



YHA's Board of Trustees

Information pack for candidates

2020

Introduction from Margaret Hart, Chair



YHA is a major national charity and in keeping with the original principles of YHA, we aim to enrich the lives of all, especially young people, by providing brilliant hostel stays and experiences that improve physical health, mental wellbeing and life skills through the outdoors, nature, heritage and culture.

Our 14 Trustees have overall legal responsibility for the charity and work closely with our Chief Executive Officer, James Blake and his talented Executive Team. We bring our life experience and our diverse skills to an organisation we love - in some cases because we grew up with it, and in others because we have seen the transformation it can bring to young people. Many of us are outdoor enthusiasts whilst others enjoy the cultural opportunities within our towns and cities and all of us are passionate about creating opportunities for young people, especially those who have the greatest need.

As a Board we come from a wide range of backgrounds and experiences and we work collaboratively, combining the highest degree of professionalism with a relaxed and friendly approach. Our new strategy, 'Adventure. For the first time and a lifetime' was launched just as England and Wales went into lockdown and remains as relevant as ever as we look towards a post Covid-19 future. It focuses above all on access and inclusion.

We have clear targets to extend the scale and breadth of our reach over the next ten years, focusing particularly on young people under 26 and proactively targeting our efforts on those with challenging lives. Covid-19 has been a challenge to YHA as it has to all organisations. But we believe that with crisis comes opportunity. We remain financially secure and are taking forward looking decisions which are steered by our strategy with its primary focus on young people.

If you are inspired by our vision, would like to be part of shaping YHA's future, and can offer experience, commitment and time, we would love to hear from you. Our Nominations Panel reviews all applications, interviews shortlisted candidates, and puts forward recommended candidates for election by our membership.

I wish you well as you explore YHA and consider the part you may be able to play.

Margaret Hart

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About YHA

We believe in the power of travel and adventure. Every year, through our network of 150 hostels across England and Wales, we connect nearly a million people to each other, to nature and the outdoors, to culture and to heritage. Hostelling makes travel and adventure accessible to everyone, everywhere. YHA operates sites throughout England and Wales – a community of shared spaces, open to all and for the benefit of everybody. We provide inclusive adventures, in extraordinary buildings, in amazing places. We're proud to top the 'Hostelling International' rankings for guest satisfaction globally.

Yet we are much more than accommodation. We are a leading national charity and social enterprise, employing over 1,000 staff and with an annual turnover of £50m. We are also key players in a renowned international movement.

We have a clear vision and mission and remain committed to our charitable objective.

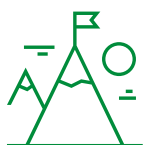
To help all, especially young people of limited means, to a greater knowledge, love and care of the countryside, and appreciation of the cultural values of towns and cities, particularly by providing youth hostels or other accommodation for them in their travels, and thus to promote their health, recreation and education.



Vision

Everyone has access to the benefits of adventure, for the first time and a lifetime.

By 2030, every child is able to stay away from home, to travel, experience adventure and access outdoors, nature, culture and heritage. YHA will work with others to end the inequality that means some children have never been to a beach, visited a museum or rolled down a hill.



Mission

To enrich the lives of all, especially young people, by providing brilliant hostel stays and experiences that improve physical health, mental wellbeing and life skills.

You can find out more about our strategy by clicking on the following link:

www.yha.org.uk/about-yha/yha-10-year-strategy

You can also find out more about YHA at:

www.yha.org.uk

Becoming a Trustee

What's involved

Becoming a Trustee is a serious undertaking but one which we believe is hugely rewarding. The Board is responsible for overseeing the implementation of the 2020 Strategy and for guiding the work of the organisation in relation to areas such as finance, risk management and organisational performance.

Board members must be able to work collaboratively, listen to other people's point of view and offer constructive challenge and criticism. Successful candidates are likely to have had some previous experience on Committees, Panels or Boards.

Commitment

In the wake of CV19, the cycle of Board meetings is changing and is still evolving. The commitment is likely to be attendance at the AGM and two face to face meetings held at YHA hostels (England and Wales), with three or four other virtual meetings throughout the year. Occasionally we may need you to attend an extra Board meeting by teleconference - as you can imagine, we have held additional meetings over the last few months!

Trustees are also expected to contribute in other ways: for example as a member of one of the Board committees (with 3 or 4 virtual meetings per year) and occasionally by representing YHA at official functions.

Responsibilities

Being a Trustee is a legal responsibility; Trustees are individually and collectively responsible for the overall governance and strategic direction of YHA. Everything done by the Board Officers or Trustees

is done on behalf of the Board, and all Trustees are responsible for the decisions of the Board. The Company Articles of Association govern their conduct.

It is the responsibility of all Trustees to ensure that conflicts of interest and potential conflicts of interest are properly identified, prevented from affecting decisions, and recorded in accordance with YHA's Conflicts of Interest policy.

The Board has a duty to ensure those appointed are eligible to be Trustees. The Board will reserve the right to make checks on eligibility, together with YHA's requirement that all Trustees should have enhanced DBS (Disclosure & Barring Service) checks.

Please note: The Charities Act disqualifies people from being Trustees if they:

- have unspent convictions for offences as set out in the Charities (Protection and Social Investment) Act 2016
- are undischarged bankrupts
- have made an arrangement with creditors and have not been discharged (this will include an IVA)
- are subject to a disqualification order under the Company Directors Disqualification Act 1986 or to an order made under section 429 (2) (b) of the Insolvency Act 1986
- have been removed from the Trusteeship of another charity by an order made by the Charity Commission or the High Court.

You can read about the existing Trustees by following this link:

www.yha.org.uk/about-yha/board-trustees

You can read more about YHA Governance by following this link:

www.yha.org.uk/about-yha/governance

Governance structure of YHA

The voting members of the Board of Trustees are made up of the following groups:

- a. three National Officers (Chair, Vice Chair, Treasurer)
- b. up to 12 members elected by YHA members
- c. up to two co-opted members

Board members are elected for a four-year term of office. After the first term of office, Trustees are eligible to apply for re-election for one further four-year term.

On appointment all new Trustees will be allocated an existing Trustee as a mentor.

Skills and experience sought by the Board for 2020/21

We are looking for people who have the following qualities:

- vision, enthusiasm, excellent communication and interpersonal skills necessary to influence Board decisions whilst challenging and supporting the Executive team
- participated in Committees, Panels or Boards, understand how they function and the areas they discuss
- fully support our charitable object and focus on young people. Trustees are ambassadors for YHA

In order to build a balanced Board in 2020 we are specifically looking for either:

- experience of Equality, Diversity and Inclusion and Young People's Inclusion
- or
- experience of Communications and Public Relations

YHA welcomes applications from all. We are striving to enhance the diversity of the Board.

We would actively encourage applications from young people aged 26 or under who can help us increase the involvement of young people in YHA governance and/or lived experience of societal issues important to young people.

And/or

Applicants with a knowledge of Welsh policy and agendas eg. experience of Welsh government or public administration; Welsh grant giving; rural development in Wales; tourism in Wales; Welsh charities.



Application process

YHA is looking to recruit 3 Board members this year. Applications are invited from members and non-members with relevant skills and expertise. To be elected you must become a member of YHA before the AGM on 7th November 2020.

To ensure a fair recruitment process only the following documents will be accepted:

a completed candidate statement (template will be provided)

an equal opportunities questionnaire (template will be provided)

a conflict of interest statement (template will be provided)

your CV: Maximum 2 pages highlighting: a short summary of skills and experience likely to be of value to YHA, Education and Qualifications, Employment History, general interests and activities

Submitting your application

Applications must be received by 9am on Monday 24th August 2020 in order to be considered for shortlisting. Candidates shortlisted for interview will be informed by Tuesday 1st September 2020.

If you have not heard by that date, your application has been unsuccessful. We are sorry but we are unable to provide individual feedback to candidates who are unsuccessful at this stage.

Due to the current government advise on shared office space our National Office currently remains closed, therefore we can only accept email applications this year.

Email submission to: trusteerecruitment@yha.org.uk

Applications will be assessed by YHA's Nominations Panel (NP), which oversees the candidate selection process on behalf of our members. Normally, the NP will recommend to the Board at least two candidates for each available place on the Board.

Interviews will take place virtually on Friday 11th and Saturday 12th September 2020.

Following the interviews, the NP will confirm the successful Trustee candidates to be put forward for election by 16th September 2020. Online voting for Trustees has been provisionally scheduled to open to YHA members on 25th September 2020 and closes on 23rd October 2020. All candidates will be informed of the results as soon as possible after this.

Due to the ongoing Covid-19 pandemic, the format of the AGM has yet to be finalised but the date is set for Saturday 7th November 2020 and newly elected Trustees will be invited to attend however appropriate.

If you have any questions or would like an informal chat about your application please email: trusteerecruitment@yha.org.uk