



# Candidate Briefing

# Welcome

Thank you for your interest in Bucks Mind and in becoming a Trustee.

Bucks Mind is a team of over 70 employees, supported by a Board of Trustees and over 500 volunteers. Many of us have lived experience of mental health problems, either personally or by supporting family and friends. We are united in our passion.

We are part of the national Mind federation of over 100 local Minds with a vision be there when it matters for people living with mental health problems in Buckinghamshire and East Berkshire.

We continue to see the lasting mental health effects of the Covid pandemic, amplified by the impact of the rise in the cost of living. The scale and complexity of support needs across our communities is increasing along with a widening gap in health inequalities.

We are ambitious for our future to expand our services to meet the needs of our community and have many exciting initiatives to support this ambition such as Mind in Berkshire, our collaboration with Oxfordshire Mind to expand our services into Berkshire.

Do you want to be on this journey with us; having the talent and experience to support the Board and CEO to continue to expand our great work and help us become stronger and more sustainable?

We are seeking a governance Trustee to strengthen our Board and support the organisation. With our expansion into Berkshire, we would very much like to have representatives from Berkshire.

The right individuals will be driven and passionate about making a difference in our communities and recognise the importance of our front-line work, whilst having the strategic ability to see the 'bigger picture' for Bucks Mind both as a member of the Mind federation and within the local Bucks and Berkshire wide voluntary sector.

We hope that this candidate pack gives you a view of who we are and the work that we are doing and inspires you to come and join us.

If you can help us to achieve even more, then we very much look forward to hearing from you.

## **The Board of Trustees**



**The Queen's Award  
for Voluntary Service**

# Vision, purpose, values and behaviours

## Vision

We're fighting for a future where no mind is left behind.



## Mission

We want to create a **mentally healthy society**. Through our information, services and campaigns, we tackle stigma, barriers and isolation so that everyone can access mental health support when they need it.



## Our purpose

We deliver mental health services in Buckinghamshire and East Berkshire, are affiliated to national Mind and are proud to play our part in the local Mind network. Together we are Mind.

We are at the heart of our local communities - promoting wellbeing and recovery; preventing mental ill-health; offering talking therapies and providing support in times of crisis.

## Our values and behaviours

We put people first



We're stronger together



We speak up for what's right



We never stop learning



We demand better for mental health



# Our Services

**Our services adapt to meet the needs of local people. We are proud that we continue to develop our offering, where our expertise enables us to have a positive impact within local communities.**

**“I want support with my mental health so that I can live well and fulfil my potential.”**

**Wellbeing Groups** – weekly sessions in a broad range of activities, to socialise and try new things.

**First Contact Practitioner** – working with specific GP surgeries to provide support for mental health wellbeing.

**Outreach** – reach out and support those with an existing mental health problem in partnership with Oxford Health NHS Foundation Trust.

**Mental Health Safety Planning** – providing support for people in East Berkshire who are at risk of self-harm or who have thoughts of ending their life.

**Community Connectors** – part of a specialist multi-disciplinary mental health team, supporting those experiencing serious and enduring mental health problems (East Berkshire).

**Champion the Change Buckinghamshire** – transforming attitudes to end mental health stigma.

**Befriending service** – partnerships developed with community volunteers, reducing loneliness and isolation in adults with a mental health problem.

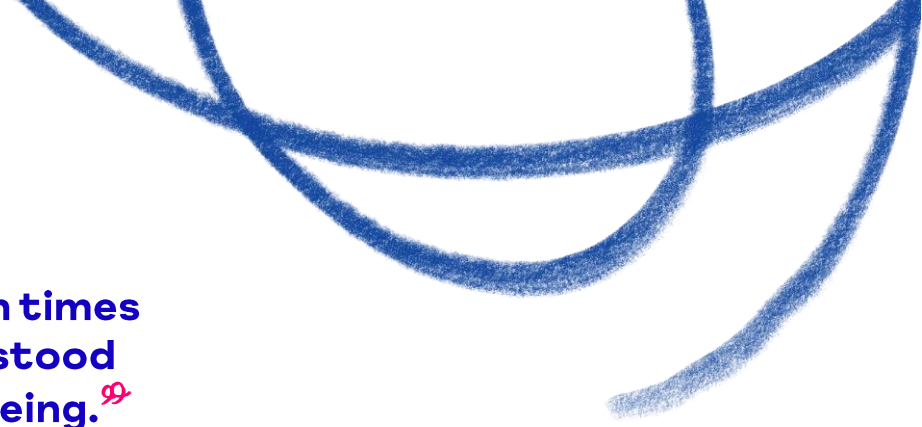
**Peer Support in Schools** – train student peer ambassadors in mental health awareness to mentor younger students across primary and secondary schools.

**Education** – sessions and training days with children aged 4-18, building awareness of wellbeing and mental health resilience.

**Peer Support** – offer group activities, based on the Five Ways to Wellbeing, via our established peer support services, Friends in Need and Peer Support Bucks.

**“I want to learn more about mental health so that I can stay well.”**





**“I want somewhere safe in times of crisis where I am understood and can focus on my wellbeing.”**

## Crisis Support

**Safe Haven** – a welcoming and safe environment during a mental health crisis. We provide non-clinical support including safety planning, recognised tools for recovery, person-centred listening and short term therapeutic distraction.

**Safe Haven plus** – a partnership with other charities to help resolve non-medical life-issues that are potentially factors contributing to crisis. For example, drug and alcohol abuse; housing and homelessness; debt and benefits advice.

## Talking Therapies

**Counselling for Adults** – high quality, one-to-one counselling for adults experiencing a range of mental health problems.

**Counselling for Young People** – compassionate and confidential support for young people (aged 13-21) facing emotional and mental health challenges.

**“I want someone that will listen, that won't judge, to enable me to make sense of things.”**

## Training

**Workplace Wellbeing training** – raising awareness, enabling employees to stay well, to be supported effectively and to end the stigma related to mental health.

**Specialist training** – supporting people with the skills to adapt and thrive in the post Covid working environment. We also offer Mental Health First Aid and Suicide First Aid.

# Golden threads

Our golden threads run through everything that we do. They shape our mindset and how we approach our activities. They are the ways of working that underpin everything that we do.

Inclusive

We will **challenge inequity** and ensure we **enable access** to those where we know the need for our services is greatest, closely monitoring our impact.

We will **work with partner organisations**, building on their existing trusted relationships, to **extend our reach**.

We will track our progress towards becoming an **ever more representative** organisation, reflecting the communities we serve through our staff, volunteers, trustees and people we support.

We will equip our workforce with the **skills, capabilities** and **support** to advance equality, diversity, inclusion and equity.

Informed

We will ensure that we have the **right information** to ask the **right questions** and make **good decisions**.

We will access information from a **wide range of data sources** so that we know who we are not seeing and **we understand our impact**.

We will use this **knowledge** to help **shape our services** and to **influence the decisions** of others.

Innovative

We will be curious and approach opportunities and challenges with an **open mind** and **fresh thinking**.

We will be **pioneering** and generate ideas that **improve service delivery** and organisational **processes**.

We will **empower colleagues and volunteers** to be creative, do things differently, acting quickly where we see the benefits.

## Our Year in Numbers



# Our refreshed ambitions for 2024-2026

We have refreshed our ambition aligned to our 5 strategic pillars: people, impact, engagement, sustainability and resources.

As we face opportunities and challenges we will ask ourselves how the decisions we make fulfil at least one of these ambitions and how they align with our golden threads.

1. We are a great place for **people** to work, volunteer, share their lived experience and access services.
2. We target our work where we know we can have the greatest **impact**.
3. We build **engagement** with our community, increase our influence and champion our vision for mental health.
4. We improve **sustainability** by diversifying our income streams and building collaborations and partnerships.
5. We maximise our **resources** to meet need and develop the organisation.

“The Befriending service has helped me transform my life to the point where I am able to socialise again. Which is anything but tiny!”



# The Role

We are ambitious for our future and looking to recruit a Trustee with specific expertise to support our growth in the following areas:

- **Governance:** experience, expertise and knowledge of charity governance. The role will be instrumental in developing and supporting our ambition to continually evolve our governance to ensure that the Board is effective and delivers significant value to our organization.

You will need to have an understanding of mental health problems – perhaps through lived experience – and be passionate about our mission.

The role of a Buckinghamshire Mind Trustee can be a very fulfilling experience. While unremunerated, all reasonable travel expenses will be reimbursed.

Board meetings are held every three months (on Microsoft Teams/in person) and take place during normal working hours. Typically, they last three hours. There are also sub-committees that Trustees are asked to join, which also meet quarterly. There is an expectation that Trustees will play an active and visible role in the organisation and will join additional events, conferences and training sessions throughout the course of the year. This is an excellent opportunity to give something back to the local community.

At Bucks Mind we take inclusion and diversity seriously. It is important to us that our Trustee Board is representative of the diversity in our local communities. We particularly welcome applications from younger people, people of racialised communities and people with lived experience of mental health problems.

The successful candidates will play an important role in the continued growth and success of the charity. Experience and the ability to apply your knowledge in a practical manner will be more important than professional qualifications.

For further information:

[Our Impact - Bucks Mind](#)

[Strategy 2024-2026 - Bucks Mind](#)

[Home - Bucks Mind](#)

[Mind in Berkshire - Bucks Mind](#)



# The Role Continued

## Key Responsibilities:

- To ensure that the charity has a clear vision, mission and strategic direction.
- To contribute to, review and approve the strategic plan, annual operational plan and organisational budget.
- To evaluate performance against agreed targets and objectives.
- To ensure the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulation.
- To follow and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive
- To deal appropriately with conflicts of interest and conflicts of loyalty.
- To assist with hearing appeals as required under HR, complaints and internal procedures.
- To ensure the financial stability of the organisation.
- To ensure that effective controls are in place to deal with internal financial regulations, standing orders and delegated authorities.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives.
- To oversee the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- To set, model and promote the organisation's equality, safeguarding and other policies and procedures.
- To deal appropriately with any confidential or sensitive information received as part of the role.
- To represent Bucks Mind acting as an ambassador for the organisation.
- To ensure there is no personal profit from the office of trustee unless relevant permission has been gained from the Charity Commission.
- Act within the spirit of and according to Bucks Mind's equality, fairness and diversity policy and procedures.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This will involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

## Personal Qualities

We are particularly interested in hearing from people with experience and expertise in the following areas:

- Strategic vision, leadership and the ability to think creatively
- Good, independent judgement and effective decision making
- Impartiality, fairness and the ability to respect confidence.
- Ability to work effectively and collaboratively in a team
- Passion and commitment to support Bucks Mind to grow and develop leading and supporting initiatives within the organisation

**@bucksmind**

**[www.bucksmind.org.uk](http://www.bucksmind.org.uk)**

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Registered Company No - 5000185