



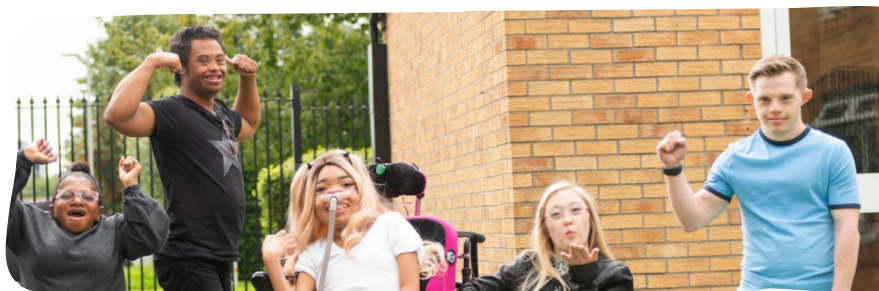
Trustee Recruitment Pack

2026

Thank you for your interest in joining our Board of Trustees

We are a charity that has delivered award winning care, community, special education and family support services in the North West of England for over 150 years. Our development and direction has been underpinned by huge commitment given by over 900 colleagues and volunteers including Trustees and Governors past and present.

We would like to expand our Board of Trustees and we are particularly looking to recruit a new Treasurer to join us, as our existing Treasurer will step down in November 2027. Please



see page 16 for more information on this role. We are also keen to hear from individuals with experience in business development and commissioning, or with a fundraising background, particularly in securing support from trusts and foundations or through corporate partnerships.

Our vision is together we strive to ensure everyone belongs, achieves their ambitions and thrives in their communities. Our plans over the next five years will focus on sustainability, growth and innovation to help us to deliver even greater impact to the people and families we support.

Our operating environment is challenging, with our services facing financial pressures and ongoing government policy issues which do not always reflect the interests of the 3000 people we support each year.

We therefore want to increase our influence regionally and nationally to improve the environment in which the people we support live and learn.

We believe we will deliver long lasting social impact when our Board and leadership teams reflect the community of people and families we are here to serve. Improving Board diversity is crucial for us in terms of our values as an organisation. It means we are more effective, compassionate, inclusive, make better decisions and is key to effective delivery of our mission.

Applications are very welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We particularly welcome applications from younger people aged 18 to 30 and we are also interested in hearing from candidates with **lived experience of any specialist area in which we work.**

The people we support are at the heart of all we do. They help us to drive and lead positive social change. If you have experience of receiving care, special education, community or clinical support or you have a close family member who has used a service like this we'd also warmly welcome your application too.

You need to have compassion, empathy and sensitivity to the experiences of the people we support, as well as willingness and openness to understand the complexity of their circumstances. Also, a willingness to learn and grow into the role (guidance and support will be provided) You can read more about our current vacancy on pages 16 of this pack.

Trustees lead the development of our charity. Their professional and technical skills, alongside their values and behaviours that mirror those of the Trust are of paramount importance. You have a significant opportunity to help shape the strategic direction of one of the North West's oldest and largest care charities. Working in collaboration with the people we support to provide the senior leadership team and Trustees with evidence to help to influence policymakers and make lasting societal change.

This is a truly unique charity, with people who care deeply about what they do. If you believe you have the experience and qualities we're looking for, then we would love to hear from you.



Giles Gaddum, Chair of Trustees



Who we are

We are the Together Trust

For over 150 years we've been championing and caring for people with disabilities, autism and complex health needs. And providing life-changing care and support for looked-after children and care-experienced people.

Today we're one of the North West's leading disability, education and care charities. We help children, adults, parents and carers, delivering individual care, support and education to thousands of people and their families each year.

Together we are:



working together,
building strong
relationships, and
trusting everyone
to achieve.



caring for others,
championing inclusion,
and putting people at
the heart of decisions
about their lives.



having a growth
mindset, acting
with integrity, and
turning challenges
into opportunities.

Our vision

Together we strive to
ensure everyone belongs,
achieves their ambitions and
thrives in their communities.

Our mission

Together we champion
change and create
opportunities for people to
live with choice and dignity
through person-centred
specialised education, care,
therapy and support.



What we do

Caring homes

We're proud to offer warm and nurturing homes for children and young people. We help them grow their independence and shape their own story. All while regaining a sense of belonging.

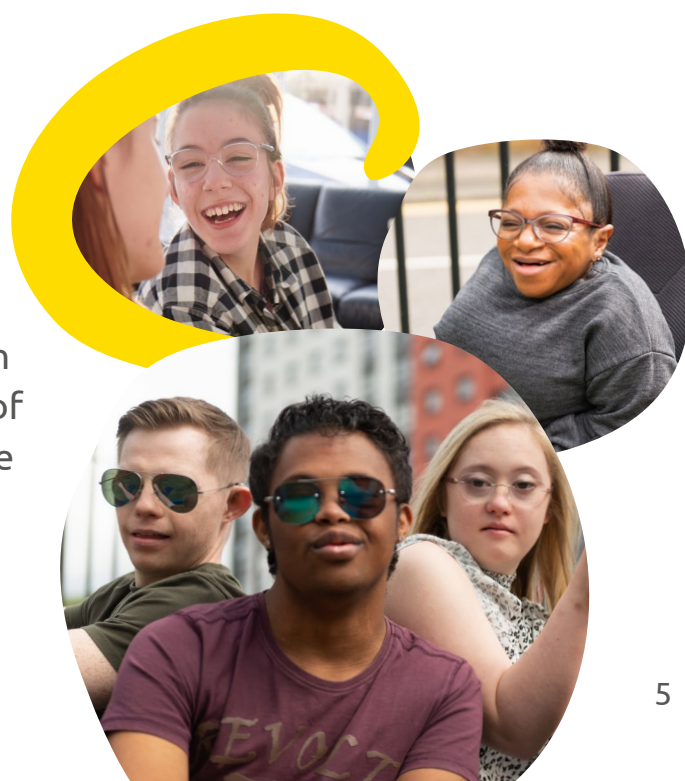


Education

Every child deserves a chance to learn and space to thrive. That's why we break down barriers to education for all young people, helping them learn and grow at their own pace. Because the right education can change lives.

Community services

We offer a range of flexible services for adults with disabilities or complex health needs. We put our services at the heart of local communities, making sure everyone has a chance to thrive. Whether that's helping people to live independently, or creating spaces to learn, work and play.



What we do

Helping families

We've helped a lot of families over the years, and we know that every family is different. That's why our support services are shaped around not just the individual but the whole family. We work with you to understand and achieve your aspirations for a happy and fulfilled future. Because transforming family life helps children thrive.



Therapy and specialist support

Our friendly and experienced team slot right in with existing school teams and support colleagues. And we tailor our wide range of therapeutic support and training to suit students' needs.

Campaigning for change

The people we support tell us that they face daily discrimination, hardship and barriers. And the impact of harsh austerity measures roll on. Things must change. Every day, we listen and learn from the people we support so we can work together for change.



Together Trust in numbers



5,500

children, young people, adults and families supported



3,464

hours donated by volunteers



1,500

referrals to our SENDIASS service



826

amazing colleagues bringing our vision to life



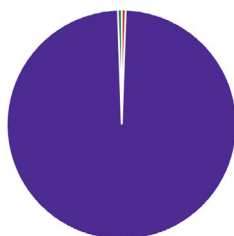
14

trustees helping us grow and achieve our goals

Income and expenditure

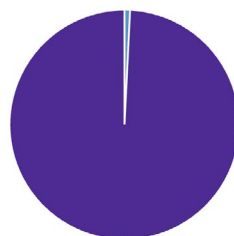
Data for financial year ending 31 March 2025

Total income:
£41,160,000



Donations and legacies	£225.00k
Charitable activities	£40.71m
Other trading activities	£0
Investments	£219.00k
Other	£2.00k

Total expenditure:
£39,825,000



Raising funds	£309.00k
Charitable activities	£39.52m
Other	£0

Visit the [Charity Commission website](#) to learn more about us

Our Board of Trustees

Our Board is responsible for agreeing the strategic direction of the charity, setting the budgetary framework and deciding upon major undertakings. Responsibility for the day-to-day operation of the Trust is delegated to Mel Dunn, our Chief Executive, who reports to the Trustees on a regular basis. This ensures that our Trustees have all the information they need to monitor progress and agree any strategic or budgetary adjustments which may become necessary.

As a Board we need to:

- Act in the best interests of the Together Trust, putting the charity's mission and the people we support first rather than personal interests or outside influences
- Use good judgement and care
- Act collectively as a group and not as individuals
- Ensure that the Trust complies with relevant laws, acting in line with our charitable purposes and governing document (Articles of Association).
- Manage resources responsibly – overseeing how money and assets are used to further our charitable goals
- Be open and accountable and guided by good practice
- Avoid conflicts of interest – you will declare any personal or professional conflicts of interest that could influence your judgement.

You are not expected to have detailed knowledge of all the legislation that governs our work as our colleagues will support you. However, you should be aware that legislation exists and where necessary you should be satisfied that the Together Trust has Policies and Procedures and reporting mechanisms in place to ensure compliance.

Our strategic plans

Our Board is responsible for setting the Strategic Direction of the Trust and is committed to finding innovative ways of improving how the charity works. Our current All Together Plan 2026-30 established four key strategic goals:

- 1 **Enabling the people we support to live the life they want to live**
- 2 **Growing our partnerships and influence**
- 3 **Developing our people and culture**
- 4 **Strengthening our foundations**

The Board monitors progress against the strategic aims in the All Together Plan through a measurement framework - indicators and outcome measures relating to specific areas of the charity's operations and support services.



Board Committees and Governing Bodies

We operate [Inscape House School](#) and [Bridge College](#). Each has their own Governing Body.

The Trust also maintains several Trustee-led special purpose committees that undertake specific tasks which contribute to the charity's governance and operation which are: Financial Oversight and Assurance; People, Culture and Engagement; Quality and Standards; and Governance and Compliance.

All Trustees are encouraged to join one or more committees that convey their area of interest.

The Board appoint a minimum of two Trustees and agrees the Chair and the Vice-chair of each of these committees or Governing Bodies.



What's involved in being a Trustee

Time commitment

We have five Board meetings in a year, with additional Committee meetings in the period leading up to these. Involvement in our Governing Bodies would mean termly Governor meetings. Many of our existing Trustees work full time and can provide advice and guidance about managing balancing your time commitments.

Our Board meetings are on a Friday and they are usually held during normal office hours. Most meetings last approximately from 9.30am – 1.00pm preferably in person at the charity's central office in Cheadle, as there is often an additional lunch and learning session following them. While we recommend in person Board meetings we are flexible and also support hybrid meetings if required. We aim to distribute information about the meeting electronically one week in advance of meetings.

We also have an annual Trustee away day in the summer.

Meeting our workforce and the people we support

We have a rolling programme of Trustee visits enabling Trustees to meet many of the colleagues and people we support in or around Greater Manchester and the surrounding areas where most of our services and support teams are based.

Term of office

Trustees are appointed for a minimum of 3 years and can continue for a further two periods of 3 years (maximum term 9 years).

The formal role

Trustees have, and must accept, ultimate responsibility for directing the affairs of the Together Trust, ensuring that it is well-run and delivering the charitable outcomes for the benefit of the public for which it was formed. The Board ensures that all of its decisions and actions are consistent with the charity's values.

The role is voluntary

Trustees are volunteers and their role is unpaid; however, we reimburse reasonable out-of-pocket expenses. This does not form any type of employment contract and should not be interpreted as such.

The role of a Trustee

Trustees work together to provide strategic leadership, ensuring the charity is well governed, financially sustainable and able to achieve its charitable purpose. Trustees act in the best interests of the charity and its beneficiaries, using their independent judgement to support good decision-making. They focus on strategy, oversight and accountability rather than day-to-day management.

As a Trustee you will:

- Provide strategic direction and constructive challenge.
- Ensure the charity is well governed and complies with its legal and regulatory responsibilities, including those of the Charity Commission, Ofsted and the CQC.
- Safeguard the charity's financial sustainability, reputation and resources, acting with integrity and managing any conflicts of interest appropriately.
- Support and hold the CEO to account for delivering the agreed strategy, while recognising that responsibility for day-to-day management rests with the executive team.
- Help ensure the charity provides safe, high-quality services and fulfils its safeguarding responsibilities.
- Champion our values, equity, diversity, inclusion and anti-racism, and act as an ambassador for the charity.
- Attend and actively contribute to Board and committee meetings, bringing your skills, experience and networks to support the charity's long-term success.

The specific role of the Finance Trustee / Treasurer

As Finance Trustee and Honorary Treasurer, you will play a pivotal role in safeguarding the Together Trust's financial health and future sustainability. Bringing strategic financial oversight, independent challenge and sound judgement, you will help the Board oversee resources effectively, manage risk, support growth and ensure the charity remains resilient in a complex and changing environment.

Our support for you

We recognise that if you are new to Trusteeship you may wish to take up our offer of a mentor who is also an existing Trustee – this person will support you in your new role. You are also supported by our Board and the Trust's Governance team.

You will be able to have regular reviews and an annual one to one with the Chair of Trustees, which is an opportunity for you to identify any learning needs or areas for development.

Learning and development

One of the benefits of volunteering is being able to access learning and development opportunities relevant to the role. We ask you to undertake the following training within the first 12 months of your role:

- Safeguarding & Prevent
- Equality, Diversity and Inclusion
- GDPR (Data Protection and Confidentiality)

An induction with information on Trustee roles and responsibilities is included as well as the opportunity to undertake service visits.

If you need additional training, we aim to be as flexible as we can be when booking training dates. A lot of our training is available as e-learning so you can access it from home, at your own pace.





Expenses

The Together Trust will reimburse you for reasonable and agreed out of pocket expenses including travel and childcare to help you carry out your role effectively.

If you are on welfare benefits, we recommend that you inform the relevant benefits office. Guidance from the Department of Work and Pensions currently states that your benefits should not be affected by volunteering, but they like to be informed. We are happy to help you with this.

Insurance

We provide insurance cover for Trustees when they are doing approved and authorised voluntary work for the Together Trust.



How to become a Trustee with us

If you are interested in finding out more about the role and whether it would feel right for you, we would love to hear from you and answer any questions you may have. Contact us at ceoffice@togethertrust.org.uk

If you decide that you would like to go ahead and apply to join us as a Trustee, our process includes the following steps:

Application

Apply on our website at: togethertrust.org.uk/volunteer-us

The closing date is Monday 31 August 2026

Interview

Interviews will take place in September at our Cheadle office. We are happy to arrange interviews for shortlisted candidates outside office hours.

Reasonable adjustments

We are committed to providing an inclusive experience for all those who want to apply for a role, and we are committed to removing any barriers in our recruitment processes. If you have difficulty applying online, we can send a paper application pack or support in other ways such as telephone or video call. For video calls, we will make use of closed captioned subtitling.

Contact us on **0161 283 4848** or email volunteer@togethertrust.org.uk

Trustee disqualification check

Make sure you're eligible to become a Trustee by reading the Charity Commission's advice about this [here](#).

Individuals are automatically disqualified as charity Trustees if they

- are currently declared bankrupt or subject to bankruptcy restrictions or an interim order
- are subject to a debt relief order, a debt relief restrictions order or interim order
- have been disqualified from being a company director
- have previously been removed as a Trustee, or as a charity officer, agent or employee, by the Commission or the High Court due to misconduct or mismanagement

Enhanced DBS check

This shows full details of a person's criminal record such as cautions, reprimands, warnings, spent and unspent convictions. Any information given will be treated in the strictest confidence. Suitable applicants will not be refused a role because of spent offences which are not relevant to, and do not place them at or make them a risk in this role. All cases will be examined on an individual basis.





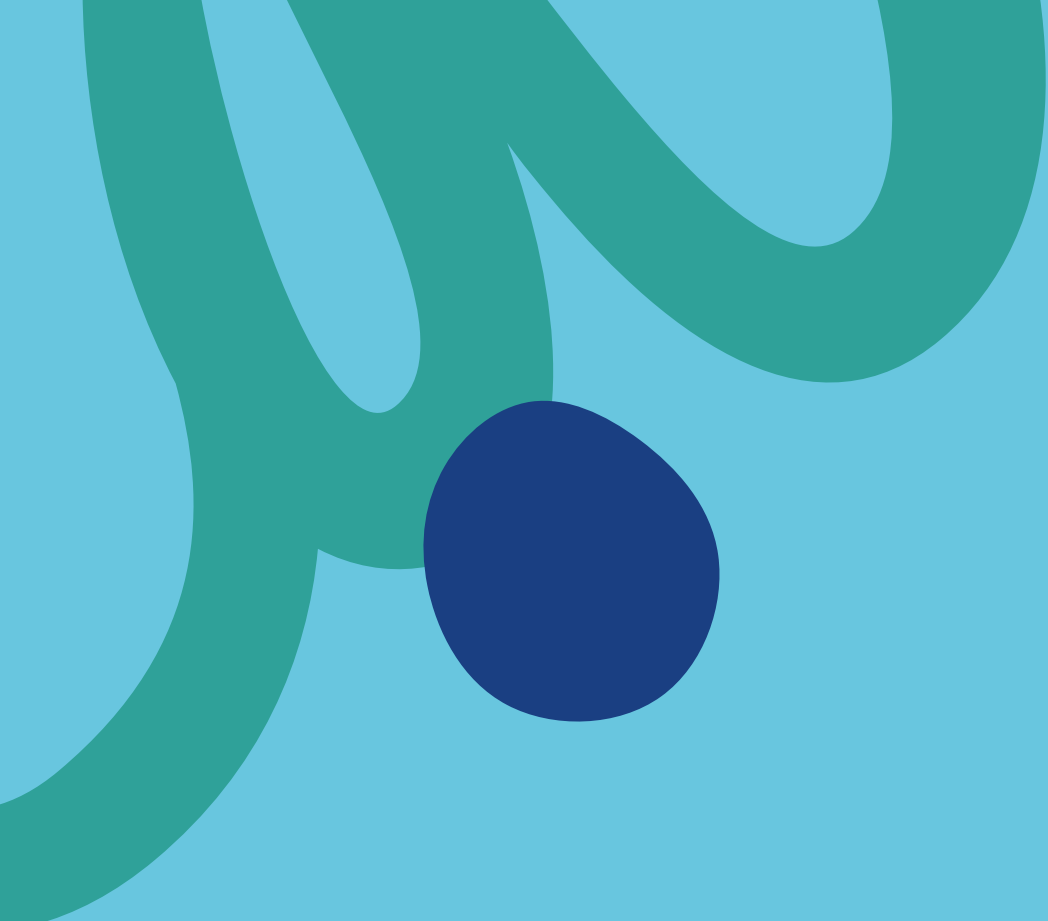
More information about our current specialist Trustee vacancy

Treasurer

Our current Treasurer plans to step down in November 2027 after completing their term of office. By recruiting now, we can provide a generous transition period, giving the successful candidate the opportunity to learn the role, benefit from the Treasurer's experience, and ensure a smooth handover for the charity.

Our Treasurer maintains an overview of Together Trust's financial affairs, ensuring that effective and appropriate financial measures, controls and procedures are put in place. The Treasurer also chairs our Financial Oversight and Assurance committee and reports to the Board at regular intervals about the financial health of the organisation.

A finance professional with a knowledge of charity finance is an advantage or someone with an enthusiasm to learn drawing from sound commercial experience and an understanding of SMEs. We would also like a clear communicator with the ability to bring the financial information alive to non-finance specialists.



More about us

Discover more about the Together Trust and our governance at togethertrust.org.uk

Ask us a question or call for a chat

If you're interested in Trusteeship but not entirely sure whether it would suit you, we're always happy to hear from prospective candidates. Please call us direct on 0161 283 4790 or contact Paul Davies, Head of Governance via email ceoffice@togethertrust.org.uk

We look forward to hearing from you.

