

want to be a part of something fantastic?

Shape Change

in mental health

open door 

**Trustee Recruitment Pack
Health Lead**



About the Charity

Open Door are one of Merseyside's most dynamic and progressive independent charities committed to shaping change in Mental Health. Based in Birkenhead, we deliver a holistic and creative programme of services that support the wellbeing and mental health of young people and families, using innovation, arts and culture as a catalyst for change. All our opportunities are free of charge and we have no waiting lists for any of our experiences; we are committed to providing free, fast and effective mental health support at the point that people need it most.

We apply creativity and innovation to everything that we do; our services are led by a dynamic team of staff and trained peer mentors who, using their own personal experiences and a range of effective tools and programmes, support individuals in Wirral through to better times. We have three sites in Birkenhead and over the past 9 years, have grown to become one of the largest independent providers of talking therapies in Merseyside and one of the most progressive organisations of its kind in the UK (recently awarded Queens Award for Voluntary Service in 2019 Honours List).

Open Door is all about empowerment, culture and opportunity. Not only do we offer support services for our members, we provide our local community with a creative and social space for people to come to Bloom Building and Coffee where we offer hot desking, workshops and tenancies. We have an art gallery, an eclectic events programme and a network of cultural and health partners who work hand-in-hand with Open Door to co-create a vibrant and appealing programme of activities for new and existing Members, taking mental health support out of traditional, clinical models and into the heart of engaging, non-stigmatising arts and culture.

Our organisational values are:

-  **Human**
-  **Fire**
-  **Visionary**
-  **Professionalism**



Open Door Charity, Bloom Building, 3 Abbey Close, Birkenhead, CH41 5FQ
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a photo from one our mentor socials



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Impact

We have over 200 beneficiaries accessing our service per week across all our projects. Our bespoke therapeutic intervention 'Bazaar – A Market Place for the Mind', supports 170 14-30 year olds per week. This therapeutic intervention is delivered by our all-important peer mentors. We currently have a team of 80 peer mentors, making us one of the biggest community-led organisations on Wirral. 86% of our members said their life would be worse off if it wasn't for Open Door and 100% of members said the local area would be negatively affected without Open Door Charity.

We supported more than 800 people this year and have been able to respond to the current mental health crisis with innovation and courage. Our average reduction of symptoms in anxiety and depression outcomes are 50% by the end of the 8-session programme and suicidal ideation also significantly reduces on average by 80%. In addition to this, we have supported over 120 families in the past 9 months through a commissioned contract providing early help support and preventing escalation into higher-level statutory services.

We have approximately engaged 7000 members of the public in our outreach projects, events, gigs, film nights, art workshops, comedy nights and the gallery space throughout the year.



Our Future

Open Door has been through a significant period of development over the past two years; we've taken on new projects and commissions supporting families and children growing up in care, we've significantly grown our staff and volunteer team and opened three new sites in Wirral.

Like all good, growing enterprises, we have been paying close attention to our organisational development and internal practices to ensure they develop and strengthen in line with our projects and maintain the quality and impact of our work. The Board of Trustees have been through a thorough period of reflection and planning over the past six months, considering how the Open Door's Board needs to develop in order to achieve our organisational strategy for the years ahead. Our key goals for the future are:

- Developing the range and depth of mental health interventions we can offer so that we can further improve the wellbeing of young people and families in our region
- Creating a true community partnership which moves past intervention and helps people grow within a vibrant positive community of change
- Developing our leadership team and our people to make Open Door a great place to work and volunteer, so that our Members have the very best experience here
- Improving our internal systems, processes and governance to ensure the safe, controlled and sustainable growth of our charity
- Improving our external communications so that we can influence the approach of our peers and partners by being a vocal leader in our professional community

As a result of this reflection, we have identified two key areas where we'd like to bring in additional expertise and perspective through the recruitment of new Trustees:

1. Treasurer: Providing Financial Expertise and Controls
2. Trustee (Health Sector): Sharing expertise in relation to shaping change in the NHS

More about each of these areas can be found in the Person Specifications that follow.



Person Specification: Trustee

All Trustees at Open Door play a pivotal role in the organisation, providing good governance and guidance to the staff team. Trustees are involved in setting the strategic direction of our organisation, horizon scanning, problem solving and holding the Director to account through supportive challenge. Our trustees work closely with the senior management team, playing an active role in advising and mentoring as required. All Trustees are responsible for:

- Organisational oversight in accordance with the six legal duties of a Trustee set out by The Charity Commission of England and Wales
- Delegating authority to the Director for management of the Charity by implementing the policy and strategy adopted by and within a budget approved by the Trustees
- Donating time, skills and reputation in matters relating to raising funds, raising the profile of the Charity and to ensure any strategy adopted by the Charity is in accordance with its purpose.
- For this role, we are specifically looking for someone with brilliant experience shaping change within the NHS who will bring expertise and perspectives relating to the health sector. Additional responsibilities for this position include:
 - Bringing a strategic view to Open Door's mental health delivery, sharing relevant health context and perspectives with the Board and senior team to support business development and planning
 - Helping us to maximise the impact of our mental health projects, offering support, advice and guidance to ensure we maximise the benefits of our services and articulate our impact effectively to partners, funders and commissioners
 - Supporting the team to develop new relationships and networks with potential local, regional and national health partners
 - Inspiring the leadership team so we consistently consider the art of the possible when shaping meaningful innovation in health.





People who will be great for this role will have

- A proven track record as a senior leader shaping innovation in the health sector (previous Trustee experience welcomed)
- A good understanding of the charity sector and ideally with lived experience relating to Open Door's core mission and/or services
- An understanding of the role of a Trustee and willingness to accept the legal duties of being a Trustee
- The ability to work collaboratively, with sound judgement and creative thinking
- Enthusiasm and time to commit to the role
- A natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus amongst a diverse range of individuals
- Personal qualities of integrity, credibility, and a commitment to and understanding of Open Door's vision, mission, priorities, and our Members experiences
- A commitment to our vision of an alternative model of mental health support cited in arts, culture and community partnership rather than traditional, clinical approaches.



Terms of Appointment

Trustees attend meetings of the Board and shall exercise and perform other powers and duties as may be from time to time assigned to them by the Board and by the organisations Articles of Association.

Trustees are appointed for an initial term of three years unless otherwise terminated by and at the discretion of either party upon written notice. Trustees can be re-appointed, but for no more than three terms.

This is a voluntary role without remuneration. Travel expenses as well as other reasonable and necessary costs incurred, as part of official Trustee business, will be reimbursed.

Board meetings are currently being held via Zoom, but in normal conditions will be held at our home in the Bloom Building, Birkenhead. The time commitment for this Trustee role is about 0.5-1 days per month. Trustees attend 4 board meetings per year, approximately 3 hours long. There is also a strategy half day and a dinner each year. Availability for ad-hoc events such as our Mentor Celebration events would be welcomed, but is not essential.

Induction

New Trustees undertake an induction programme including a site visit, meetings with the Trustees, Director and senior management team and attendance at events. Following induction, from time to time, training, appraisals and an annual away day will take place to support the process of having an effective and high performing board.



How to Apply

To apply to become a Trustee of Open Door, please send a CV (maximum of 3 pages of A4) together with a supporting statement (maximum of 2 pages of A4) that fully addresses the skills and experience you would bring to the board, your specific interest in Open Door and the role of Trustee.

At Open Door, we believe passionately that truly inclusive organisations leads to increased social impact. We are committed to building a more inclusive board. We value and respect all differences in all people (seen and unseen) and we aspire to inclusive working experiences and an environment that reflects the communities we serve, where our people have equal access to opportunities, their voices are heard and they can contribute to our future. We actively encourage applications from BAME and LGBTQ+ candidates, those from lower socio-economic backgrounds, and those with a disability.

To understand how we are performing, we ask that you kindly complete a brief equal opportunities questionnaire when you submit your application. Please be assured that your responses are kept confidential, separate from your candidate record and are not part of any application you make. We expect the initial interviews to be held virtually. If you will require any special provision as a result of any disability should you be called for interview, please do let us know. Finally, please ensure that you have included your contact number and email address. We look forward to hearing from you!

To apply for the role email: sophie.clarke@capacitylab.co.uk



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