

The background of the entire page is a photograph of two young women standing outdoors. They are positioned in front of a vibrant, stylized mural that depicts houses with various colored roofs (red, green, orange) and trees with red foliage. The woman on the left is wearing a dark grey ribbed sweater and black leggings, smiling at the camera. The woman on the right is wearing a black jacket, black leggings, and a black bucket hat with yellow smiley faces. The ground they are standing on is paved and has some fallen leaves. A semi-transparent blue rectangle is overlaid on the top left of the image, containing the text 'SMASH YOUTH MENTORING'.

# **SMASH**

**YOUTH  
MENTORING**

## **Trustee Recruitment Pack**



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# Introduction

Hi,

Thank you for your interest in joining our board.

**If you have a passion for young people and seeing them flourish then read on!**

We are currently looking for people who can help shape our strategy as we work to ensure young people get the support they need, when they need it.

SMASH is Swindon's leading youth mentoring charity, creating connections that change lives. We're a small team of professional mentors working to provide safe spaces and practical support for young people. We've been supporting young people to make life-changing connections for more than 20 years, and we'll keep doing so until every young person has what they need to flourish.

You'll be starting with us at an exciting time as we review our latest strategy and start to piece together ideas for how we'll deliver our vision of a world where every young person's struggles with their health, wellbeing and potential are rare, brief and non-recurring.

## **As a trustee you have the opportunity to:**

- Contribute actively to the board by giving firm strategic direction, setting overall policy, defining goals, and evaluating performance against agreed targets.
- Represent the organization
- Ensure the financial stability of the organization and proper investment of our funds
- Ensure the board and organization have equality, diversity and inclusion at the heart of all decision making.

You'll help govern the direction of SMASH alongside a fantastic team of professional mentors. You'll have full access to all the necessary training and reimbursable expenses, and the chance to actively improve the health and wellbeing of young people in our communities.

Whether you're an experienced board member or looking to take your first step into charity governance, we want to hear from you.

We look forward to hearing from you!



Chris Etheridge,  
Chair of Trustees



ONE PERSON CAN CHANGE A LIFE

## Our Values

At SMASH, we believe that how we do things is just as important as what we do. Our values are fundamental to who we are, they give us confidence that not only will we deliver on our promises, but that we will do so in the right way. Our values drive everything we do – the decisions we make, the actions we take, the partners we choose, the way we treat each other. They are our statement to the world about what matters to us, but just as importantly, they are how we hold ourselves accountable for our own behaviour.

WE PUT YOU FIRST



CARING IS OUR MOTIVATION



OUR  
VALUES

WE'RE GENEROUSLY  
COLLABORATIVE



WE SPEAK UP WHEN THINGS  
AREN'T RIGHT



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# Person Specification

An effective trustee can come from any walk of life; your personal values are as important as your skills and experience.

## What we are looking for:

Expertise in one or more of the following areas would be useful to us at this time:

- A background in Finance
- A background as a company Secretary

Please note, however, we will consider applications from people of any background

## We are looking for people who can:

- Think strategically
- Challenge constructively
- Be creative
- Work well in a team
- Listen and question

On top of this, you'll need to have the time to commit to the role (roughly 10 evening meetings a year) and understand the legal responsibilities and liabilities that come with being a Trustee (find out more at [gov.uk/essentialtrustee](https://www.gov.uk/essentialtrustee))



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# Find Out More

Head to  
[www.smashyouthproject.co.uk/volunteer](http://www.smashyouthproject.co.uk/volunteer) to learn more about the recruitment process.

Do get in touch too! For an informal chat, contact our CEO, Andy Malcolm, on  
[andy@teasmash.org.uk](mailto:andy@teasmash.org.uk)



**Application Deadline: Friday 3rd January 2025**

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## Terms of Appointment

- SMASH trustees are appointed for a term of 3 years. Trustees can be reappointed for up to 3 terms, until they have served a maximum of 9 years.
- Trustees attend approximately 10 meetings a year, including our AGM. We meet in person at roughly 4 of these, with the rest being online.
- SMASH has a Code of Conduct for all staff and volunteers, including trustees which all must abide by.
- Trustees will need to declare any conflict of interests when becoming a trustee, a record of which is reviewed annually.
- SMASH trustees should aim for full attendance at board meetings, unless there are exceptional circumstances.

# How to apply

To apply, please send your CV and brief covering letter outlining why you'd like to get involved and what you feel you could bring to the board to [enquiries@teamsmash.org.uk](mailto:enquiries@teamsmash.org.uk). Do drop us an email if you have any questions or would like to find out more too.

**The closing date for applications is Friday 3rd January 2025.**

We look forward to hearing from you.

**SMASH**  
ONE PERSON CAN CHANGE A LIFE