Trustee candidate pack



Welcome from our Chair of Trustees



Thank you for taking the time to find out more about becoming a Trustee at No Limits.

No Limits has been supporting children and young people for over 30 years and today works with young people across Hampshire, Southampton, Portsmouth, Dorset and the Isle of Wight. While the organisation has grown and changed over time, its focus has remained the same: providing support, advice and opportunities for children and young people when they need them.

I joined the Board in 2019 and have really enjoyed being part of the organisation's journey. One of the things I've valued most is working alongside people with different backgrounds, experiences and perspectives, all bringing something different to the conversation.

People sometimes assume trustees need to have done the role before or have a particular professional background. In reality, there is no single route to becoming a trustee. Our Board includes people with a range of skills and experiences, and we're always keen to hear from individuals who can bring fresh thinking and a willingness to get involved. Ultimately, the more variety of experience, knowledge and diversity of thought we can get around the table, the better.

Being a trustee is a chance to contribute to the future of No Limits, support the work of the organisation and work alongside a committed group of trustees, staff and volunteers. It can also be a great opportunity to develop your own understanding of governance and the charity sector.

I hope this pack gives you a helpful introduction to No Limits and what being a trustee involves.

If, after reading it, you think you might be interested in joining us, we'd be delighted to hear from you.

Best wishes,
Gavin Bergin, Chair of Trustees

Our mission, vision and values

Our Vision

Children and young people are empowered to reach their potential through excellent information, advice, counselling and support.

Our Mission

To deliver information, advice, counselling and support services to children and young people.

Our Values

All our work is underpinned by our core values.

At No Limits, we are:

Safe | Inclusive | Empowering | Trustworthy | Respectful



Why join the Board?

Trustees help guide the future direction of No Limits and ensure that we remain a strong, sustainable and effective organisation for the children and young people we support.

As a trustee, you'll have the opportunity to:

- Contribute to important strategic decisions
- Support a charity making a difference across the South
- Work alongside experienced trustees and senior leaders
- Develop your own governance and leadership skills
- Bring your knowledge, experience and perspectives to Board discussions

Our trustees come from a variety of backgrounds and bring a wide range of professional, voluntary and lived experiences.

Want to know more about the responsibilities of being a trustee?
We recommend reading the NCVO guide: What is a Charity Trustee?

Time Commitment and Support

Trustees are expected to:

- Attend four Board meetings each year
- Join one Board committee which meets four times each year
- Read papers and prepare for meetings
- Attend occasional development sessions and events
- Participate in the annual Trustee Away Day

Board meetings currently take place in person at our Southampton Head Office and are usually held on Tuesday evenings.

You don't need previous trustee experience to apply. All new trustees receive an induction programme, a trustee buddy, access to training and development opportunities and ongoing support from the Chair, Board colleagues and Executive Team.

Our Trustee sub-committees

As well as part of our Trustee Board, you will also be part of one, or more, of our trustee sub-committees. The sub-committees allow you to spend more time on areas which you are more interested or experienced in.

Finance and Risk

Where we review our finances and infrastructure, to make sure appropriate and effective measures are in place for risk management and governance, so that we are in the best position to support and respond to the needs of children and young people.

Central Services

Where we make sure our technology, processes and systems are working efficiently and support the sustainability of the organisation, as well as looking at how No Limits can be a happy and thriving workplace for all.

Services

Where we review the quality, performance and development of our services, including safeguarding, operational efficiency and effectiveness, to make sure our services meet the need and provide the best possible outcomes for children and young people.



Recruitment process

Our recruitment process is designed to be welcoming and straightforward.

1. Application

- Send us your CV and covering letter / email: Tell us about your relevant skills, experience, qualifications and achievements, and what interests you in becoming a No Limits trustee.
- Tell us your two referees: Let us know the name, role title, organisation, phone number and email of two people who could be approached as your referees – they must have known you for at least 2 years. We will only contact them if you are offered and accept the role.

2. Informal Conversation

An opportunity to meet with the Chair and/or Chief Executive to learn more about the role and ask questions.

3. Interview

Meet with a small panel of trustees.

4. Appointment

Successful candidates will be invited to join the Board, subject to references and appropriate checks.

How to apply

Send your CV, covering letter / email and referees to our People Team people@nolimitshelp.org.uk or post them to:
No Limits – People Team
34 The Avenue, Southampton
SO17 1XN

Applications are being reviewed on a rolling basis.

If you have any questions about becoming a trustee for No Limits or you would like an informal conversation about what the role will involve, you can contact our People Team on 02380 224224 or people@nolimitshelp.org.uk.

What happens next?

We will consider applications on a rolling basis and make a shortlist. If your application is successfully shortlisted, we will ask you to meet us for an interview. At the interview, you'll meet a small group of trustees, and Natalie, our Chief Executive Officer.

If after the interview, you are offered the role of trustee, it would be at this time we carry out the checks we are required to do, such as references, Disclosure and Barring Service (DBS) and self-declarations.

You will be co-opted onto No Limits Trustee Board with immediate effect, until the next Annual General Meeting, when you will be formally elected as a trustee, for a three-year term.

