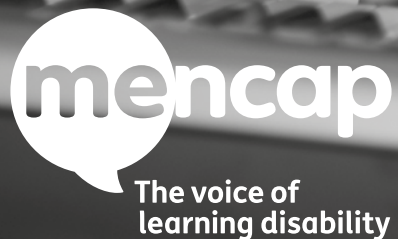


Become a Royal Mencap Society Trustee



Message from Derek Lewis, chair of Mencap's Trustees

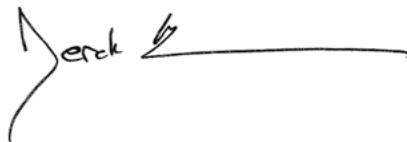
Thank you for your interest in becoming a Trustee with the Royal Mencap Society. There has never been a more exciting time to join us! Our big plan launched in 2015 which establishes a set of challenging priorities to make a real difference to the lives of people with a learning disability by 2020. We know that great leadership really helps organisations to excel, which is why we need strong and passionate people to join our Trustee board and help us make that plan a reality.

We are currently seeking two trustees. Firstly, someone who has significant experience of enabling organisational change and insight through use and management of IT and data. We have started an exciting project to change how we work at Mencap. This will involve moving paper-based processes online, easier and better access to systems and information and more accurate data. The second should have substantial knowledge of learning disability, in a personal or professional capacity, ideally (but not essential) with evidence of having contributed to improving society's understanding of learning disability and/or influencing policy makers.

You would share responsibility for ensuring that Mencap has a clear vision and a strategy to achieve it, has effective operating plans and the necessary funding, and is both delivering the plan and meeting its regulatory obligations. You would also make a specific contribution to helping the organisation meet its goal of being at the leading edge in its provision of services. Your work would be done in board and committee meetings as well as in external activities involving local Mencap groups and other stakeholders.

There remains a critical need for the work that Mencap does and we have exciting plans to develop our role in meeting those needs. I hope that, having read this pack, you will be inspired to apply to be a Trustee.

Derek Lewis
Chair of Trustees

A handwritten signature in black ink, appearing to read 'Derek', followed by a long horizontal line and a small arrow pointing to the right.

About the Royal Mencap Society

Mencap is the leading learning disability charity in England, Wales and Northern Ireland.

We're here to improve the lives of people with a learning disability and their families now, and fight alongside them for a better future. We team up with our network of over 400 local groups to reach people across England, Northern Ireland and Wales.

Right now, people with a learning disability are facing barriers to living life as they choose. We are changing this through our vital work, which includes:

- Providing quality services to over 7,500 people that support them in all areas of their life. From personalised support with day-to-day living, housing and employment through to accessing leisure activities and having a social life.
- Giving advice and information to over 5,200 people with a learning disability and their families through our dedicated helpline.
- Campaigning to change laws, fighting inequality in areas such as healthcare, and reducing the stigma and discrimination around learning disability.

Thinking Big!

We need big changes, which is why we have big ambitions. By the time we reach our 100th anniversary in 2046, we want to look back on a period of historic progress for people with a learning disability and to see our long term goals realised. This starts now with Our big plan – it sets out what we're going to do to tackle inequality and change lives for the better. Read about all our work at www.mencap.org.uk/about-us/annual-reports

Welcome!

Watch the video below to hear from one of our amazing campaigners, Josie.

Click the picture to watch or go to <https://www.youtube.com/watch?v=7HQzHETIKbs>



About learning disability

A learning disability is a reduced intellectual ability and difficulty with everyday activities – for example household tasks, socialising or managing money – which affects someone for their whole life. People with a learning disability tend to take longer to learn and may need support to develop new skills, understand complicated information and interact with other people.

What causes a learning disability?

A learning disability occurs before, during or soon after birth, when the brain is still developing. In some cases a learning disability can develop in early childhood, and in rare cases, up until the age of 18.

The causes of a learning disability vary. They can include things happening to the brain when in the womb, lack of oxygen for the baby during childbirth, early childhood illnesses, accidents or head traumas in early life.

When is a learning disability diagnosed?

A learning disability can be diagnosed at any time. A child may be diagnosed at birth or a parent or professional may notice a difference in a child's early development. For some people it may be many years before they receive a diagnosis and others may never receive a diagnosis at all.

Are there different types of learning disability?

Some physical and genetic conditions, such as autism or Down's syndrome can mean a person will have a learning disability. Every person's experience of a learning disability is unique to them. We work to ensure everyone gets the right support to lead independent and fulfilling lives.

Can you cure a learning disability?

A learning disability is permanent. It starts before adulthood and is life-long, with lasting effects on the person's development.

For more information about learning disability please visit www.mencap.org.uk/learning-disability-explained



Who we are

We love individuality and the unique perspective that every single colleague brings to Mencap but we do have a set of core values (shown at the bottom of this page) that show what each and every one of us stands for.

Hear from Mencap colleagues talking about what our values mean to them:

www.mencap.org.uk/valuesfilm

And what we do well

Here at Mencap we have a big focus on being the best in the following four areas:

1. Switched on about learning disability – what it means to people's lives, the challenges people face and what Mencap is going to do about it.
2. Collaboration – working with each other and our partners outside of Mencap to get the best results for people with a learning disability.
3. Leadership – we support people to become great leaders who love to learn, develop others and become excellent role models.
4. Potential – whoever you are, whatever skills you bring to Mencap we are committed to helping you reach your potential.



We are **Inclusive**. People with a learning disability are at the heart of everything we do.

TRUSTWORTHY

We are **Trustworthy**. When we promise something, we don't let people down.



We are **Caring**. We treat everyone with respect and kindness.

chALLENGING

We are **Challenging**. When we see things that aren't fair we will campaign until we see real change.

POSITIVE

We are **Positive**. We never stop believing in a better future and we celebrate what we are proud of now.

Royal Mencap Society

Trustee role profile

Collectively, Trustees provide direction and stewardship for Royal Mencap Society (RMS) for the benefit of current and future people we support, by:

- Setting the vision, mission and values of RMS;
- Ensuring that there is a strategy to achieve the charity's objectives, and monitoring and communicating performance against this;
- Ensuring that the charity seeks the views of the people we support now and in the future and that these views are considered in developing strategy and delivering services;
- Acting as the guardians of the charity's physical assets and its reputation and brand, taking all due care over their security, deployment and proper application;
- Ensuring that RMS complies with all constitutional, legal and regulatory requirements;
- Ensuring that the charity's governance is of the highest possible standard.

In addition, we are seeking in our Trustees certain attributes that will ensure our charitable objectives are met. These include an ability or commitment to:

- Inclusive working, valuing difference and respecting all colleagues;
- Build strong relationships with fellow Trustees, the executive team and external stakeholders;
- Challenge and debate with respect and accept constructive challenge;
- Strong leadership even during uncertain or difficult times, providing a steadying influence on the organisation;
- Strategy setting and evaluation;
- Assess evidence of organisational impact;
- Spot threats, plan contingencies and provide solutions;
- Learning and developing personal knowledge about our work;
- Shared accountability;
- Achieving our purpose for people with a learning disability and commitment to engaging with the people we support.

Our trustees are expected to attend all board meetings and any committee meetings of which they are a member. They are also expected to attend high profile events and visits to local groups and services across England, Wales and Northern Ireland, where needed.

The estimated time commitment for this role is approximately 12 days a year including six board meetings. Trustees are unpaid roles, however reasonable travel and out-of-pocket expenses are paid.

For more information about the role of a trustee visit:

www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3

www.ncvo.org.uk/accessible-guides

Person specification

We are inclusive

We are trustworthy

We are caring

We are challenging

We are positive

Experience, knowledge & skills

Essential/Desirable

EITHER

Significant experience of enabling organisational change and insight through use and management of IT and data

Essential

OR

Substantial knowledge of learning disability, in a personal or professional capacity

Essential

- Evidence of having contributed to improving society's understanding of learning disability and influencing policy makers

Desirable

Analytical skills, the ability to spot issues, get to the heart of the issues and notice the details

Essential

Interpersonal skills on an individual basis and as part of a team

Essential

Strategic thinking, able to anticipate future issues, imagine solutions and evaluate plans

Essential

Strong communication skills

Essential

Able to connect Mencap with relevant people and organisations in their field

Desirable

Trustee/non exec board experience in a large, complex organisation

Desirable

How to apply

Mencap has retained Wild Search to advise them on these appointments.

If you are interested in applying, please contact Edward Wild or Amy Wevill to discuss these roles further and to register your interest on 0207 233 2115.

To apply, you will need to email the following Word documents to:
menca@wildsearch.org.

1. Your current CV including names and contact details of three referees, who will not be contacted without your prior consent;
2. A short covering note of no more than two pages explaining your motivation and how you meet the requirements of the role.

Please be aware that by contacting Wild Search about this role, or applying, your data will be held in accordance with our [Privacy Policy](#).

Candidates who meet the essential criteria will be invited to an initial interview with Wild Search.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be sent at the end of the application process.

The closing date for applications is 29th August.

Shortlisted candidates will be invited to meet the Chair for an informal discussion to find out more about the role on 13th, 14th or 17th September.

Final interviews will take place on either 24th or 25th September.

Want to know what it is like to work at Mencap?

Watch our #WorkWithFeeling videos <https://youtu.be/9CIsJblo6EE>

