

FitzRoy
transforming lives

Join
FitzRoy
transform
& lives

Become a FitzRoy Trustee

Hello, and welcome to FitzRoy

Thank you for your interest in becoming a Trustee of FitzRoy. We are a national charity dedicated to providing the best possible life opportunities for people with learning disabilities. As a Trustee, you will enjoy transforming lives for some of the most vulnerable in our society.

FitzRoy was set up over 50 years ago by brave parents who turned their backs on the oppressive norms of the time, and gave people with disabilities the chance to live in homes in communities.

Their vision helped to change the expectations of people with disabilities and their families, and today we are proud to continue this legacy. Through FitzRoy, the people we support have every chance to reach their potential, enjoy life in their communities, and live a life not defined by a disability. By joining us you will have the satisfaction of contributing to this work, as you help us deliver our mission.

FitzRoy values:

- 1. We see the person.** FitzRoy began with one mother's belief in her child, and still today we see the unique value in every person we help.
- 2. We are brave.** We stand beside people with disabilities and their families, and together we face our challenges wherever we find them.
- 3. We are creative.** We dare to imagine a world where people are treated as equals regardless of their disability.

Our Board of Trustees are drawn from a variety of backgrounds and ultimately have collective responsibility for the strategic direction and performance of the charity. We are hugely grateful for the expertise and commitment each bring to the table and believe our board would be strengthened by candidates with expert knowledge of the property/housing sector, social care, accountancy or campaigning and fundraising.

If you believe in our work and want to find out more, please see the enclosed information about FitzRoy. For further information or an informal conversation please do not hesitate to get in touch.

Yours sincerely,



Anna Galliford
Chief Executive

About FitzRoy

From small beginnings, FitzRoy now supports more than 800 people with learning disabilities. We employ nearly 1,500 staff in 77 services. Services range from registered care, supported living, support at home, day opportunities, and friendship groups. Our leadership team is strong and creative, and has successfully risen to the big challenges in social care. Their expertise, supported by a very capable Board of Trustees, ensures we are one of the few learning disability organisations to thrive and grow through a tough funding climate. Government austerity and cuts in funding continue to drive challenges within the sector, yet FitzRoy continues to remain steadfast and resilient. Our operating income has grown from £27M (16/17) to £33M (18/19), and continues to keep the people who use our services at the heart of our work.

FitzRoy's Strategy

1. Support people with disabilities to flourish

We will deliver the best possible support to the people who use our services, empowering people to make decisions about what they want to achieve, and invest in fundraising to continue to transform lives.

2. Respect and appreciate our remarkable staff

Values driven, committed staff are the biggest asset we have. We will focus on strong leadership so that FitzRoy is a great place to work where we are all accountable, recruit the best people, and develop and retain our amazing staff.

3. Thrive as a values-driven care provider

The environment in which we operate has never been tougher and we need to retain our competitive edge. We will embrace digital transformation and invest in order to drive innovation and deliver sustainability now and in the future.

Meet the team

Anna Galliford

CHIEF EXECUTIVE

"I thoroughly enjoy doing my job and the impact that my professional knowledge and skills can bring to transform the lives of some of the most vulnerable in the community. I get a huge personal reward when I see the smiles on the faces of people with learning disabilities when they've achieved something that they wouldn't have aspired to before FitzRoy got involved."

Alison Heustice

DIRECTOR OF FINANCE

"I came to the charity sector because I wanted the chance to give back and do something that has a real purpose. Working in the social care sector can be challenging as we have to deal with rising costs alongside budget cuts, but you reap the rewards on a daily basis, because you get to see the real different FitzRoy makes to the people with learning disabilities we support."

Robyn Wedderburn

DIRECTOR OF HR

"With over 20 years' experience in Human Resources in the Retail and Service sectors, it felt the right time in my career to move into the not for profit sector, and to a Charity that lives and breathes its own values in everything that it does. I have been so impressed with the integrity and selfless focus of our colleagues; it makes me really proud to be part of the team."

Marianne Radcliffe

DIRECTOR OF FUNDRAISING, COMMUNICATIONS AND IT

"Being a Director of FitzRoy is a privilege. I am driven by asking supporters to give their time and money to FitzRoy as well as developing our brand, and seeing how this helps to Transform Lives. I have worked in the charity sector for nearly 20 years; for big charities like Oxfam, NSPCC and Christian Aid, but more than anywhere, at FitzRoy we live our values, and are brave, creative and see the person every day."

FitzRoy Trustee

JOB DESCRIPTION

POSITION: **BOARD MEMBER (UNREMUNERATED)**

RESPONSIBLE TO: **CHAIR**

All Trustees are expected to carry out the following duties:

- Keep the charity compliant with its memorandum and articles of association, charity law, company law and any other relevant legislation or regulations.
- Ensure that the charity pursues its charitable objects as defined in its memorandum of association and applies its resources exclusively in pursuance of them, i.e. the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are.
- Contribute to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- Protect the good name and values of FitzRoy.
- Safeguard the financial stability of FitzRoy.
- Look after and manage the property of the charity and ensure the proper investment of the charity's funds.
- Appoint the Chief Executive and monitor his or her performance.

In addition to the above statutory duties of all Trustees, each Trustee should use any specific 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, and providing advice and guidance requested by the Board on new initiatives or other issues relevant to the area of the charity's work in which the Trustee has special expertise.

Person Specification for the role of FitzRoy Trustee

Essential

- A commitment to the charity
- A willingness to devote the necessary time and effort
- Integrity
- Strategic vision
- Good, independent judgement
- Ability to think creatively
- A willingness to speak your mind
- An understanding and commitment to the legal duties, responsibilities, and liabilities of being a Trustee
- Able to work effectively as a member of a team

Desirable

- Able to set targets, monitor and evaluate performance and programmes in commercial and voluntary sector organisations
- Sound financial management
- Experience of the type of work being done in our sector
- Outside of your main area of expertise, knowledge of at least one of the following:
- Legal matters, fundraising, marketing and public relations, recruitment, management, HR and employment legislation, IT, education and learning.

Period of Appointment

Board members are appointed following recommendation by the Nominations Sub-Committee and agreed by the Board. Trustees should be appointed initially for one year (probationary year) followed by three terms of three years making a maximum of 10 years. A Trustee induction programme includes training on your duties.

Time Commitments

Board meetings are normally held in London between 8.30am & 1pm, although this can vary. All Board members can expect to commit approximately 12 days a year. These include four days in London, one day at FitzRoy's central office (Petersfield, Hampshire), four days in sub-committee meetings, one overnight stay (two days in November) and one visit to a FitzRoy service.

Expenses are paid; however, this is a voluntary role with no remuneration.

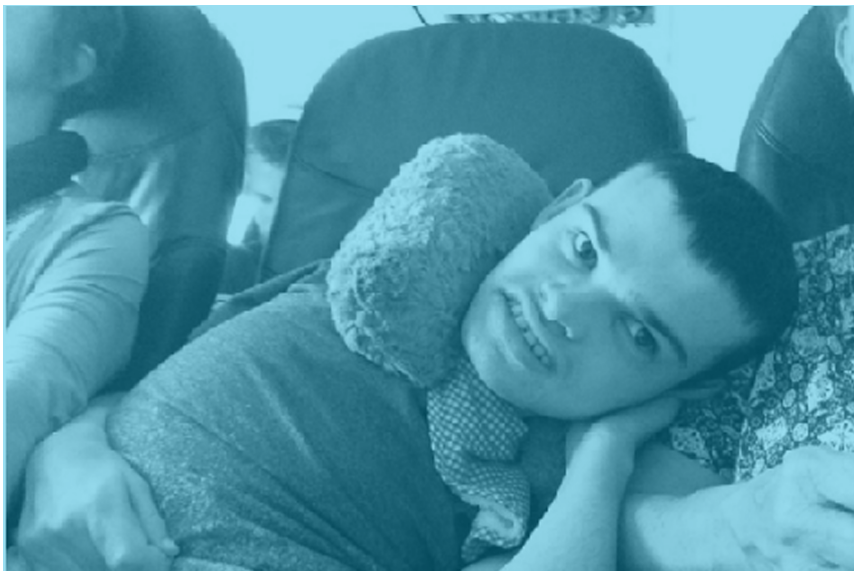
CASE STUDY

An unforgettable holiday...

Callum, who lives at Whitegates View in Liss, hadn't been able to go on holiday since he was a child due to his complex needs. So, with a huge amount of planning and preparation, staff pulled out all the stops to make what was thought impossible, possible. Sylvia Malphus, Deputy Manager, told us all about Callum's journey to Spain with two Support Workers from Whitegates, Collette and Sandra.

"When Callum decided to go on holiday for a week to Spain, there were a lot of things to plan to make it happen. Because of Callum's needs, we had to have so many discussions with his doctors, the airline, and the apartment owners. We had to ensure he would be safe on his flight and have everything he needed whilst he was in Spain.

Callum has epilepsy so sometimes, if his seizures last a long time, he needs oxygen. This isn't a problem at home, but his oxygen tanks are too big and heavy to take on a plane. After long discussions with the airline and the people who owned the apartment he would be staying at in Spain, it was agreed that we would buy a nebuliser for him to take on the



“ Callum hasn't been on holiday since he was a child as his parents didn't think it was possible due to his disabilities and the amount of support he needs. They were over the moon when we told them that we could make it happen!





Callum had such a great time which was lovely to see. It was such a success that I'm sure we'll be booking another holiday for him soon!



plane. This took a lot of organising because although he could take the nebuliser, he wasn't allowed to use it on the plane. This meant he would have to use the plane's oxygen if he needed it.

Callum uses a wheelchair because he has cerebral palsy. His wheelchair would need to go in the hold with his luggage, which had to be measured and weighed here so that the airline would take it.

Because of his dysphasia, Callum has to have all of his food blended so there are no lumps. The food processor he uses at home is quite big, so we bought a new, smaller one for when he went out for meals in Spain – and because of the weight allowance on the luggage.

The apartment we arranged for him to stay at specialises in holidays for people with learning and physical disabilities. They provided a profiling bed, hoists, an adapted bath, a beach wheelchair and disabled access into the swimming pool.

When everything was finally set, Callum bought lots of new clothes for his holiday and a new suitcase. Everything was packed and ready to go, so Callum, Collette, and Sandra set off for Spain!

The airline was great in England, and upgraded their seats so there was loads of leg room! Their flight went well, and all three made it safely to Spain. The lady who owned the apartment picked them up from the airport in her wheelchair adapted car and Callum giggled and danced in the car all the way to apartment.

The apartment was amazing! They had a pool which they had mostly to themselves and were right opposite the beach. Because the apartment provided a beach wheelchair, Callum could go across the beach and right up to the sea! He loved the music at the bars, the late nights, the walks, and all the pretty lights around Spain. He also found a taste for Spanish food which he ate a lot of along with ice cream."



CASE STUDY

The benefits of music therapy for people with learning disabilities

The people we support attend music therapy sessions. We spoke to Jeremy Wallace, Deputy Manager at FitzRoy Huw's in Nottingham. He told us about the benefits of music therapy for people with learning disabilities.

"Music plays an incredibly important role in the lives of many of the people who live at Huw's. Not only does listening and playing music provide enjoyment; but, it also helps people communicate how they feel, encourages independence, and provides them with a way to express themselves.

For example, David is at his happiest when he is playing his guitar or listening to music at concerts or at home. It's also clear to see the pleasure music brings to Charlotte, who loves listening to Elvis and movie soundtracks. Other audience members at concerts have even commented on how much Charlotte seems to be enjoying the music.

At Huw's we have weekly music therapy sessions. As well as being enjoyable for everyone involved, they encourage personal growth and develop creative and interactive skills. We've seen many examples

of people overcoming anxieties and gaining confidence to try new instruments and join in with new activities. Rachel, who was reluctant at first to participate, now plays the instruments unsupported and spontaneously. This provides Rachel with a great amount of enjoyment and has helped to build her confidence and self-belief in trying new things.

Music has also helped build bridges between Huw's and the local community. We have regular visits from an ensemble group from Nottingham University. These occasions are great fun and everyone gets a lot out of them. The people who live at Huw's choose to go to many different musical events. These range from going to pop concerts such as the Saturdays, Kylie, and Katy Perry; to see musicals such as Dirty Dancing, The Bodyguard and Mama Mia; and choirs such as Unlimited Voices."