

YOUNG SWINDON + WILTSHIRE

TOGETHER WE CAN CHANGE A LIFE

A photograph of two young women standing in front of a vibrant, colorful mural. The mural features stylized houses in various colors like orange, green, and blue, with black outlines. The woman on the left is wearing a dark grey ribbed sweater and black leggings, smiling at the camera. The woman on the right is wearing a black jacket, black leggings, and a black bucket hat with yellow smiley faces. They are standing on a paved surface with some fallen leaves. The background is a bright blue wall with the mural.

Trustee Information Pack

Introduction

Hi,

Thank you for your interest in joining our board.

If you have a passion for young people and seeing them flourish then read on!

We are currently looking for people who can help shape our strategy as we work to ensure young people get the support they need, when they need it.

Young Swindon and Wiltshire is our region's leading youth work charity, creating connections that change lives. We're a growing team of professional youth workers working to provide safe spaces and practical support for young people. We've been supporting young people to make life-changing connections for more than 25 years, and we'll keep doing so until every young person has what they need to flourish.

You'll be starting with us at an exciting time as we review our latest strategy and start to piece together ideas for how we'll deliver our vision of a world where every young person's struggles with their health, wellbeing and potential are rare, brief and non-recurring.

As a trustee you have the opportunity to:

- Contribute actively to the board by giving firm strategic direction, setting overall policy, defining goals, and evaluating performance against agreed targets.
- Represent the organization
- Ensure the financial stability of the organization and proper investment of our funds
- Ensure the board and organization have equality, diversity and inclusion at the heart of all decision making.

You'll help govern the direction of YSW alongside a fantastic team of staff. You'll have full access to all the necessary training and reimbursable expenses, and the chance to actively improve the health and wellbeing of young people in our communities.

Whether you're an experienced board member or looking to take your first step into charity governance, we want to hear from you.

We look forward to hearing from you!



Chris Etheridge,
Chair of Trustees

Our Values

At YSW, we believe that how we do things is just as important as what we do. Our values are fundamental to who we are, they give us confidence that not only will we deliver on our promises, but that we will do so in the right way. Our values drive everything we do – the decisions we make, the actions we take, the partners we choose, the way we treat each other. They are our statement to the world about what matters to us, but just as importantly, they are how we hold ourselves accountable for our own behaviour.

WE PUT YOU FIRST



CARING IS OUR MOTIVATION



WE'RE GENEROUSLY
COLLABORATIVE



WE SPEAK UP WHEN THINGS
AREN'T RIGHT



OUR
VALUES

Person Specification

An effective trustee can come from any walk of life; your personal values are as important as your skills and experience.

What we are looking for:

As a trustee you'll have an essential role in contributing towards the future direction of Young Swindon and Wiltshire, making a real difference to the lives of young people across our region.

Following a recent skills audit of our Board, we recognise we would benefit from someone with experience in the legal world to help us as we engage more with contracted work, leases for spaces and improving our collective understanding of the responsibilities of a trustee.

We are looking for people who can:

- Think strategically
- Challenge constructively
- Be creative
- Work well in a team
- Listen and question

On top of this, you'll need to have the time to commit to the role (roughly 10 evening meetings a year) and understand the legal responsibilities and liabilities that come with being a Trustee (find out more at gov.uk/essentialtrustee)



Find Out More

Head to

www.youngswindonandwiltshire.org.uk

Do get in touch too!

For an informal chat, contact our CEO,

Andy Malcolm, on

enquiries@youngswindonandwiltshire.org.uk



Photo by Anthony Fomin on Unsplash

Application Deadline: Thursday 30th April 2026

Terms of Appointment

- YSW trustees are appointed for a term of 3 years. Trustees can be reappointed for up to 3 terms, until they have served a maximum of 9 years.
- Trustees attend approximately 8 meetings a year, including our AGM. We meet in person at roughly 3 of these, with the rest being online.
- YSW has a Code of Conduct for all staff and volunteers, including trustees which all must abide by.
- Trustees will need to declare any conflict of interests when becoming a trustee, a record of which is reviewed annually.
- YSW trustees should aim for full attendance at board meetings, unless there are exceptional circumstances.

How to apply

If you are interested in joining us as a trustee, please send a letter of application to enquiries@youngswindonandwiltshire.org.uk along with an up-to-date CV.

In your letter please clearly state the following:

- a. Your motivation for applying for the role of trustee.
- b. Your experience in overseeing organisations at a strategic level.
- c. Your experience of managing challenging meetings and difficult decisions to a positive outcome.
- d. Any knowledge you have of young people's services and/or Charity governance.
- e. The added value you would bring to YSW

Thank you for taking the time to consider supporting Young Swindon and Wiltshire, we look forward to hearing from you.

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