

**Trustee
Recruitment
Pack 2024**

Letter from Iain Cadman Chair of Trustees

Dear Applicant,

Thank you for your interest in Autism Together and considering taking a role as a Trustee within our charity.

This is an exciting time to be joining the organisation, following the development of our new five-year strategic business plan and the expansion in our portfolio of estates. This position is key to supporting the governance of Autism Together, in order to push the organisation forward and help our staff provide the best possible care for the people we support. It is a rewarding position within a charity that is looking to organically grow its services.

The Board plays a key role in the running of Autism Together. It sets out the organisational strategy and is responsible for agreeing the direction and values of our charity, as well as overseeing the finances and managing risks.

We are looking to expand our Trustee network to support our growth plans, by recruiting up to two further Trustees. We are looking for individuals who can offer professional or practical experience to the Board as they underpin key governance challenges.

In the more than 50 years since the organisation began, our Wirral-based charity has grown into one of the country's leading providers of autism services. We support over 450 autistic adults, and many more children and families, through our specialist services which cover Residential, Supported Living, and Day Services, alongside general support for the regional autistic community.

We employ over 800 regular staff and around 100 relief staff to manage services which extend beyond Wirral and West Cheshire, supporting autistic adults across 41 properties including private rental, through housing associations, and those owned by our charity – with plans for further expansion.

Joining the Board of a leading national provider of services to autistic people, you will work alongside the current Board of Trustees and the Executive Team to provide a sector-leading service to propel the organisation into a bright, secure and successful future, supporting autistic people and their families to live rich and fulfilling lives.

We look forward to hearing from you.

Yours sincerely,

Iain

Iain Cadman
Chair of Trustees



HOW TO APPLY

PHONE: Please contact Janette Alkins, PA to the CEO, on 0151 334 7510 and she will arrange for you to speak to either myself or one of our other Trustees.

EMAIL: You are also welcome to contact me at: Iain.Cadman@autismtogether.co.uk if you have any queries.

You may also contact Director of People, Helen Bilton at: Helen.Bilton@autismtogether.co.uk.

IN WRITING: Please complete and submit a letter of application, letting us know why you wish to become a trustee of Autism Together and what skills you believe you will bring to this position.

Send to: c/o Mrs Janette Alkins, Autism Together, Oak House, 6 Tebay Road, Bromborough, Wirral, CH62 3PA or by email:

Janette.Alkins@autismtogether.co.uk.

All applications will be considered by the Board's Nominations Committee. If you are shortlisted and invited to interview, we will offer you a visit to our facilities to better understand the range of services available to the people we support.

FIND OUT MORE ABOUT US

Go to www.autismtogether.co.uk.

You can review our recent Annual Reports and in-house magazine Spectrum online:

issuu.com/autismtogethercharity

Also, please follow us on social media:

 @AutismtogetherUK

 @autismtogetheruk

 autism_together

Join us as a Trustee

The Board is looking to add to its existing Trustee team, to support the charity with its growth plans and newly established strategic 5-year business plan. This offers an exciting opportunity to play a pivotal role in driving new ways to grow our charity and support people in our care.

We are looking for people who share our values and can offer expertise in at least one of the following areas:

- Community-led development and action.
- Financial management.
- Legal and HR experience in the field of commercial or charity law.
- Communication experience particularly in the area of social media.
- Governance experience and/or knowledge of quality assurance.
- IT and governance.
- Property & estates.
- A strong commitment to our values and principles.

If you are an enthusiastic professional with senior level experience in areas including social care, finance and accountancy, human resources, fundraising, health and safety and audit & risk, then we would like to hear from you.



Trustee role and responsibilities

With the support of our Executive Team of Directors and valued professional advisers, the main elements of the Trustee role are as follows:

- Attending and participating in formal Board Meetings.
- Membership of a sub group.
- Contributing to the vision of our charity.
- Upholding the charity's Vision and Values, ensuring these are reflected in the conduct and activities of Autism Together.
- Establishing clear objectives to deliver agreed plans and strategy, then reviewing performance against these objectives.
- Ensuring Autism Together complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations.

- Maintaining proper financial control and ensuring the charity applies its resources correctly.
- Supporting operational management of the charity.

Our Trustees contribute significantly to the strategic planning and direction of Autism Together and successful candidates will need to demonstrate experience in governance, good communication and an ability to conform to our Trustee Code. The board recognises that diversity of trustees is vital if we are to operate with excellence, and applications are encouraged from all groups.

Learn more about our organisation in our [staff recruitment brochure](#).



Our Vision



To be a person-centred organisation that people trust, understand and believe in

Our Background

At Autism Together it is our mission to empower autistic people to engage with and develop through their communities, so they can reach their full potential.

No two autistic people are affected by the condition in the same way, so we work with every single individual to help them lead fulfilling lives.

We started life in 1968, when a group of forward-thinking parents, concerned at the complete lack of services available for their children, decided to stand up and be counted.

Since then, we have grown and developed into one of the country's leading providers of services for people on the autism spectrum, offering a wide range of Residential options, Supported Living, Day Services and Respite services too.

As a highly specialist provider, we recognise that each person has a right to live their life as they determine. Being person-centred is one of our core values and we live and breathe it.

Our highly-trained staff work with each individual to create a shared understanding of their strengths and needs, and to ensure that their preferred way of communicating is respected and implemented by all staff.

Not only do we care for those on the autism spectrum, we also engage with our community to highlight understanding, awareness, and acceptance.

Our Ethos

Our philosophy remains firmly rooted in a belief that we begin with what people can do, not with what they can't do, by listening to the individual and acknowledging that they are the expert in their autism.

Our support begins with the person and a shared understanding of what is important to them, and what their strengths and needs are.

Our support approaches are individualised so that staff can communicate in different ways depending on each person's communication needs. Staff are all consistent in the way they use communication strategies with individuals. Autistic people can and do learn and change, and our support approaches are focused on developing lifelong learning.

Our autism strategies help people develop skills by taking into account their communication needs, thinking patterns, social understanding and sensory differences. At Autism Together we work with each individual person to help them overcome or soften the impact of these difficulties.

As a specialist provider of support to individuals with autism, Autism Together recognises that each person has a right to live their life as they determine.

In recognising this right we create a shared understanding of each person's strengths and needs, and ensure that the individual's preferred way of communicating these is respected and implemented by all our staff.



Core Values

- Positive Communication
- Person Centred
- Learning Culture

Investing in our People

- Co-production
- Ensure we deliver outcomes for PWS
- Diverse and reflective place to work
- Increase workforce capacity
- Improve resilience and well-being
- Staff engagement and effective communication

Continuous Improvement

- Strive to improve quality of services
- Financial/fundraising efficiency
- Keep up with technology advances
- Excellence in data security
- Innovation in service offer
- Gross margin improvement
- Clean financial audits
- CQC/PAMMS outcomes
- Cyber Essentials Plus
- Award winning organisation
- Creating a learning culture

Learning Culture

- Develop a sustainable internal and external learning culture
- Growing leader and future leader capabilities
- Develop our autism brand and awareness
- Financial return improvements

Redefining Charitable Purpose

- Being recognised in our community by business groups
- Fundraising success
- Defined children and family strategy
- Analyse what charitable purposes we deliver
- Analyse community needs
- Develop a focussed way forward

Developing our Estates

- Effective property strategy to meet modern commissioning requirements
- Planned and reactive maintenance
- Maximising our assets
- Raby development plan in progress
- BPV development plan in progress
- Positive site review outcomes
- CQC/PAMMS outcomes

Meet the team

IAIN CADMAN *Chair of Trustees*

Iain has been a trustee since 2016. He has over 30 years' experience in accounting and business. He has an autistic son supported by Autism Together since 2008.



RICHARD WHITBY *Chief Executive*

Officer Wirral born and bred, Richard has worked within the health, social care, and charity sectors for over 15 years.



To meet the rest of our Trustees and the Executive Team, [visit our website](#) or scan this QR code...



Autism Together's Support Journey

We have devised a [Support Journey](#) to help people visualise how they might progress through our services.

Our staff are knowledgeable, experienced and ready to understand an autistic person's needs, to best support them through their journey. **Scan the QR code to find out more about our Support Journey...**



Introduction To Autism

Autism is a complex condition that presents differently in many individuals. In order to provide a knowledgeable, specialist autism service, Autism Together gives staff extensive training via its award-winning in-house team. Further information about autism can be found below.

Potential further reading

Autism and Asperger Syndrome

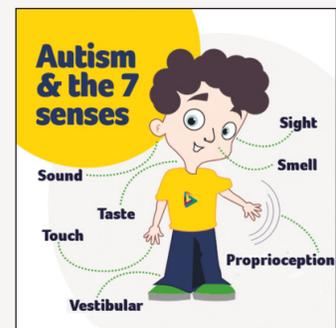
for a complete novice and an excellent introduction to autism we would recommend: "Autism and Asperger Syndrome - The Facts" by Simon Baron-Cohen



Autism and the Senses

Around one in every 100 people in the UK is on the autism spectrum. Over 70% of autistic people have differences in some or all of their senses. This includes our regular five senses and also two more that affect balance and body awareness. We call those two 'vestibular' and 'proprioception' senses.

If you like to read more, [click here](#) or visit our website.



On behalf of our staff, the people we support and our board, thank you again for your interest in becoming a trustee.