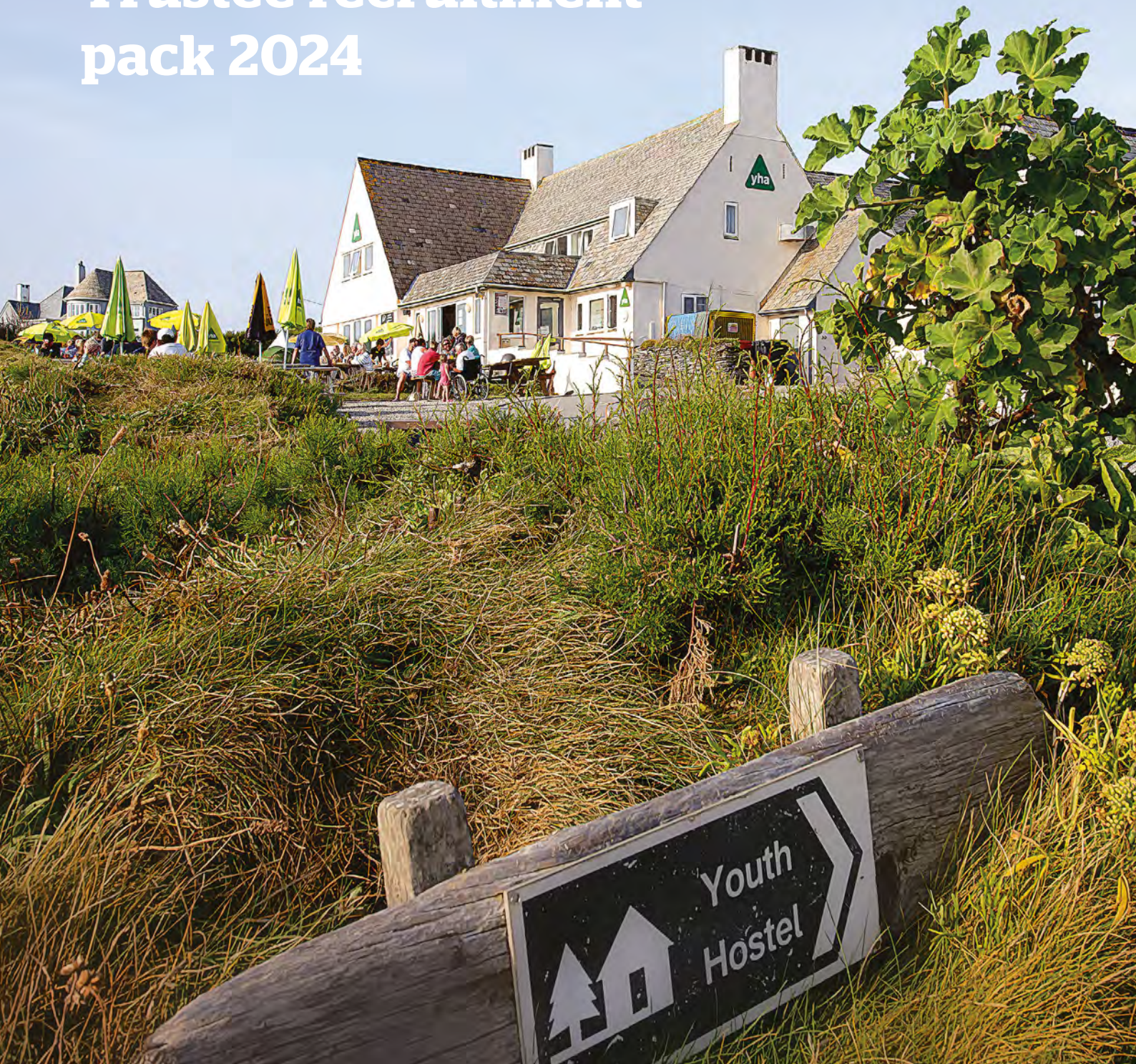




# Welcome to YHA

Trustee recruitment  
pack 2024





# We are YHA

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.

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, especially young people.

We provide inclusive adventures, in extraordinary buildings, in amazing places – welcoming over a million people each year. 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.

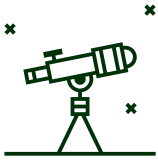
We are a large social enterprise leading the way in sustainable tourism and nurturing partnerships that deliver impact across multiple sectors and at every level – in our communities, in our regions, and nationally.

Over 90 years on from our pioneering beginnings, our founding principles and determination to achieve social good remain at the heart of what we do.

**We are YHA.**

**Because where you go changes who you become.**

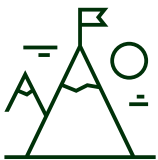




# Vision

**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, 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.



# 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.

## 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 health, recreation and education.





# Hello

I'm Margaret Hart, Chair of YHA's Board since 2019.

Thank you for your interest in becoming a Trustee of this brilliant charity. YHA is a big, friendly organisation with huge heart and a great sense of purpose. Each year, we make a difference to almost a million beneficiaries – increasing access to adventure for all and priding ourselves on the particular impact we have on young people.

As we all know, the last few years have been difficult for our beneficiaries, charities and society as a whole – as we've navigated the legacy of the pandemic and the compounding impact of rising prices and the cost-of-living crisis. Despite the challenging financial picture, I am pleased to report that YHA has delivered Year 1 of its Recovery Plan. This has put the charity on a firmer footing and on the road back to surplus so we can reach and impact the lives of even more people.

Through a combination of cost savings, growth, and the delivery of our hostel network strategy, we're on the way to achieving our three-year plan to ensure long-term financial sustainability. At the same time, we're delivering sector-leading impact programmes and have made strident steps forward in diversifying access this year.

Whether it be through our No Child Left Behind funded residentials for children at risk of missing out on outdoor learning; the pioneering Outdoor Citizens membership programme supporting grassroots organisations to grow impact in underserved communities; or our Festival of Walking events aimed at bolstering the confidence of beginners to enjoy inspiring landscapes, 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.

This is a truly exciting time to become a Trustee and to make your mark on a charity making a vital contribution to society. I wish you the best with your application to join our energetic and collaborative Board.



Margaret Hart, Chair





# Our culture

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 impact, 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.



# Meet some of our Trustees

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.

G

“

**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

S

“

**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

R

“

**YHA is doing brilliant work to create unforgettable experiences – and that's all the more important with the challenges facing so many young people today. Being a Trustee has given me the opportunity to contribute to this vital work alongside colleagues in a diverse and multi-talented board. Together we're helping build a stronger YHA for the future, to make our strapline a reality for even more young people: because where you go really does change who you become.**

”

Rob



# This role could be just the right fit for you

We're looking for candidates who fully support our charitable objective.

As a Trustee, you will have a focus on increasing access to adventure for all – but especially 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.

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



# True diversity makes us stronger

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 welcome applications from people from all backgrounds, and would particularly like to encourage applications from certain groups who are likely to be underrepresented in our organisation.

These include:

- young people
- people who are disabled or neurodivergent
- people from Black, Asian and minority ethnic backgrounds
- people without academic qualification
- people who are LGBTQIA+

## Strategic experience

Above all, we're looking for people who have the skills and experience to guide and challenge the strategic direction of the whole organisation.

This year, we are particularly looking to broaden the Trustee skill base by attracting, so far as possible, candidates who can additionally contribute in one or more of the following areas:

- 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
- strategic IT, cyber security and data protection experience

Please note that 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](https://jobs.yha.org.uk/safer-recruitment-policy).

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.



# What we'll ask of you

Joining the Board as a Trustee is a hybrid position of online and in-person responsibilities throughout the year. The time commitment is considerable and includes preparing for and attending:

- three in-person Board meetings, each held over a weekend at a YHA hostel in England or Wales
- our AGM (online) and one virtual Board meeting during the year (both held on Saturdays)
- occasional extra Board meetings by teleconference
- a sub-committee, typically with four online meetings each year

Beyond these key meetings, Trustees also make other ongoing contributions and from time to time 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. Ongoing training in areas including safeguarding is also required.



# 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.

Read about our existing Trustees at [yha.org.uk/about-yha/board-trustees](https://yha.org.uk/about-yha/board-trustees)

Watch our video explaining this rewarding role (scan the QR code below)



Scan the QR  
code to watch  
the video

Read more about YHA governance at  
[yha.org.uk/about-yha/governance](https://yha.org.uk/about-yha/governance)





# 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 9 November 2024.

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, lived experience, 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](mailto: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 jobs website at [jobs.yha.org.uk](https://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 19 July 2024 to be considered for shortlisting. Incomplete or late applications will be rejected. We will contact shortlisted candidates by Friday 2 August 2024. 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](mailto:trusteerecruitment@yha.org.uk).

Applications will be assessed by YHA's Nominations Committee, 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 2 and 4 September 2024.

Following the interviews, the Nominations Committee will confirm the successful Trustee candidates to be put forward for election by 6 September 2024. Online voting for Trustees will open to YHA members on 27 September 2024 and close on 25 October 2024. 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 9 November 2024.

Thank you.

If you have any questions, please email [trusteerecruitment@yha.org.uk](mailto:trusteerecruitment@yha.org.uk) and the team will be more than happy to assist 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](https://yha.org.uk)