

**Job Description**

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Trustee

Voluntary Role

Responsible to Chair of Trustees

**Overview**

In 2023 Mentoring Plus celebrates 25 years of offering mentoring support to young people. We are now an established and vibrant community-based charity that supports the young and most vulnerable in Bath and North-East Somerset (B&NES). Working both in the community and within schools, we support children and young people aged 7 to 21 by connecting them with supportive others and engaging them in enjoyable and meaningful activities. About one-third of our funding comes from local authority commissions, with the remainder of funds raised through large and small grants, private and business donations, community fundraising efforts, and earned income from training and professional mentoring contracts with schools and other organisations supporting young people.

**Volunteer Mentoring**

Through our Volunteer Mentoring programme, we employ professional practitioners who listen to young people and understand what they want and need. Our practitioners then link each mentee with a compatible volunteer mentor, from their own community, and support the mentoring relationship all the way. We train those volunteer mentors, giving them access to the knowledge, techniques and support they’ll need to help a young person. We provide expert supervision to mentors, just like professional counsellors receive. This service is commissioned by B&NES Council, and by the Bath and Norton Radstock primary school behavioural and attendance panels.

**Student and Family Support (SAFS) and Professional Mentoring**

Mentoring Plus has extensive experience of working with primary and secondary schools, largely through offering one-to-one support for students at risk of disengagement from education. Mentoring is tailored to specific support needs, and we also offer group work including exciting alternative learning programmes, engaging students with education and opportunities outside the classroom. Our work with schools helped us win a new commission for the B&NES School and Family Support (SAFS) service in 2018. We also support schools to train students to deliver supportive peer mentoring programmes for younger students.

**Riverside Youth Hub**

We are delighted to have a lease to run the Riverside Youth Hub, a young-people friendly, community space for B&NES Council. Based on London Road in Bath, these premises provide office space for Mentoring Plus staff, a large hall for a range of large-group activities, a riverside garden with access for rowing, a ball court and ‘chill-out’ spaces for young people. Current usage includes two nights of youth club provision each week, a men’s football group and a Toy Library, with plans to increase community usage and income.

**Main duties and responsibilities of all trustees**

1. To represent Mentoring Plus and its vision, safeguarding its good name and values
2. To ensure that Mentoring Plus:

a) complies with its constitution, charity law, company law and any other relevant legislation or regulations

b) pursues its objectives as defined in its constitution, and uses its resources exclusively in pursuance of its objectives

1. To work with the Trustees and Directors to oversee the delivery of the Mentoring Plus strategy
2. To contribute actively to the Board of Trustees’ role in giving firm strategic direction, setting overall policy, defining goals and setting targets, and evaluating performance against agreed targets
3. To contribute to the committee structure as well as Trustees’ meetings
4. To attend the AGM and other important Mentoring Plus events
5. To be satisfied that Mentoring Plus is operating within the legal and financial guidelines set out in the current legislation
6. To be active in connecting the organisation with appropriate stakeholders and supporters
7. To protect and manage the property of the organisation and to ensure the proper investment of its funds
8. To appoint Directors and new Trustees and monitor their performance.

**Key criteria for becoming a trustee**

1. Knowledge and understanding of the role and responsibilities of a Trustee
2. A strong commitment to promoting the wellbeing of children and young people
3. An ability to think strategically and creatively and to challenge proposals with clear logical thinking
4. Excellent interpersonal and communication skills to offer compassionate challenge
5. An understanding of, or a willingness to understand, the strategic, legislative and political contexts that affect and influence the work of Mentoring Plus
6. An understanding, at a strategic and/or senior management level, of the charity sector
7. Capacity to offer time, insight and expertise to the charity.

**Specific areas of expertise**

1. Experience of one or more of the following areas of expertise:

* Legal (youth justice, charity law, corporate or contract law, or similar)
* Social care, mental wellbeing support and/or related areas of practice
* Education
* Child safeguarding
* Running a small/medium sized enterprise within or outside the charity sector
* Lived experience of challenging circumstances
* We are seeking at least one Board member aged under 30 (approx) but welcome applications from all ages

1. Confidence leading Trustees in discussions relating to areas of expertise to support Mentoring Plus’s strategy, implementation and developing the relevant skills throughout the organisation.