

Together for Mental Wellbeing - Information pack



Introduction from Jonathan McShane, Chair



Thank you for your interest in the role of Trustee. I am delighted that you are considering applying to join the Together for Mental Wellbeing Board of Trustees.

Since Together was formed in 1879, we have believed that people with mental health issues have the right and the abilities to lead independent, fulfilling lives as part of their communities. We offer a wide variety of support services to help people deal with the personal and practical impacts of mental health issues, from one-to-one support in the community to supported accommodation, advocacy and working with the criminal justice system.

The people who use our services are at the heart of everything we do – they influence and shape the support they receive from us and the way our services and the organisation is run. We currently work with around 4,500 adults every month in around 70 locations throughout England, but we aspire to reach many more.

As an organization we face a number of challenges - the increasing pressures common to all employers along with long-term under-investment in the social care sector and an increased pace of change within our operating environment. As a Board, we must respond in order to safeguard the vital public mental health services we deliver on behalf of the State.

This is a critical role to enable our future success and will give reward and challenge in equal measure. If you feel you have the enthusiasm, insight and commitment to help us increase our reach and impact, we would love to hear from you.

I do hope that having read through the information pack you will decide to apply, and we look forward to meeting you.

Jonathan McShane, Chair

About Together for Mental Wellbeing



Linda Bryant, Chief Executive

Why what we do is important

As the oldest UK mental health charity we are proud of our history. The legacy of our founder, [the Reverend Henry Hawkins](#), lives on in our values and our ambitions that everyone who experiences mental distress is valued, can live the life they choose and can determine their own future.

Mental health and social care services are coming under increasing financial pressures, and we know that people experiencing mental distress are at risk of not getting the support they need and want, not being empowered to be in control of that support and not having a voice in service and system design.

We know that:

- we need to continue to ensure that the people we work alongside consistently lead the way, not just in their own support, but at every level of the organisation.
- we want to be active in informing policy and practice, within Together and externally, through the voices of people who use our services.
- we want to deliver high quality, safe services, to be financially sustainable, and to reach more people who have unmet needs as a result of experiencing mental distress and complex lives.

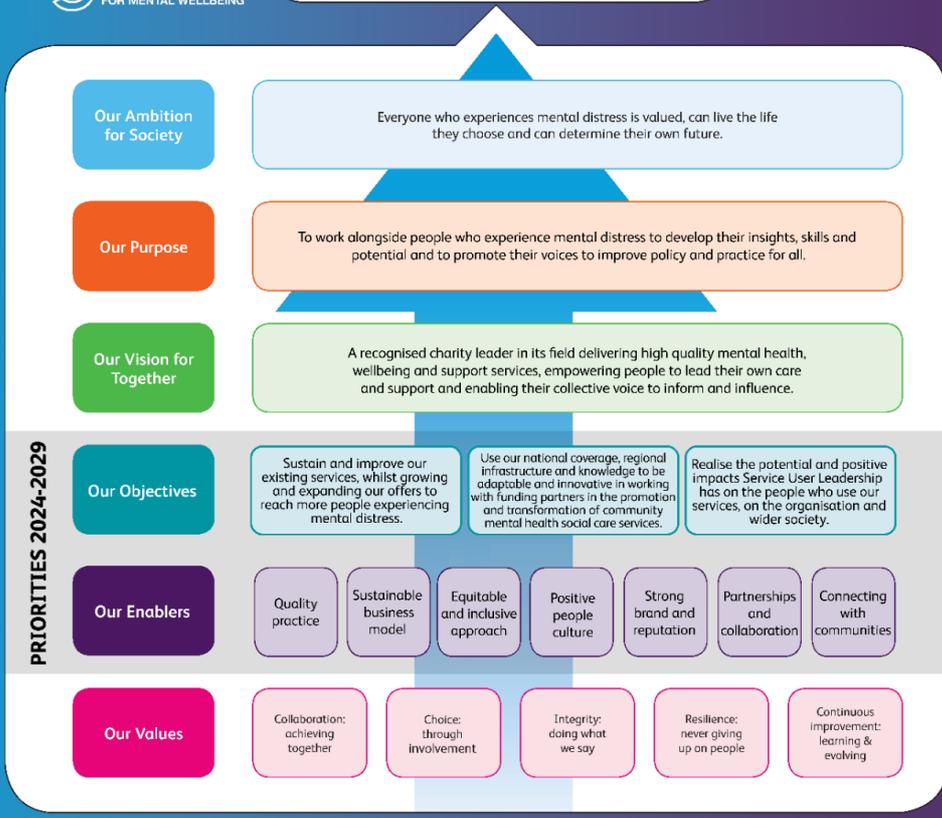
We are committed to service user leadership and valuing the voice of lived experience, which empowers people to make choices that affect their lives, lead their journey to wellbeing on their own terms and to collectively influence and improve services, organisations and society.

To realise the benefits of service user leadership we ensure that models, policies and practices which have a direct impact on the support and wellbeing of service users are developed and led by the views of people with lived experience of mental distress.

You can find out more about us by visiting our [website](#) or [LinkedIn profile](#), and by reading our [Annual Review](#), [Annual Report and Accounts](#) and [2024-29 strategy](#).



Service User Leadership



Trustee Role

Together's Board of Trustees is a group of people who are responsible for governing the charity and directing how it is managed and run. There are currently 12 trustees on the Board, from various backgrounds who bring their skills and experience to make sure that decisions are taken in the best interests of the charity and service users. All of our trustees are volunteers. You can find out more about our trustees here: <https://www.together-uk.org/about-us/our-people/trustees/>

There are five sub-Committees of the Board, which are smaller groups of trustees who have oversight of a particular area (such as the quality and safety of Together's services). Should you be appointed to the role, you and the Chair would have a conversation about which Committee (or Committees) you would join.

There are currently four trustees with lived experience of mental distress on Together's Board and we are seeking to replace one who is due to stand down. A trustee whose term came to an end in March 2022 describes what it has been like to share their experience on the Board:

"I've seen a few lightbulb moments in the Boardroom after trustees with lived experience have spoken. The presentation by service users at the start of Board meetings brings the experience of those with mental distress right into the room and sets the scene for the meeting."

We want to strengthen the representation and voice of lived experience throughout the Board's work. One of these trustees appointed in 2020 has shared their experience of joining the Board:

"I joined when Board meetings were virtual and I've felt welcomed and included. Another trustee with lived experience reached out and shared what it was like to be on the Board which I appreciated. Everyone has their own experience of mental distress and we respect each other. That's just how it works at Together."

What is the role of a trustee?

As a trustee, you would be responsible for:

- Ensuring that strategic decisions are taken in the best interests of the charity and service users
- Reviewing and monitoring information provided by the Executive Leadership Team on organisational performance, including any risks to strategic objectives
- Managing the charity's resources and making sure that financial control is transparent and robust
- Ensuring that the charity complies with its governing document, charity law and any other applicable legislation and regulations
- Agreeing and modelling the charity's values, ensuring that they are reflected in the conduct and activities of the organisation and those who work for it
- Membership of at least one sub-Committee of the Board
- Safeguarding the good name and reputation of the charity
- Maintaining absolute confidentiality about all aspects of the trustees' business

Who are we looking for?

We are looking to appoint individuals with:

- An understanding of the responsibilities of a charity trustee, including the legal responsibilities
- An understanding of the impact of mental health issues
- The ability to think strategically about Together's purpose, using data and evidence effectively to inform decisions
- Independent judgement, political impartiality, and the ability to think creatively
- The ability to listen to and welcome alternative opinions and experiences
- The ability to constructively challenge as part of a team
- Experience of building and sustaining relationships
- Effective communication skills
- The ability and willingness to contribute on a volunteer basis for at least a period of three years

While not essential, experience of being on the receiving end of NHS and/or Department of Work & Pensions (DWP) policies and services – or knowledge of those who have been – is welcome.

We wish to increase the **gender** diversity of our leadership at Together; we currently have a high proportion of men.

Having completed a recent Board audit, we are also strongly encouraging applicants with **experience** of the following areas:

- Human resources and workforce planning
- Forensic psychiatry
- Public sector procurement/contracting
- Knowledge of health and wellbeing service providers from the Voluntary, Community and Social Enterprise (VCSE) sector
- Digital development and innovation
- Auditing and risk management
- Financial management and accounting

However, all applications are welcomed and will be considered. We also recognise that people are often juggling multiple commitments and can offer flexibility as to when you take up the role.

Time commitment

The expected time commitment is a minimum of four half-day Board meetings, an annual strategy day, and four meetings of each sub-Committee you are a member of (which typically last two and half hours) each year. These meetings all take place at Together's national office in London; options are available, where required, to attend some meetings via phone or video conferencing. Preparation is required for reading papers provided for meetings; these papers are circulated to trustees a week in advance of each meeting.

Trustees are also asked to visit at least two of Together's services each year. There may also be times when trustees are invited to attend charity events.

In summary, typically trustees will attend around 10 meetings per year, occasional virtual attendance is possible, and be invited to events and visits. With preparation time for meetings this can equate to a commitment of 1-2 days per month.

Appointments will be for an initial three-year term of office. Trustees can be appointed for a further two terms, subject to approval by the Board.

How we support our trustees

We offer a full induction for new trustees, along with ongoing training and development opportunities. If you have not been a trustee before, relevant training on the role and responsibilities of being a trustee will be provided. Support from more experienced trustees will also be made available, so that you have a named person to discuss any questions or concerns with.

Confidential support is provided for trustees who may require adjustments and is reviewed regularly to ensure these adjustments continue to meet the needs of the trustee.

Each trustee has an annual conversation with the Chair about their experience, and can contact the Chair in the event that they feel there is any barrier affecting their participation and ability to carry out their responsibilities.

All trustees and their families can access Together's confidential workforce assistance helpline and a range of wellbeing resources. This confidential helpline provides support and advice on a wide range of issues and provides face to face or telephone counselling services.

All trustee roles are unremunerated. All expenses related to the role will be paid in full. If you are travelling to meetings, we can provide train tickets in advance of the meeting, and reimburse any additional out of pocket expenses with a valid receipt.

How to Apply

If you are interested in applying for this role, please do so by sending a short CV, or career summary, along with a supporting statement (ideally no longer than two pages) to Board-Secretary@together-uk.org

The statement should include:

- What has led you to apply for the role of trustee
- The relevant knowledge, skills and experience that you have
- Any other information which you think is important for us to be aware of (e.g. any specific support needs)
- Your preferred contact details

You may find it particularly helpful to refer to the "What is the role of a trustee" and "Who are we looking for" sections above when writing your statement.

If you require reasonable adjustments to support your application please let us know.

We will be in touch with further information after the **submission deadline of 9am Monday 16th March 2026**, if not before.

If you require any guidance with your application, or if you would like to have an informal and confidential discussion about the role and/or any specific support needs, please contact our CEO, Linda Bryant at linda-bryant@together-uk.org.

The [Charity Commission website](#) also provides further guidance on taking on a trustee role.
Page | 7

Next steps

<p>9am Mon 16th March 2026</p>	<p>Closing date for all applicants</p> <p>We will be actively monitoring applications before and after this date to decide which applicants to invite to Stage 1 (as below).</p>
<p>23 March – 24 April 2026</p>	<p>Stage 1: Informal conversations with Together Chair and CEO (these can be online, by phone or in person, as suits)</p> <p>A decision will then be made on which applicants to invite to Stage 2 (as below).</p>
<p>w/c 11 May 2026 or w/c 18 May 2026</p>	<p>Stage 2: Panel Interviews (these will take place face to face at Together’s national office in London)</p> <p>The final appointment decision will be subject to ratification by the Board and the completion of a vetting process.</p>
<p>Thursday 9th July 2026</p>	<p>Board makes final appointment decisions</p>
<p>Thurs 8th October 2026</p>	<p>Appointees attend first Board meeting</p> <p>(N.B. we can be flexible regarding how soon individuals take up the role)</p>