



## Oxfordshire Youth Trustee– Legal Experience

### Role Description

Remuneration:	None, voluntary position. Expenses for travel may be claimed.
Time Commitment:	Four formal three-hour board meetings per-year Sub-committee and other officer roles require additional time. Additional meetings as and when circumstances require.
Term:	Three-year terms for a maximum of three consecutive terms after which a Trustee may be reappointed following a year away from the board.
Location:	Oxfordshire
Reporting:	To the Board of Trustees
Reference Documents:	<a href="#">Charity Commission Essential Trustee Guide</a> <a href="#">Charity Governance Code</a> <a href="#">Charity Commission Guidance</a>

**Please read our accompanying recruitment pack for more information about working at Oxfordshire Youth, including our approach to diversity and inclusion through recruitment.**

To apply, please send a copy of your CV accompanied by a covering letter to [recruitment@oxfordshireyouth.org](mailto:recruitment@oxfordshireyouth.org)  
alternatively, visit <https://oxfordshireyouth.org/engage/work-with-us/> for more information.

# **Oxfordshire Youth**

Oxfordshire Youth is a boundary-breaking youth development charity, passionate about creating a future for and with young people that gives them the best possible opportunity to realise their potential. Oxfordshire Youth supports the youth sector across the county, working with grassroots leaders; it delivers innovative youth leadership programmes; and it provides a transformational supported accommodation service for young people. In everything it does, OY aims to meet the needs and aspirations of young people. All the charity's work is grounded in best practice safeguarding and youth work principles and practice.

## **1. Charity Trustees**

The Charities Act 1993 defined charity trustees as those responsible under the charity's governing document for controlling the administration and management of the charity. This is the case regardless of the terminology used to describe the role. The trustee board at Oxfordshire Youth usually comprises up to twelve trustees, although there is no formal limit on the number of trustees, including the following roles:

- the Chair of the Board of Trustees
- the Deputy Chair and CEO Line-Manager
- the Treasurer and Chair of the Finance, Audit and Risk Sub-Committee
- the Safeguarding Lead and Chair of the Safeguarding, Quality and Impact Sub-Committee the People and Development Lead and Staff Liaison Trustee

## **2. The Role of the Board**

At its most fundamental the role of the trustee board is to receive assets from donors, safeguard them and apply them to the charitable purposes of Oxfordshire Youth. The trustee board must always act in the best interests of Oxfordshire Youth, exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. Trustees are ultimately and legally responsible for everything Oxfordshire Youth does. Trustees fulfil this responsibility by deciding the strategy, establishing organisational policies and implementing appropriate monitoring, reporting and control mechanisms to ensure and evidence compliance. Trustees appoint the CEO and, on recommendation by the CEO, appoint the Senior Leadership Team to manage all operational matters and the operational team in line with the approved strategy, policies and control mechanisms.

## **3. Duties of a Trustee**

The statutory duties of a trustee are:

- Ensure that Oxfordshire Youth complies with its Articles of Association, charity law, and any other relevant legislation or regulations
- Ensure that Oxfordshire Youth pursues its objects as defined in its Articles of Association

- Ensure Oxfordshire Youth applies its resources exclusively in pursuance of its objects. For example, it must not spend money on activities which are not included in the objects, however worthwhile they may be
- Contribute actively to the board of trustees by giving firm strategic direction to Oxfordshire Youth, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets
- Safeguard the good name and values of Oxfordshire Youth
- Ensure the effective and efficient administration of the organization
- Ensure the financial stability of Oxfordshire Youth
- Protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds
- Appoint the Chief Executive Officer and monitor performance

In addition to the statutory duties listed above, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives and evaluating or offering advice on other areas in which the trustee has particular expertise. Trustees must ensure that the charity has a clear vision, mission and strategic direction and is focused on achieving these.

#### **4. Minimum Time Commitment**

Trustees are expected to attend an induction session at Oxfordshire Youth prior to their first board meeting. Trustees are expected to attend the four annual board meetings which last approximately three hours (typically 6.30-9.30pm). Papers, proposals and reports are distributed one week in advance of meetings. Trustees may be asked to join a sub-committee or working group each of which have their own terms of reference and minimum time commitments. There is also an annual strategic planning board away-day or residential held each year.

#### **5. Person Specification**

Each trustee must have:

- A commitment to the mission of Oxfordshire Youth
- A willingness to meet the minimum time requirement
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Strategic and forward-looking vision in relation to the charity's objects and aims
- Independent judgement, political impartiality, an ability to think creatively and a willingness to speak their mind
- Good communication and interpersonal skills including a willingness to use tact and diplomacy to challenge and constructively criticise
- Integrity

The board of trustees collectively needs skills and experience in the following areas:

- Leadership and human resource management
- Financial management, income generation and enterprise
- Safeguarding experience and expertise
- Public policy and public affairs
- National and local youth sector

For this position, we are looking for an individual to join the Board of Trustees who is currently practicing within the legal profession, or who has significant skills and experience within this field, and who would be happy to use their position to provide legal advice and guidance to Oxfordshire Youth.

Oxfordshire Youth (OY) recruits outstanding talent to ensure we provide outstanding programmes services to the young people of Oxfordshire and the organisations who serve them. We are committed to creating a team of people that make diversity and inclusion the normal. Oxfordshire Youth are actively seeking to recruit candidates from Global Ethnic Majority backgrounds, and from candidates who may consider themselves to have lived experiences in the areas in which they work.

Oxfordshire Youth offers Trustees robust training to support them to succeed in their role and to broaden their knowledge on the youth sector, and other relevant issues.

## **6. Trustee Role Boundaries**

### **Trustees in a decision-making capacity:**

- As a board of trustees
- As a sub-committee
- Chair - delegated authority by the board to make decisions between board meetings where necessary
- CEO Line Manager - delegated authority by the board to make decisions between board meetings where necessary

### **Trustee roles outside of the above decision-making capacity:**

1. **Advisory** role (i.e. offering advice in an area of expertise). In this capacity the Trustee is acting as Trustee but, as noted above, does not have decision-making capacity in their own right.
2. **Volunteer** role (i.e. participating in an operational working group). Here the Trustee is subject to the decision-making of the operational team-member who is in a position of authority. As a volunteer the Trustee is at liberty to withdraw.
3. **Observer** role (i.e. attending an OY workshop for young people or observing OY work). In this capacity they are acting as a Trustee but have no role beyond observing or information gathering for the purposes of strengthening their own understanding and / or board-level decision-making.
4. **Champion** role (i.e. spreading the message about the work of OY). In this capacity they are acting as a Trustee, helping to build the profile of the work of OY, with no decision making, but with the view of creating a positive image and sign-posting people to OY.