



LEADING LIGHTS  
EDUCATION & WELLBEING  
BRINGING LOVE

## Leading Lights Trustee Information

### Why you should apply to us

This is an exciting opportunity to become a trustee for our brave, imaginative and ambitious children's mental health charity.

We want to bring love to children and families' services. We don't think it's enough to care a bit, you have to care a lot if you want to transform outcomes.

We want to change the national landscape of how children experience the mental health system, putting kindness at the forefront of every interaction. Building awareness, starting a movement, hearing the children's voices and those of their loved ones: We want to transform the experience of those impacted by mental health.

We are on a mission to ensure that no child has to lose out on a world of potential because of mental health, which means they can't access school or find it hard to make friends. We don't have magic wands, but we do believe that every child and family has the right to get services designed and delivered for their individual needs, and with love and imagination. Everyone has a right to have their story remembered and treated with curiosity and sensitivity.

### We want to make three key differences:

- 1. Improved mental health**
- 2. Reduced social isolation**
- 3. Increased ability to thrive at school.**

Services we offer through our free specialist Glow Programmes which support young people impacted by mental health primarily from age 5 to 18 include:

- Mentoring
- Counselling
- Family Support and Advocacy
- Specialist Emotional Support for Crisis Periods and ongoing wellbeing support
- Small Group Therapeutic Creative Arts Projects
- Small Group Therapeutic Gaming Projects



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We also provide contracted specialist Education and Wellbeing Packages for Children and Young People Affected by Mental Health and SEND through Local Authorities and social services and other statutory bodies for those with EHCPs who need specialist packages of provision which generates revenue to support our Glow services and core costs, but also by supporting some of the most vulnerable children in society creates significant social impact towards our objectives.

Our trustees are essential to being able to deliver our amazing work for vulnerable children impacted by mental health, and our goals to change the landscape of mental health nationally. If you feel you can make a difference and want to be part of leading an ambitious, community based charity, then we can't wait to hear from you! We hope that the following gives you a small taste of what we do and after we have received applications we are of course happy to talk informally in more detail. Being a trustee is an incredibly rewarding opportunity to have real impact in leadership and driving change - if you want to do something transformative, then this is an amazing chance to do it.

This is an exciting time to join our charity as we launch our new strategic plan and move from being a small local front line service provider to a radical campaign to change the landscape of children's mental health. We can't wait for our new trustees to be part of this journey with the rest of our inspiring team!



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# Our Current Social Impact

Here we present our current positioning as an impact provider which also highlights what works about how we use our core values and trauma informed approach for our service users. This, in tandem with our secondary contextual research, is a springboard to consider how we could best accelerate and scale our impact through 'packaging' our ethos in a series of principles to create scalable social impact to be used throughout the children's sector. This is not because we think we are 'special' or the only organisation doing good, but because we think we have something unique to say which is not currently being said which could be widely and cost effectively deployed to create scalable social impact.

## Current Impact Measurement

Currently, we offer services through **our free specialist Glow Programmes** for children with mental health difficulties generally from age 5 - 18 including:

- Therapeutic and Activities Based Mentoring ( Illuminate)
- Some limited capacity for Counselling including Play Therapy/ Theraplay ( Illuminate)
- Advocacy support especially for special educational needs ( Drop The Pressure)
- Specialist Emotional Support for Crisis Periods and ongoing wellbeing support ( Drop the Pressure)
- Small Group Therapeutic Creative Arts and Therapeutic Gaming Projects ( Remix, No Filter 1 and 2)
- Wider community workshops and events for 'light touch' mental health awareness

We provide **contracted revenue generating specialist education and wellbeing packages** for young people affected by mental health and SEND **through Local Authorities and other statutory bodies for those with Education, Health and Care Plans** which generates revenue to support our Glow services and core costs, supporting some of the most vulnerable children in society.

To measure the **impact of our services**, we conduct anonymous **surveys** for children, young people and where pertinent their carers. We also deliver unstructured interviews, case studies, and ask for children to lead in creating ways they want to feedback on their experiences on services through communications that suit their needs.

We want to make **three key differences**

1. **Improved mental health**
2. **Reduced social isolation**
3. **Increased ability to thrive at school**



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## Current Key Impact Statistics

79% feel an increased ability to thrive in education

98% feel progress in their mental health

90% feel less socially isolated

400 hours a week of direct support

Over 400 beneficiaries supported over the last year

## What our Children, Young People and Parents Say about Us

"Your staff are amazing and you are the first that I've come across that go the extra mile I really appreciate all that the lady did for me that day it really made a difference and the kindness from the organisation is overwhelming and quite special and I have never seen it before"

"Just being able to talk to someone makes me feel happy and better"

**I feel really safe.**

"The best thing is that I'm allowed to talk about anything that's bothering me."

"Everyone is so lovely and supportive; it doesn't feel clinical or impersonal. The people who work there really care for you and you can tell by how they treat you. That's been really beneficial to open up because I feel like they really care about what I have to say and how I'm feeling."

"The best thing about Leading Lights is having a support system and having people I can talk to and also feeling part of something."

"Gaining a trusting relationship with someone I can turn to with comfortable thoughts and feeling or/and for practical advice and advocacy."

"I've felt able to open up and really for the first time be able to speak about my problems and get the help I've needed to deal with them and move forward. I also love how flexible they are in terms of times and locations. It's a completely different way of counselling which makes it way easier to open up, I feel."

"Leading Lights have been phenomenal in the level of support they have provided for my child, but also for me as a parent. It is not always easy to navigate 'the system', not just because of lack of knowledge as a non-professional but also because we are so close to the situation emotionally that it can be hard to see things objectively and clearly. Leading Lights has consistently helped me find a way through my child's mental health difficulties and the education system, even when times have been very very difficult. The team know my child and our situation well, and deal with everything sensitively and thoughtfully, definitely going above and beyond when things have got tricky."

**'I'm glad you did (call the ambulance) because otherwise I would be dead'**



*'It's better than other things I've had because you get how I feel. Before it was all these people asking me to tell my life story - that was what used to happen. Not telling like a million people what was going in my life, I mean you know the things that have happened to me, and they are not nice ... and having to tell it again and again.*

*It made me feel so frustrated, I don't want to have to keep repeating. Now I feel better, more supported, I mean I had an outburst the other day but back then my self harm was really bad, it still happens like the other day when I was angry, but it's improved so much.*

*I just know I can always tell you how I feel. I feel like you guys are more calm. You always word things in a way that I can understand with my dyslexia and things. It means I can open up to you guys. The counselling too, it helped so much, I said things I have never been able to talk about before. It's helped me a lot, a lot. (Name of worker) is the person I go to, I would tell other people to come to you if they need support. I feel like you always warn me if you need to tell someone else something I have said, and it did not always feel like that before, it makes me feel like I can trust you. I do just trust you. It helped so much. I know you care about me."* - From Unstructured Interview with one of our young people aged 17 - 2022

## What Makes the Organisation Unique for our Team?

*"The incredibly talented team and the love and care that is put into the little things"*

*"We value everyone's voice equally and treat every person in the organisation as a unique and amazing individual and with unconditional warmth. We are always willing to think outside the box!"*

*"Everyone works so hard because they really want to and feel it's so important. We hear so many lovely things from so many of our practitioners and when things aren't going as well, there is always so much effort that goes into improving it."*

*Small but mighty with an amazing CEO and team. Beautiful GLOW space, ambitious and progressive, passion centred, genuine, fun"*

*"Genuinely trying to offer what is needed rather than what we think is needed. Listening and acting on this. Being flexible, humble and self reflective but strong in advocating on others behalf."*

*"It supports children that may fall down the gaps of additional support as their needs may not be formally recognised"*

*"Its holistic approach"*

*"The focus on love in all areas of work"*

*"Caring and sharing. LL goes outside the parameters of many mental health and wellbeing organisations by avoiding tick boxes and treating people as individuals. I feel the people we work with have immediate care and attention without having to go through a process. This seems rare and is so valuable."*

*"It's personable feel and commitment to care"*



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## Trustee Responsibility and Expectations

Good governance is vital for all charities. To fulfil our protective role over our children, all trustees should be clear on their legal responsibilities as charity trustees as well as the huge rewards of being a trustee. You can find out more about charity trustees legal responsibilities [here](#) on the government guidance on being a trustee and please ensure that you understand the responsibility of a trustee before applying. We would particularly like to draw attention to the trustees' six main duties identified in this government guidance.

In addition to the legal responsibilities which are for all charity trustees in the UK, we are also seeking the following responsibilities/ expectations from our trustees:

- You will be required to attend regular board/ trustee meetings which we are looking to schedule as monthly one hour meetings but might change ( with agreement of the board to be longer and less frequent eg. 2 hours every two months for example). These are often held online but we do seek trustees who are keen to engage in person events and meetings where possible
- Our Team will need to draw upon your expertise and time to help the charity. We want trustees who will be both responsive and proactive about identifying areas where they could support this, and would expect this to be a commitment of around 4 hours a month of work outside of board meetings. This can be delivered flexibly around your other commitments but should be time willingly and proactively given - we are looking for people who want to get involved and be supportive and proactive in their support for the charity, people who want to get stuck in and make an impact! This might include ( just for example) giving advice, supporting with developing documents, applying for grants, wider networking, giving additional strategic or human resources support, attending meetings, reviewing finances - it would depend on the expertise and skills of the trustee and also the needs of the charity. It does not have to be a standing monthly commitment, it could be that one month, there is less time spent and another time more - it is just to give some idea of a time given expectation. The aim is for it to feel enjoyable and rewarding and fun for trustees as well!
- Generally, a commitment of 3 years as a Trustee is standard for appointment



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## Who are we looking for?

- We are looking for trustees who share in our values and vision and are keen to be proactive, accountable and committed as well as imaginative and creative about problem solving!
- We want people who are kind, compassionate, engaged and willing to challenge as well as to support
- Strong organisational and analytical skills with ability to see the big picture and think strategically as well as reflect on projects and operations
- Great people skills and ability to communicate with a wide range of stakeholders
- Ability to communicate clearly and sensitively with empathy
- Ability to be sensitive to a diverse range of stakeholders including those impacted by mental health and disability and from a range of backgrounds
- Responsive to feedback and keen to give supportive feedback to the rest of the team.
- Keen to support the trustee board to be best practise and always seeking to improve governance
- Willingness to learn and participate in development opportunities and support others to access these
- Willingness to undertake appropriate trustee admin duties and commit to compliance activities including safer recruitment processes such as Section 128 and other relevant safer recruitment checks and wider compliance training
- Essential commitment to equal opportunities and diversity and commitment to safeguarding including to work within our safeguarding policy, code of conduct and other relevant policies
- Ensure compliance with principles of trusteeship around good governance, risk and financial and people management and in line with charity commission guidance.



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We are particularly keen to seek trustees with expertise in the following areas:

- HR/Legal Background with focus on compliance, contracting and tendering
- Financial Background
- Operations Background
- Social Media/Marketing
- Clinical experience in children's mental health eg. GP, CAMHS
- Experience of being a charity trustee and compliance and best practices
- Safeguarding Lead Experience within Children's Services or Charities
- Experience with NHS/Local Authority commissioning, preferably of children's services/ and or mental health services
- Experience with campaigning, networks and fundraising
- Experience of supporting and developing team and staff in wellbeing/leadership development/ coaching and mentoring
- Lived experience of Mental Health needs and willingness to learn

If you are unsure whether your experience fits into the above categories but are passionate about the role please do feel free to apply or contact us to discuss your suitability. Although the two are not mutually exclusive we would always prefer a passionate and committed trustee over pure experience! We particularly welcome applications from people who are less generally represented in charity leadership roles and trustee roles such as those from black and ethnic minority backgrounds, traveller communities, LGBTQ+ communities, and those who have lived experience of mental health and/ or disabilities as well as women and young people who are under 25.

*Please note, outside of relevant expenses which can be reasonably claimed for direct trustee expenses this is a non-remunerated position within the charity.*