in which charities operate.
- Strategic thinking skills, sound independent judgement and the confidence to challenge constructively.
- Commitment to BUBIC's mission, values and beneficiaries.
- Understanding and acceptance of the legal duties and responsibilities of trusteeship.
- Ability to work effectively as part of a board, build trusted relationships with senior staff.
- A willingness to devote the necessary time and effort to their duties as a Trustee

Essential attributes

- Commitment to BUBIC; a Peer-led approach
- Willingness to devote the necessary time and effort as Board member
- A preparedness to challenge and make difficult recommendations to the Board when necessary
- A willingness to be available to staff for advice and enquiries on an ad hoc basis
- Ability to work collaboratively and effectively as a member of the Board and in partnership with the CEO and their team.
- Knowledge of public and or charity sector commissioning, contracts or partnership agreements.
- Understanding of risk management frameworks in small to medium-sized organisations.
- Local connection to Haringey or understanding of the challenges facing urban communities.

Being a Trustee

What's involved?

Trustees are responsible for ensuring BUBIC is well governed and delivering on its charitable purpose. The Board sets the organisation's strategic direction, oversees financial sustainability and ensures the organisation operates within its governing document and relevant legal and regulatory frameworks.

Trustees work collaboratively with the Chief Executive and senior leadership team, offering support, oversight and constructive challenge where needed. The Board considers a wide range of issues including strategy, finances, risk management, organisational development and major partnerships.

Trustees are expected to read board papers in advance, contribute to discussions and bring their professional experience to decision making. Guidance on the duties of charity trustees can be found in the Charity Commission publication; <https://charitycommission.blog.gov.uk/2017/07/13/the-new-charity-governance-code-essential-reading-for-all-trustees/>

What you'll gain from the role

- Becoming a trustee is a rewarding way to contribute to the voluntary sector and support communities locally.
- Trusteeship offers the opportunity to use your professional skills in a different context, contribute to an organisation with a clear social purpose and gain valuable strategic experience.
- Many trustees find the role provides opportunities for personal development, deeper insight into how charities operate and the chance to work alongside people with a wide range of skills and perspectives.

Expectations of Trustees

Share collective responsibility for the governance of BUBIC. The Board sets the organisation's strategic direction and ensures it operates within its governing document and legal status. The Senior Leadership Team is responsible for delivering that strategy and managing day-to-day operations.



Time Commitment

- Trustees meet as a Board every 6 weeks; including the AGM
- Board meetings are usually online as well as sub-committee/other meetings
- The AGM and annual away day are in person (in Haringey)
- Trustees are expected to review board papers in advance and contribute actively to discussions
- Trustees act as ambassadors for the organisation and may occasionally support external events or conversations where relevant
- The Legal Trustee will also chair a sub-committee and be available to provide advice to the Chief Executive or Senior Leadership Team between meetings
- Trustees are appointed for an initial three-year term and may be reappointed
- Reasonable expenses can be reimbursed.



Ready to Apply?

Apply with a CV and the answers to these questions (maximum two sides cover letter):

- What interests you about becoming a trustee with us, and why would you like to join our board?
- What skills, experience or perspectives would you bring to the role, and how would you support the charity's work and governance?
- What makes you particularly suited to becoming BUBIC's Legal Trustee?

Recruitment schedule:

Closing Date: 26 June 2026

Stage 1 – Online conversation with the Chair: 3 July 2026

Stage 2 – Onsite Interview: 10 July Onsite (all day), 17 July Online (9:30-12:30 pm)

Appointment & Start date: (subject to vetting: Enhanced DBS, *2 references) - August 2026

If you would like a call to discuss the role in more detail, please email Reach Volunteering and we will arrange a convenient time - this will not influence the success of your application.

If you are interested in the role but unsure whether your experience matches every requirement, we would still like to hear from you.

We are committed to building a Board that reflects the diversity of the communities we serve. We particularly welcome applications from people whose backgrounds or experiences are currently underrepresented in governance roles. If you require reasonable adjustments to support you during the application or interview process, please let us know, and we will do our best to accommodate them.

A final note - we recognise that AI tools can be helpful, but please ensure your application reflects your own experience and motivations and is accurate and personalised. If you know someone who may be interested in the role, we would be grateful if you shared this information pack with them.



Introducing Board Members



Dr Laura Pechey
Treasurer



Marion Morris
Secretary



Dr John Robins
Trustee



Dawn Gager
Trustee



Prof. John Foster
Trustee



Dr Funke Baffour
Trustee

As a Board, we are proud to be part of a growing, purpose-driven organisation making real impact in our communities.

We are looking for individuals who will bring both expertise and curiosity - people who are willing to offer support, stretch our thinking, and help us grow and develop on what matters most.

If you are motivated by purpose and want to play a meaningful role in shaping a peer-led organisation at a pivotal stage of growth, we would love to hear from you. Together, we can further build something that is bold and truly community-led.

**DON'T JUST TALK
THE TALK
WALK THE
WALK OF
RECOVERY**



**AUTHENTICITY
OPPORTUNITY
INCLUSION**

**WE ACT WHEN
OTHERS
LOOK AWAY**



Get in touch

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