



Percy Hedley
FOUNDATION



Trustee Recruitment Pack November 2024

Our mission is to make a difference to the lives of people with disabilities and their families through education, support and care.

Could you help us to fulfil our mission and shape the future of The Percy Hedley Foundation?

Inspire
Believe
Achieve

Our History

Molly and Stephen Darke were inspirational people. They campaigned with other parents for a school for children with Cerebral Palsy. Because of their passion and commitment, the Percy Hedley Foundation was founded in 1953 by parents as a special school for children with Cerebral Palsy.

Back then, the Foundation's formation was met with scepticism by many, but over the years we have extended and developed the work we do to make sure children, young people and adults with Cerebral Palsy and other communication and sensory impairments have equal opportunities in life.

In the 1950s, it was not expected that any more could be done for children with Cerebral Palsy beyond what was already being done, but we have made it our mission to help people realise their full potential and live life to the full.

Although our commitment and passion to helping people develop their abilities, live the life they want, and be happy has not changed, we have grown and the expectations of our members, their families and our employees has progressed significantly.

When the first school opened there were only six students and today the Foundation supports over 600 children, young people and adults, and their families, through education, residential, supported living and adult day services.

We're seeking to appoint outstanding individuals to join the Trustee board and strengthen the Foundation's leadership. Could you be one of them?

If you feel that your skills, experience and passion could help us in supporting people with disabilities to live their best lives possible, we would love to hear from you.

Many thanks for your interest.

Janet Donnelly
Chair of the Board of Trustees



“ Since Ciaran joined Northern Counties School life has been absolutely fantastic. It’s great ...it’s actually given us confidence as adults as well — so not just for Ciaran, but for the whole family ... Ciaran’s just a tiny little bit of the school, all the other kids are just as fantastic as him, all absolutely wonderful...”

Ciaran’s Mum, Northern Counties School



Our Services

About Us

We offer a variety of services via our schools, college, residential care homes, supported living and adult day services.

Schools

We have two schools offering special education for children and young people with a range of learning needs from age 3 to 19.

College

Our college offers specialist further education for young people aged 19-25 which supports the transition to adulthood.

Adult Day Services

Our Adult Day Services offer day opportunities where people can choose from a wide range of activities.

Residential

We offer specialist adult residential accommodation to meet the needs of the people we support.

Independent Supported Living Services

We offer supported living services to meet the needs of the people that we support, enabling them to live independent lives.



“ I hope I can make people aware that you can achieve your dreams.”

Alex, Horizons member and resident

Why I'm a trustee...

“ I wanted to be a trustee as my daughter is disabled and attends Percy Hedley School (PHS). She is now 12 years old, and she has been coming to PHS since the age of 3. The school provides us with fantastic support not just from an educational perspective but also from a practical point of view, as well as caring for Abi through some really challenging times. It's a way of giving something back to hopefully ensure the Foundation continues for the long term and is there to support and represent a group of individuals that society/the government sometimes forgets about.”

Paul, Trustee of The Percy Hedley Foundation



What's involved?

Location of meetings

We are based in Newcastle upon Tyne with sites in Jesmond, Killingworth and Forest Hall. Board meetings are usually held at the Forest Hall site or virtual as appropriate.

Time and commitment

We estimate the time commitment for Board meetings including preparation time could take up to five hours. Our Board meets four times a year and these meetings are typically 4.30pm-7pm. We also hold development and strategy meetings and events as appropriate. As a Trustee you may also become involved in one of our Committees, which meet between three and four times a year depending on the Committee. Committee meetings are held virtually.

In addition, we have a Trustee Site Visit programme allowing Trustees to visit our services to get to know our staff and the people we support.

Term of office

Trustees are appointed for a minimum three year term and may be re-appointed for a further two terms up to a maximum of nine years.

This role is voluntary

Trustees are volunteers and their role is unpaid.

Responsibilities

Trustees are ultimately responsible for directing the affairs of the Percy Hedley Foundation and delivering the charitable objectives for the benefit of the public for which it was formed.

Appointments

Trustee appointments will be subject to appropriate eligibility checks including DBS.

Our support to you

- A mentor who will be an existing Trustee
- Support from the Board and the Foundation's Governance team
- Annual appraisal with the Chair of Trustees
- Learning and development opportunities



Trustee responsibilities

Requirements

The Trustees, acting together, govern the Percy Hedley Foundation. Trustees are required to:

- Ensure the strategy is fit for purpose to deliver its mission for the people we support.
- Ensure the Foundation complies with its governing document, charity law and the requirements of the Charity Commission.
- Ensure the Foundation complies with the requirements of other legislation and regulators which govern the activities of the charity.
- Ensure the Foundation pursues its charitable purpose and objects.
- Protect and manage wisely the Foundation's property, assets, funds and investments.
- Act with integrity and in the interests of the people we support at all times.
- Avoid any personal conflicts of interest.

Our Trustees will

- Commit to the aims and values of the Foundation.
- Meet the time requirements of the role.
- Build effective relationships to achieve organisational objectives.
- Think innovatively, critically, independently, and strategically.
- Contribute to the work of the Foundation in a positive manner.
- Promote fairness, equality, diversity and inclusion.
- Demonstrate the Nolan's seven principles of public life: selfness, integrity, objectivity, accountability, openness, honesty and leadership.
- Work effectively as part of a team.

Knowledge, skills and values

- Understanding of the experiences, needs and challenges faced by the people we support (or be willing to learn).
- A reasonable understanding of legal duties, responsibilities and liabilities of a trusteeship.
- Understanding of charity and company law.
- Understanding of the Charity Governance Code.
- A reasonable understanding of legal, financial, audit, and regulatory requirements of a charity (ie Care Quality Commission, Ofsted, Charity Commission).
- Good strategic vision and independent judgement skills.
- Experience and understanding of strategy development.
- Governance and risk management skills



“It was really important to find the right school to help Nat live his best life. We feel so grateful he’s found this wonderful, positive, caring, loving, inspirational place.”

Mum, Sally

How to apply

If you have any queries about the role of Trustee with The Percy Hedley Foundation or if you wish to apply, please contact foundation@percyhedley.org.uk

We look forward to hearing from you!

