



The Mulberry Bush

Transforming troubled lives together



The Mulberry Bush: Trustees Information Pack





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We are seeking individuals who identify and believe in our core values and principles – these fundamentally underpin the work we do, and the decisions we make. For many of you a number of aspects of our values and principles may be new – we are very happy to support you on your journey and provide you with both training and support.

You can find our core values, principles and other information on The Mulberry Bush here:

<https://mulberrybush.org.uk/about-us/>

We actively seek individuals who wish to learn as much from us, as we can from you – whilst “giving something back” is a valuable trait, we believe that it is equally valuable to be open to and keen to learn, evolve and develop as an individual too, both intellectually and emotionally.

Next steps

In the first instance, please take a look at this Trustee Information Pack that sets out in more detail what it means to be a Trustee, and what we expect of you as a Trustee at The Mulberry Bush. If this opportunity is appealing to you please reach out to me, the Chair of the Board at CPugh@mulberrybush.org.uk for an initial chat. I'd appreciate it greatly if you could send me a few bullet points or a video telling us why you want to join the board and what experience, skills and experience you bring (feel free to send a CV if you have one).

What attributes are we looking for?

Whether you come with relevant personal/life experiences and / or professional experience we are looking for people who are:

- Curious
- Thoughtful
- Generous with their time
- Effective, active and responsive listeners
- Dependable and present – its important people turn up – be engaged, or not at all.

To be an effective board of trustees we also need some people with some of the following abilities:

- Forward thinking, able to identify issues to consider now in relation to future plans and trends.
- Longer-term thinkers with the strategic abilities to help us to prioritise, to maximise use of resources and be sustainable.
- Ability to thrive on organisational development and change, whilst understanding and respecting the historical underpinnings of The Mulberry Bush
- Practical, able to ask difficult questions to bring strategy and vision down-to-earth.
- Approachable qualities.
- Good communicators able to articulate the difference we make.
- Analytical thinkers and/or able to approach problems and issues from alternative perspectives.
- A positive attitude to learning, which is key to our development, collective decision-making and team work.

Who are we seeking, and what will you be doing?

Field of expertise	What will you be doing?
Marketing & Communications	As we extend our focus externally, we seek trustees with experience in marketing and communications to help raise awareness of our work.
Fundraising	We have a talented fundraising team and are looking to evolve into new areas of fundraising – in particular from Corporates.
Child Psychiatry	To bring an external perspective on clinical best practice into our Boards thinking.
Educational & therapeutic consulting / training / business development	Supporting our Consultancy and Outreach colleagues to continue collaborating with organisations to expand their reach and breadth of work.
Commissioning of child services	Bringing an understanding of current models and trends in commissioning child services into our Board thinking.
Lived experience, in particular parents & carers	Ensuring the voices of the networks around those that we care for at The Mulberry Bush are heard in the Boardroom.
Research in relevant fields	Research, and a strong evidence base, underpins our way of thinking at The Mulberry Bush – you will support and help develop our Research team and their thinking.
Strategic HR and organisational development	Our people are “everything”. It has been a challenging few years in our sector, and recruitment and retention has been particularly difficult. You will guide our senior management team in the cultural development, recruitment and retention of our amazing team.
Education, particularly covering SEN	Teachers and headteachers with expertise in Special Educational Needs at either a primary or secondary level to support the School.
Care / Treatment	We seek professionals who have particular expertise in the core work undertaken at The Mulberry Bush to both support and advise.
Legal	We seek individuals with a background in law as we seek to evolve into more of an externally focused organisation, and develop new produces and services.
Estates and Facilities	To guide and oversee the development of our estate, and the facilities and support teams within The Mulberry Bush.
Therapeutic Communities	We seek individuals who have set up and / or been involved with running Therapeutic Communities, to bring new perspectives on how we shape our future direction of travel.



Time Commitment

As a Board, we have a philosophy of “be engaged, or not at all” – we are seeking Board members who believe in our mission, and are engaged in our future. As a core commitment we seek from you:

- Attendance at our Board meetings – 6 meetings per annum, around 2 hours each, plus preparation time. Roughly half of our Board meetings are held online, and the other half at one of our locations in Oxfordshire / Gloucestershire;
- Attendance at our annual Away Day – a full day meeting usually at our Gloucestershire location;
- We will also invite you to become a member of one of our specialist committees– these meet around 4 times a year for around 1 to 1.5 hours;
- Lastly, we would seek for each Board member to be “linked” into a member of the Senior Management Team – to act as an informal mentor, sounding board, and to facilitate the sharing of information about the teams they manage & the work they do – to be a ‘critical friend’ by giving support and challenge.

The Responsibilities of being a Trustee

Trustees are:

- Volunteers who play a key role in ensuring a charity is run well, in the interests of the people it is there to support.
- The guardians of the charity’s purpose, making sure it pursues its objects as defined in its governing document and that all decisions put the needs of the beneficiaries first.
- Ensure their charity has a clear strategy and its work and goals are in line with its vision and mission.
- Responsible for safeguarding the charity’s assets including: people – our most important asset; physical assets, such as property and money; and intangible ones such as its reputation. Trustees make sure the charity’s assets are used well and that the charity is run effectively and efficiently.
- Strategic – they don’t do the day-to-day running.
- A ‘critical friend’ to the CEO and their management team by giving support and challenge, so as to help the staff team manage the charity effectively.
- Function on the basis of collective decision-making

Further information

You can find more information here:

<https://reachvolunteering.org.uk/guide/become-trustee>

<https://beingacharitytrustee.campaign.gov.uk>