



Welcome to YHA

Trustee recruitment pack 2023



We are YHA



Welcome

We're a big, friendly organisation with a huge heart and great purpose. We make a big difference to almost a million beneficiaries every year – priding ourselves on the impact we have on young people in particular.

In these pages you'll find out more about this amazing opportunity. We sincerely hope you'll apply to become a Trustee and play your part in the success of a movement dedicated to achieving access to adventure for all.



We believe in the power of travel and adventure. To connect people to each other, to nature and the outdoors, to culture and to heritage.

Hostelling makes travel and adventure accessible to everyone, everywhere. Since 1930, YHA has operated a unique network of hostels 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. Yet we offer much more than accommodation.

YHA is a sector-leading residential provider, a champion of inclusive volunteering and work experience, and an Investors in People Gold employer.

We are a leading social enterprise and a charity on a mission to enrich the lives of all, but especially young people, and improve physical health, mental wellbeing and life skills through the experiences we create.



**We are YHA.
Because where you go changes who you become.**





Welcome from our Chair

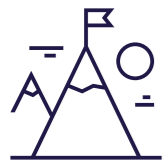


Our vision

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 the outdoors, nature, culture and heritage.

YHA will work with others to end the inequity that means some children have never been to a beach, visited a museum or rolled down a hill.



Our 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.

Our charitable objects

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.



You can find out more about YHA, our history, and 10-year strategy at yha.org.uk/about-yha

Hello, I'm Margaret Hart and I've been Chair of YHA's Board since 2019.

As we all know, the last few years have been difficult for everyone – as we've managed the impact of the pandemic plus more recent challenges of rising prices and the bite of the cost-of-living crisis. Through all this, YHA has stayed true to its purpose and strategy. We are making a real difference to children, young people and families from an ever wider range of backgrounds, and especially those struggling through increasingly difficult circumstances.

In May the Board signed off our five year business plan which will see us return to a strong financial position and reach even more people. As we look to the future, to full recovery and growth, I look forward to all we can achieve together for almost a million beneficiaries every year and society as a whole. Thank you for your interest in this fantastic and unique volunteering opportunity. I wish you the best with your application to join our energetic and collaborative Board.

Margaret Hart
Chair

The opportunity

Becoming a Trustee is hugely enjoyable and rewarding. Not least, because it comes with the opportunity to **help shape the direction of YHA in line with our values.** It also offers the chance to meet and work with people outside of your sector or daily experience.

Our 15 Trustees hold overall legal responsibility for the charity. The Board is responsible for setting and overseeing the implementation of our strategy and for guiding the work of the charity in relation to areas such as finance, risk management, buildings and property, hospitality, and organisational performance. **The varied backgrounds of our Board allow for rich discussions, resulting in each Board member making valuable contributions.**

This large national charity has access for all at its very heart. **As a member of the Board, you will join an inclusive culture where different points of view are welcome and respected;** where decisions are reached in a trusting, mutually respectful environment and healthy debate is part of the process. **If this culture speaks to your values, we'd love to tell you more.**

Want to know more about the difference you could make?



Here's what some of our current Trustees had to say about the impact YHA has on society and how rewarding it is to be on the Board.

“ **What YHA is doing is absolutely incredible.** It's taking people who don't have experiences and showing them that experience. What really moves you is hearing stories about children who have perhaps never seen the sand, never been in a massive green forest, never played at mud schools. That is what's so valuable. **What we're doing here is creating a connection for life.** It's not just them coming for that residential but it's them remembering that forever, thinking about that, and perhaps bringing their own families – it changes their lives. ”

Clare

“ I think being a Trustee is personally rewarding. **You get a great buzz from thinking through the challenges that the organisation has** – both in managing an extensive network of hostels but also in ensuring we get the maximum benefit into young people's lives. ”

Simon

“ **It gives young people the opportunity to have adventures,** to meet other people, to really get to know themselves, and to get to know the environment in which they live. **It's a wonderful safe space in which you can really discover things** and start to think about how you want to live as a person and make your contribution. ”

Graham

“ I've really enjoyed meeting the team, **getting to know the staff who are passionate and believe in what they're doing** – they go the extra mile – it's really inspiring to be around people that believe in the cause so much and to know that **we can really make a difference.** ”

Emma

Who we're looking for



We're looking for candidates who fully support our charitable objective. As a Trustee, you will have a focus on creating opportunities for young people and act as an ambassador for YHA. We're looking for our new Trustees to know when and how to challenge whilst supporting the executive team. If you have the vision, enthusiasm and strong communication skills needed to influence Board decisions, we want to hear from you.

If you've participated in local community groups, panels, councils, unions, societies or committees before, this is all valuable experience. But you don't have to have sat on a Board before to apply.

The value of different experiences

YHA's Board is committed to reflecting the communities and society we serve. We believe true diversity makes us a stronger organisation, which is why we're interested in who you are. Your lived experiences and your values are as important as your professional achievements.

To reflect our commitment to diversity and inclusion, **we particularly welcome applications from people who:**

- are aged 18-26
- identify as disabled or neurodivergent
- have a broad range of experiences of working life (you don't need a university degree to be a Trustee)
- are ethnically diverse
- are from a working class background
- are LGBTQIA+

The benefit of strategic expertise

We seek people with the skills and experience to guide and challenge the strategic direction of the whole organisation. Each year, we review the areas of expertise we seek to add to our Board. This year, we are particularly looking for candidates who can demonstrate one or more of the following desirable attributes:

- experience in the hospitality, leisure, commercial or tourism sectors – particularly if you have helped shape or manage the organisation's approach
- strategic property experience gained within a multi-site environment inclusive of historic, residential, commercial, industrial or land real estate
- an understanding of Welsh policy and Welsh agenda, e.g. experience of Welsh government or public administration, Welsh grant giving, tourism/rural development in Wales

You don't need to have all these desirable attributes to apply. We welcome applications from candidates who have relevant work and life experiences and have the passion to make a difference with YHA.



YHA is committed to upholding and promoting equality and fair treatment for all. Read our safer recruitment policy at jobs.yha.org.uk/safer-recruitment-policy/

What we'll ask of you



Joining the Board as a Trustee is a hybrid position of online and in-person meetings throughout the year, including:

- virtually attending our AGM and two in-person meetings held at YHA hostels in England and Wales
- two to three virtual meetings during the year on Saturday mornings
- occasional extra Board meetings by teleconference
- membership of a sub committee with three or four online meetings each year

Beyond these key meetings, Trustees also make other valuable contributions and occasionally represent YHA at events. New recruits will also need to complete our Trustee induction programme, which includes online sessions to suit your schedule (approximately six hours in total), and a half day face-to-face session in our network with our regional business managers.

We realise that being a Trustee can incur financial expenses such as travel or the cost of covering care.

We are committed to ensuring that these costs are not a barrier to the application or to carrying out the Trustee role.



Read about our existing Trustees at yha.org.uk/about-yha/board-trustees
Read more about YHA governance at yha.org.uk/about-yha/governance

Responsibilities of our Board

Being a Trustee comes with some legal responsibilities. 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.

All Trustees are responsible for identifying conflicts of interest when they arise. They should also state them ahead of any decision-making, and record them in accordance with YHA's Conflict of Interest Policy. Shortlisted candidates will be given this policy and asked to complete a Conflicts of Interest Declaration form ahead of the interview.

The Board has a duty to make sure 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 of the High Court.

YHA's governance structure

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, selected by YHA members
- c. up to two co-opted members

Board members are elected for a four-year term of office. After their first term, Trustees are eligible to apply for re-election for one more four-year term. We look forward to meeting our new Trustees and helping them settle in. To welcome them to the Board, we'll pair them with a current Trustee mentor and there will be a full induction.

Next steps: How to apply



You don't have to be a current YHA member to apply to become a Trustee. To be elected, however, you will need to become an Association Member of YHA before the AGM on Saturday 4 November 2023.

A complete application consists of:

- **your CV** – a maximum of two 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
- **an online application**, which includes your personal details, diversity monitoring and candidate statement



If you need support with the application process or to submit your application in an alternative format, please contact trusteerecruitment@yha.org.uk

Submitting your application

All applications must be submitted via our Application Gateway, in line with our safer recruitment practices. You will find a link to the vacancy on our job's website at jobs.yha.org.uk, and the link is also available in the email sent with this pack.

Completed applications must be sent by **9am on Friday 21 July 2023** to be considered for shortlisting. Incomplete or late applications will be rejected. We will contact shortlisted candidates by **Friday 4 August 2023**. We will contact those not shortlisted to let them know they have been unsuccessful. We're sorry, but we're unable to provide individual feedback to unsuccessful candidates at this stage.



If you need any assistance in submitting your application or have any questions relating to the Trustee Recruitment process, please email trusteerecruitment@yha.org.uk

Applications will be assessed by YHA's Nominations Committee (NC), which oversees the candidate selection process on behalf of our members. Trustees are elected by Association Members through an online voting process.

Interview dates

Interviews will take place virtually between 4 and 6 September 2023.

Following the interviews, the NC will confirm the successful Trustee candidates to be put forward for election by **7 September 2023**. Online voting for Trustees will open to YHA members on **22 September 2023** and close on **20 October 2023**. We will share the results with shortlisted candidates as soon as possible after this.

Newly elected Trustees will be expected to attend the AGM which will be held virtually on **Saturday 4 November 2023**.



If you have any questions, please email trusteerecruitment@yha.org.uk and the team will be more than happy to assist you.

Thank you.



We are YHA.
We transform young lives forever through travel and real adventure.

Because where you go changes who you become

stay | join | give | volunteer yha.org.uk