

The Winch Trustee Recruitment Pack



The Winch

Helping each child succeed regardless of their circumstances.





Our vision is a world where every child can learn, grow and flourish

Welcome

Are you passionate about providing a world where every child can learn grow and flourish? Are you motivated by the Winch's values of integrity, compassion and working, collaboratively? Are you looking for an opportunity to help you grow your leadership skills?

If your answer was a resounding 'yes,' then you might just be the ideal candidate to step into one of the three pivotal roles we're eager to fill to propel the Winch forward into its next chapter. Our ambitions are grounded in the work we do within North Camden, supporting communities as they take the lead in driving positive change and fostering connections that transform neighbourhoods into vibrant, resourceful communities.

To realise these ambitions, we are in search of three new trustees to enrich our Board. One who:

- Has expert knowledge of property development projects. Over the next few years, we will be embarking on the build of a new community facility.
- Has skills in philanthropy and supporter relations.
- Is experienced in financial strategy and leadership skills.

Ideally, candidates will bring prior experience in a board role, but this is not essential, what truly matters is a genuine passion for our mission and the ability to actively contribute to the board's endeavours. We are deeply committed to nurturing and empowering our trustees, providing ample support to develop new skills that extend far beyond their time with us. We welcome applicants from anyone above 18, recognising the profound impact that diverse voices can have.

Join us in shaping a future where every child and every community thrives. Together, we can make a meaningful difference.

A handwritten signature in black ink, appearing to read 'Jude Williams'.

Jude Williams
Chair of the Board of trustees





About the Winch

We support families and residents
of Camden

About the Winch

The Winch is a youth and community charity based in north Camden. We were founded in 1973 when local residents repurposed a derelict pub 'The Winchester Arms' into a much needed youth space for the underserved community. We have been at our home at 21 Winchester Road ever since, growing with the needs of the community that we serve.

Our building is situated in the heart of Swiss Cottage and from here we run activities for our children and young people, including our after-school care and holiday play schemes.

We also run regular sessions for our youth in our basement aimed at developing strengths and skills and improving mental health and well-being.

We believe strongly in the power of community-led change and work with residents supporting them to take the lead in improving their local neighbourhoods. We amplify their voices, in order to turn their ideas into reality and champion them to change the wider systems they are a part of.



About the Winch

What people say



A great community and amazing attitude from the staff ensures children are confident, creative and kind individuals.

- Play Scheme parent

It's a place with people who are passionate about their specific roles, about the community and helping the community ensure they are growing well and are well looked after.

- An attendee of our Family Support group

I have been going to the Winch all my life and it has a good strong sense of community which I like.

- An attendee of our Youth Group



About the Winch



Our Mission and vision

Our mission is to help each child succeed regardless of their circumstances.

We make relationships from an early age with children, young people and their families, often facing huge challenges.

We work with them as individuals, stand by them as they grow up into adults and show we are in their corner.

Our vision is a world where every child can learn grow and flourish.

Our long-term goal is to make Camden a great place for children, young people and families to live, learn and grow.

Our Values



Ready for anything



Act With Integrity



Work collaboratively



Show Compassion



Take the Initiative

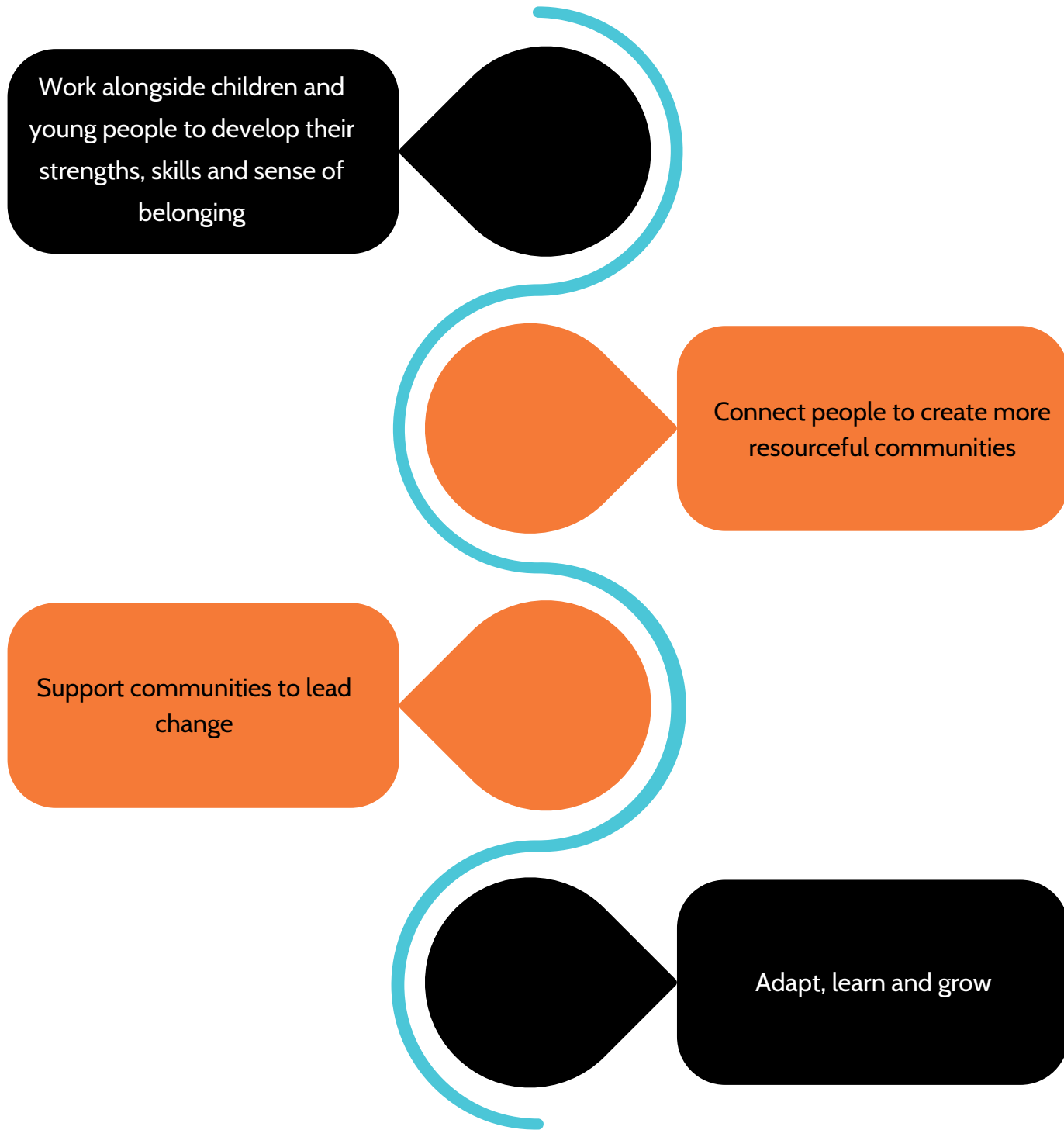


Go the Extra Mile

About the Winch

You can find our Annual Reports and Accounts on the Charity Commission website [here](#).

Our Strategic Objectives



Mulhamah's Story

It was during my upbringing in Indonesia that I first learned the value of hard work. Despite facing numerous challenges, I remained determined to create a better life for myself. Later, as a domestic helper abroad, I endured abuse, yet I refused to let my circumstances define me.

Upon arriving in the UK, I found myself working tirelessly as a cleaner, struggling to make ends meet. Despite the difficulties, I persevered, drawing on my inner strength to break free from the cycle of hardship.

Even when I discovered I was pregnant and faced disownment by my family, I remained steadfast.

With the support of the Winch, I fought to stay in the country and provide a better future for my daughter and myself.

Through unwavering resilience and determination, I learned English, secured employment, and achieved self-sufficiency, no longer relying on benefits. Today, I stand tall as a testament to the power of resilience in the face of adversity.

My journey serves as a beacon of hope, demonstrating that with determination and perseverance, one can overcome any obstacle.

To others facing similar challenges, I offer this advice: "Please don't give up. There is always light at the end of the tunnel. Move forward and surround yourself with people who care."

My story is a reminder that no matter the hardships we encounter, we possess the strength within us to carve out the lives we deserve.



**Trustees, along with our
dedicated staff, make us who
we are.**

Joining the Board

Your life experience, knowledge, and skills are invaluable to ensure that we can continue to fulfil our mission.

As a trustee, you'll play a crucial role within The Winch team by:

- Setting our direction and purpose
- Promoting and consistently acting in the best interests of our charity
- Facilitating connections with our communities
- Providing support to our dedicated staff who manage and run the charity

What we're looking for

When recruiting trustees, we are looking for those who are:

- Able to represent and speak for the Winch
- Able to offer constructive challenges and think creatively
- Passionate and committed to our mission, vision and values

We always aim for our trustee Board to have a mix of skills and backgrounds and we currently have three specific skills gaps on our Board:

Property and/or Complex Capital Development Projects Manager

We are seeking individuals with a proven track record in property development and/or navigating the intricacies of managing significant capital projects. The ideal candidate will bring strategic insight and practical expertise to the table as we navigate these pivotal decisions for the Winch's future.

Philanthropy and Supporter Relations

We are actively seeking a trustee to spearhead our efforts in expanding our income streams, with a particular emphasis on increasing unrestricted funding. Given the challenges posed by the current funding landscape, securing sustainable financial support is paramount to sustaining our impact on the children and young people of North Camden.

Chair of the Finance Committee & Treasurer

We are seeking to appoint a new trustee with a proven track record in strategic financial leadership, preferably with a professional background in accountancy. This individual will play a pivotal role in overseeing our finances, including the preparation of our Annual Report and Accounts, as well as managing the audit process.

Joining the Board

We are committed to ensuring that our Board reflects the diversity of the communities we serve and encompasses a variety of perspectives. We welcome applicants aged 18 and above, recognising the valuable contributions that individuals of all generations can make to our organisation.

Additionally, we are actively encouraging applications from under-represented groups, including individuals from Black, Asian, and Minority Ethnic backgrounds, LGBTQ+ individuals, and people with disabilities. We value the unique insights and experiences that individuals from these communities bring, and we are dedicated to fostering an inclusive and equitable environment within our organisation.

Time commitment

As a trustee, you can expect the following time commitments:

- **Board Meetings:** Our Board convenes 4 times a year, usually in Camden, for approximately two hours each session. Additionally, we hold an annual strategy away day in July.
- **Sub-Committees or Sub-Groups:** Trustees often participate in sub-committees or sub-groups such as Finance or HR & Governance. This involvement will require additional time for meetings
- **Additional support and advice:** Trustees may offer supplementary support and advice as needed, such as assisting with fundraising, recruitment, or guiding policies and strategies.

- **Engagement Sessions:** Trustees are encouraged to deepen their understanding of our work by committing to visit the Winch
- **Interaction with stakeholders:** It is important that trustees interact with families, young people and staff members to stay informed, engaged, and we hope inspired by our work!

We value the active participation of our trustees in our organisation's activities and believe that their involvement strengthens our impact within the community.

Our other trustees

Our current trustees bring a diverse range of backgrounds from the charity, public, and private sectors. Some have experience serving as charity trustees, while others are newer to Board membership or bring specific technical skills and insights. We believe this diversity of experience enriches our Board discussions and decision-making processes. You can learn more about our trustees and their backgrounds [here](#)

Support for trustees

We provide comprehensive support to all our trustees to ensure their success in their roles this includes:

- **Tailored Support:** We work closely with each trustee to identify areas for growth and development.
- **Comprehensive Induction:** We offer all new trustees a comprehensive induction, including a walking tour of the area we work in to familiarise them with the Winch's work and introduce them to staff and volunteers. Existing trustees provide a personal 'buddy' system to assist with orientation.

Joining the Board

- **Why are you interested in joining the Winch specifically?** (300 words or 1 minute)
- **How do you relate to our values – Integrity, Compassion and working collaboratively?** (300 words or 1 minute)
- **What knowledge, skills and experience have you gained in your life that you would bring to our Board?** (500 words or 2 minutes)
- **How would you make a difference to the Winch?** (200 words or 2 minutes)

We will also invite you to complete an [anonymous equal opportunities form](#). The information provided in this questionnaire will be treated as confidential and used solely for monitoring purposes. It will not be accessed by individuals involved in the selection process for the trustee role. Instead, it will allow us to assess our progress in meeting our diversity and inclusion objectives.

Please ensure that your application is submitted by 9 am on Monday, 27th May.

If you encounter any difficulties or have questions regarding the submission process, please don't hesitate to reach out to us at jobs@thewinch.org.

- **Inclusivity Development:** We continuously strive to enhance inclusivity. We explore ways to make our meetings more inclusive, considering factors such as timing and format.
- **Annual Reviews:** Our Chair conducts annual reviews with each trustee to assess their support needs, and facilitate their personal development.
- **Board Culture and Inclusivity:** We are committed to reviewing our Board culture and inclusivity practices annually, striving to create an environment that values diversity and promotes inclusivity.

Want to find out more before putting in an application?

If you'd like to talk about being a trustee for the Winch, and what it might involve, we encourage you to get in touch!

To organise a confidential and informal chat, please contact our CEO Rashid at Rashid@thewinch.org

Applying to become a trustee for the Winch

Please submit your responses to the following questions via email to jobs@thewinch.org with the subject line 'Trustee Application'. You must include a copy of your CV and covering letter/or a 4 minute video. When responding, please provide examples or evidence from your own life experiences, whether from your professional, volunteering, community, or personal life.

Applying to become a Trustee for the Winch

Recruitment timetable

We're aiming to keep to the timetable outlined below so that we can have new Trustees on Board by mid-2024.

If you need additional support with the interview processes do let us know what you need and where we can help to make this accessible.

Informal conversations:

Week of 6th through to 17th May.

Find out more about becoming a trustee:

Join our webinar on Wednesday 8th May at 6 pm

Application deadline: 9 am Monday 27th May

Interview dates:

For the Lead Finance and Treasurer trustee role either:

Monday 10th June between 4-7pm
or
Tue 18th June between 4-7pm

For Project Manager and Philanthropy trustee roles either:

Tuesday 11th June between 4-7pm
or
Monday 17th June between 4-7pm
or
Wednesday 19th June between 4-7pm

Please note applicants will only be required to attend one face-to-face interview.

Didn't find what you are looking for?

If you possess skills or expertise that aren't listed but believe you could contribute in other meaningful ways, we'd love to hear from you. Whether you're considering a future opportunity as a trustee or simply wish to explore ways to get involved with the Winch please don't hesitate to reach out.

Email Rashid@thewinch.org and let's start a conversation about how we can collaborate to make a difference together.

Appendix — Trustee role description

Main duties of a Winch trustee

- Ensure that the Winch is carrying out its purpose for the public benefit.
- Understand our purpose, and objectives, be able to explain them, and ensure they are adhered to
- Ensure that the Winch is complying with its governing document, legal obligations and statutory and accounting reporting requirements
- Be able to demonstrate that the Winch is well-run and effective
- Act in the Winch's best interests. Contribute to setting the strategy and ensuring targets and performance are measured
- Manage the Winch's resources responsibly (including its assets, finances, reputation and values)
- Act with reasonable care and skill. Apply your skills and experience to offer challenge and advice

Key Commitments of a Winch trustee

- Prepare for, attend and actively participate in Board meetings
- Join and attend any relevant Board sub-committees
- Use networks to champion and promote the Winch
- Support staff members to improve operations by bringing specialist skills and knowledge
- Be aware of, and abstain from, any conflict of interest



www.thewinch.org

The Winchester Project, Old Winchester Arms,
21 Winchester Road, London NW3 3NR

