

The gardening for health charity



TRUSTEE RECRUITMENT PACK

WELCOME TO THRIVE

Thank you for your interest in becoming a Trustee of Thrive. We are looking to recruit five Trustees to join the Board and work with the Chief Executive and Senior Management Team to deliver Thrive's strategy and achieve our ambitions in a challenging and changing environment.

Thrive is the leading charity in the UK using gardening for health. We are a professional, caring and down-to-earth organisation with committed staff supported by a wonderful cohort of volunteers.

We have over 40 years' experience of social and therapeutic horticulture where trained horticultural therapists work with people and plants to improve an individual's physical and psychological health, communication and thinking skills. Thrive works with numerous people and groups helping them to use gardening to bring about positive changes in their own lives.

We are dedicated and passionate about the health benefits that gardening, horticulture and spending time in nature can bring and which is so very important right now. We recognise that Thrive has the potential to reach and improve the lives of many more people using the wealth of knowledge and expertise that we have built up over the last 40 years.

To enrich the Board's overall skills, knowledge and experience, we are looking to recruit 5 new Trustees. We are particularly keen to hear from people who can bring experience and skills in the following areas: public health, clinical/medical, digital transformation, People/HR and Research.

Thrive is committed to and working towards increasing diversity across its' Board and we encourage and welcome applications from all backgrounds.

If you share our passion for using gardening to improve people's lives and have the experience and skills we are looking for to bring onto our Board, then we very much look forward to hearing from you.



Faith Ramsay
Chair, Thrive

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ABOUT THRIVE

Thrive is the UK's leading charity using social and therapeutic horticulture (STH), which is the process of using plants and the garden to improve physical and mental health, as well as communication and thinking skills. The garden can also be used as a safe and secure space to develop a person's ability to mix socially, make friends, and learn practical skills that will make them more independent.

A key aspect of Thrive's work is the development and delivery of training in social and therapeutic horticulture for professionals and specialists, from entry level to diploma, and the provision of information to enable people living with a disability or ill health to continue to enjoy gardening. We are also at the forefront of research into good practice, quality assurance and impact measurement.

Thrive offers a range of therapeutic gardening-based programmes, suitable for many different disabilities and age groups, from our centres in Beech Hill near Reading, Battersea Park in London and Kings Heath Park in Birmingham. Our Head Office is co-located with our Centre near Reading. And we have a track record of making a real difference to people's lives.

Established in 1978 as the Society for Horticultural Therapy, Thrive is a company limited by guarantee and a registered charity. Each Trustee of the registered charity is also automatically a Director and Board Member of the company.

Our current Trustees have an impressive array of skills, knowledge and life experiences that are applied in differing ways to ensure the ongoing success of Thrive.

Our website, www.thrive.org.uk will provide you with a lot of information about what we do. Our annual accounts and Impact Report are available to download from the website.

THRIVE'S VISION

People living with a disability or ill-health, or who are isolated, disadvantaged or vulnerable, have the opportunity to access therapeutic gardening and horticulture programmes wherever they live and are actively encouraged to use gardening as part of their personal health and wellbeing management.

THRIVE TRUSTEE CANDIDATES

First and foremost, we want individuals who can wholeheartedly endorse and support the aims and principles of Thrive and share our passion for using gardening to improve lives. This does not mean you need to be an expert in horticulture or services for disabled, disadvantaged or vulnerable people to join the Board although that could help.

We recently conducted a skills audit to help us identify the key skills that we need and we are particularly keen to hear from people who can also bring experience and skills in the following areas:

Public Health – We would like to recruit a Trustee with recent experience of Health/Public Health. With the continually changing face of health and social care provision in England and the rise of interest in social prescribing we want to ensure that Thrive is able to stay abreast of developments and to present our services and the benefits of nature-based interventions to the health community in a meaningful and impactful way.

Our founding Chief Executive was passionate about bringing the worlds of health and horticulture closer together and we continue to strive to achieve that. We believe that the current challenging and changing environment means that we are closer than ever to seeing a time when the health benefits of therapeutic horticulture are widely recognised by the health sector.

You will have a good understanding of how the health sector and public health operate and be able to advise the Board and Chief Executive and Senior Management Team on the development of our services, content and marketing aimed at professionals in those arenas. Your insights will help to shape our strategic plans, research priorities and funding bids.

Clinical/Medical - As the leading UK charity using social and therapeutic horticulture, we would like to recruit a trustee who has clinical or medical experience and expertise. If you are a doctor, nurse or occupational therapist with a particular interest in the use of nature-based interventions to help improve people's physical and psychological health then we would very much like to hear from you.

Digital Transformation – We are investing in our digital capabilities, products and offers as we see this as key to expanding our impact and enabling Thrive to deliver on its mission. We therefore wish to increase the knowledge and expertise on the Board, so that the Board can support the Senior Management Team in the design and development of Thrive's digital offering and the use of technology to maximum effect. Ideally, you will have previous digital experience in a senior role as well as expertise of how to deliver digital transformation throughout an organisation. Thrive is committed to a more digital future - and the Board would welcome further expertise to support us on this important journey.

People – We would like to recruit a Trustee with senior strategic and operational HR experience to help guide and support our people and organisation plans for Thrive in line with our strategic aims and objectives. If you have previous experience in a senior HR role and can provide support enabling us to attract, retain, develop and inspire our ‘one Thrive’ team in achieving our vision then we would like to hear from you.

Research – Building on our reputation for leading research and evaluation of horticultural therapy and gardening, green care and health, we are looking for someone who can help us shape our forward plans. We want to ensure that we are getting the most from the information we hold and the data we collect in order to help us advocate and demonstrate the positive impact that Thrive has on people’s lives on an ongoing basis.

Demonstrating the impact and benefit of the horticultural therapy pioneered by Thrive to all our stakeholders, is critical to increasing the understanding of what we do. This is a very interesting area of our work and extremely important in attracting future funding for Thrive; in fact the ‘impact-evidence’ we produce is the bedrock of our expertise. If you have an interest in this area – we would like to hear from you.

TRUSTEE ROLE PROFILE

The duties of a trustee are as follows.

- Ensuring that Thrive pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that Thrive complies with its governing document (i.e. the memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensuring that Thrive applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensuring the financial stability of Thrive
- Ensuring that Thrive defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of Thrive
- Ensuring the effective and efficient administration of Thrive, including having appropriate policies and procedures in place
- Ensuring the financial stability of Thrive
- Protecting and managing the property of Thrive and ensuring the proper investment of the charity’s funds
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

TRUSTEE PERSON SPECIFICATION

- A commitment to Thrive
- A willingness to devote the necessary time and effort
- Strategic vision and/or expertise relevant to Thrive's activities
- Good, independent judgement
- Skills in one or more of the areas outlined above (p3)
- An ability to think creatively
- A willingness to speak your mind
- A willingness to learn
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

THRIVE'S BOARD

The Board of Trustees' consists of the Chair and Trustees. The Board works closely with the Chief Executive and Senior Management Team.

The Board works through Board Meetings, Committees (HR Committee, Business Development Committee and the Finance & Risk Committee) and through additional meetings as agreed necessary. The Board and Senior Management Team hold an annual Futures Planning workshop to discuss strategic issues and Trustees visit our centres from time to time and take part in our annual staff conference.

The Board meets four times a year and Trustees are also expected to join one of the Committees.

Trustees are responsible for agreeing how the performance of Thrive is measured against its strategic objectives. Each will receive regular reports from the Chief Executive and Senior Managers on progress and will hold the Chief Executive to account for the management and administration of Thrive.

Trustees, both individually and collectively as a Board, have a considerable impact on the direction, reputation and effectiveness of Thrive. As such, Trustees are expected to act as ambassadors for Thrive and to ensure that organisational knowledge and expertise,

intellectual property and the charity's good name and reputation are properly valued, utilised and safeguarded.

Thrive will provide or meet the costs of any appropriate training to ensure that you are equipped to execute your role as a Trustee. Thrive will also reimburse your travel and other out of pocket expenses for attending meetings or events.

BECOMING A TRUSTEE

Being a Trustee of a charity can be very rewarding and offers the chance to shape, support and contribute your ideas and knowledge to a meaningful organisation.

As a Trustee at Thrive you will be able to learn new skills or use your existing skills in a new context, improve your CV and broaden your experience. You will meet interesting new people and it could open doors to all sorts of other networks and opportunities.

Being a Trustee can expose you to new experiences and new groups of people. It can present you with new challenges, constructive and exciting ones as well as some more difficult things to overcome. You are part of a team as a Trustee and will have the opportunity to add your unique skills and experience while learning from others too.

The small print...

Trustees receive no remuneration for their involvement with Thrive but are entitled to be reimbursed for all reasonable out of pocket expenses including travel to and from meetings and subsistence while attending activities related to the Trustee's role.

Each Trustee is individually accountable to the Board of Trustees as a whole. Collectively, the Board is accountable to Thrive's constituents and the communities in which it operates as well as to the statutory regulators.

Trustees are responsible collectively for ensuring that Thrive has in place the appropriate policies to enable it to fulfil its obligations as set out in the Memorandum and Articles of Association and the terms of our registration with the Charities Commission.

Trustees are also responsible collectively for ensuring Thrive has in operation the appropriate policies and procedures to enable it to fulfil its statutory obligations for Health & Safety, safeguarding the need and requirements of gardeners and staff and insurance.

It is the responsibility of each Trustee to ensure that all Board members are provided with sufficient information to fulfil their roles in providing appropriate scrutiny and challenge.

To avoid any conflict of interest, each Trustee is obliged to declare any possible conflict of interest and to withdraw from making a decision on any matter in which it may reasonably be claimed that they have a vested interest.

Trustees must act solely in the best interests of Thrive and its objectives. Where, for example, a Trustee has an affinity for a particular facet of Thrive's work it is their duty to act on the basis of the best interests of the charity as a whole rather than to benefit one particular activity or geographical area over another.

Trustees may be offered an annual 'non-managerial' performance appraisal to help identify any issues or training needs etc.

Trustees are expected to operate within the law and guidelines of the Charity Commission, Companies House, and other statutes that may from time to time apply.

HOW TO APPLY

Thrive is committed to reflecting diversity in all Board appointments. We welcome applications from everyone, regardless of age, gender, ethnicity, sexual orientation, faith or disability.

To apply, please provide a statement telling us about you (you can include a CV too if you have one), why you are interested in the role and what you can bring to the Board, to Faith Ramsay, Chair of the Board of Trustees, and to Alina Lourie, Vice Chair.

Faith Ramsay: faith.ramsay@thrive.org.uk

Alina Lourie: alourie123@btinternet.com

For an informal chat about Thrive and the role of the Trustees, please contact Kathryn Rossiter (CEO) by email at Kathryn.rossiter@thrive.org.uk