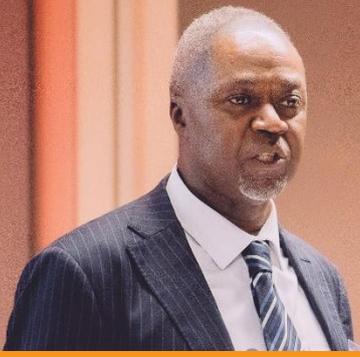


REACHOUT

Trustee Recruitment Pack 2026





Introduction from our Chair

Dear Candidate,

Thank you for your interest in joining the ReachOut Board of Trustees.

For more than 20 years ReachOut has been supporting young people through high quality mentoring and youth development programmes. We are entering an exciting phase in our charity's journey. While we have been faced with challenges, particularly in 2023-24, following a number of high value Trust funders closing their doors, we are also in the early years of implementing our new 2025-2029 [strategy](#).

Our new strategy is grounded in a robust, evidence-based framework developed alongside the Centre for Youth Impact. The framework focuses on the development of Young People's socio-emotional skills, which now lies at the heart of the programmes we deliver, ensuring we can deepen our impact and strengthen the outcomes we can deliver.

We are seeking new trustees who can help us continue to move our strategy forward. We are interested to hear from a range of people, particularly those who have experience as a senior leader or head teacher in schools or multi academy trusts, expertise in research and/or monitoring and evaluation to support our ambitions to become more data driven, and those in senior leadership positions in the corporate world to help us build our networks.

We also know that the strongest governance is shaped by diverse perspectives and informed by lived experience. We therefore warmly welcome applications from individuals whose personal journeys resonate with the barriers and inequities faced by the young people we are here for.

We look forward to receiving your application.

With best wishes,

**Professor Simon Hepburn
Chair of Trustees**





About ReachOut

At ReachOut, we run after-school mentoring projects that build socio-emotional skills which transform outcomes for 9–14-year-olds. We define these skills as empathy, responsibility, problem solving, initiative, teamwork and emotion management.

We exist because not all children have the opportunity to just 'pick up' socio-emotional skills. The 9-14 age bracket is an especially crucial juncture in childhood development, so we focus our efforts on helping children in this range.

Within this bracket, we further focus our efforts on helping young people constrained by circumstance. Our programme delivery is informed by an evidence-based curriculum and delivered through collective mentorship with trained practitioners. This combines positive peer support with supportive adult role models, allowing us to have the most impact.

Our vision is for every young person to have the socio-emotional skills and opportunities they need to thrive



Find out more about who we are and what we do at reachoutuk.org

Who are we looking for?

If you're passionate about supporting young people from under-resourced communities to thrive, and you have the skills and experience to help shape and guide our organisation to achieve our vision, we'd love to hear from you.

In this round of recruitment, we are interested to hear from people with any of the below expertise:

- **Senior Leaders or Head Teachers** from Schools or Multi Academy Trusts
- **Research, Monitoring & Evaluation**
- **Senior Leadership** within a Corporate Environment
- **Lived Experience** aligned to the challenges faced by the young people we are here for.



The role of a Trustee

The Charities Act 1993 defines charity trustees as those responsible under the charity's governing document for controlling the administration and management of the charity.

Our Board of trustees have shared responsibility for the overall governance, financial health and strategic direction of the charity, developing its organisational aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

In addition to the statutory duties, each Trustee uses their specific skills, knowledge and experience to help the Board of Trustees reach sound decisions and support the Chief Executive and Senior Management Team in delivering the charity's mission.

As a Trustee of ReachOut, you will have the opportunity to help govern an ambitious organisation, knowing that your time will contribute to helping young people, who may not have the same advantages as others, develop the social and emotional skills and opportunities they need to thrive.

Duties of all Trustees:

- Support and provide advice on ReachOut's purpose, vision, goals and activities.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Oversee ReachOut's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve ReachOut's financial statements.
- Provide support and challenge to the CEO in the exercise of their delegated authority & affairs.
- Keep abreast of changes in the landscape that ReachOut operates in.
- Contribute to regular reviews of ReachOut's governance.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect ReachOut's interests, to the exclusion of their own personal and/or any third-party interests.
- Contribute to the broader promotion of ReachOut's objectives, aims and reputation by applying your skills, expertise, knowledge and contacts.

There may be times when the trustees will need to be actively involved beyond Board meetings. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, or other issues in which the trustee has special expertise.



Trustee Person Specification

We're looking for trustees who have:

- Enthusiasm for ReachOut's vision and mission.
- Understanding of the legal duties, responsibilities and liabilities of trusteeship in the UK charity sector.
- Able to demonstrate strategic vision and think creatively.
- Willing to speak their mind and exercise independent judgement, whilst operating with tact and diplomacy.
- Ability to work with others in a way that supports positive board dynamics.
- Ability to represent the organisation credibly externally.
- Availability and commitment to perform the role and dedicate the time required to fulfil the role.

Important information about the role:

Location: ReachOut board meetings are held in person in London, online if necessary.

There may be the occasional request to attend additional in-person events / ReachOut mentoring sessions in our various locations.

Time commitment: This is a voluntary position, but reasonable expenses are reimbursed. The overall time commitment for a Trustee is expected to be around 30 hours per annum.

There are four full board meetings a year that last approx. 2 hours, outside regular office hours. Meetings are held on weekday evenings.

Trustees are invited to join one committee where their skills and expertise apply. The committees are Finance, Audit & Risk, Programmes & Impact, and Remuneration & Nominations.

Papers for meetings are distributed a minimum of 1 week in advance of the meeting date.



Benefits

- **Make a meaningful impact** – Contribute directly to a cause you care about and help shape positive outcomes for beneficiaries and communities.
- **Strategic leadership experience** – Gain hands-on experience in governance, strategy, and long-term decision-making at board level.
- **Professional development** – Build transferable skills in areas such as finance, risk management, safeguarding, compliance, and organisational leadership.
- **Influence and shape direction** – Play a key role in setting the organisation's vision, values, and priorities.
- **Expand your professional network** – Work alongside other trustees and senior leaders from diverse backgrounds and sectors.
- **Personal fulfilment** – Experience the satisfaction of giving back, using your skills for social good, and seeing the real-world impact of your contribution.
- **Insight into the charity sector** – Develop a deeper understanding of how charities operate, including funding, regulation, and accountability.
- **Opportunity to share your expertise** – Apply your professional knowledge and lived experience to strengthen the organisation's effectiveness.
- **Collective responsibility and support** – Serve as part of a board, sharing responsibility and learning collaboratively with others.



Application Process

How to Apply

- **Please submit your application via email to HR@reachoutuk.org** and in the subject line, please quote 'Trustee application and your full name'.
- **In your application please include** an up-to-date CV and a supporting statement (max. two pages) that outlines your interest in the role and your fit against the role criteria.
- Please complete the [Equality and Diversity Monitoring Form](#)
- Please note applications to the role of trustee must meet [eligibility requirements set out by the Charity Commission](#) and reside in the UK.

Key Dates

Applications Close	Monday 16th March 2026 at 9am
First Interview (online)	Week commencing 30 th March 2026
Second Interview (in-person)	To take place on the 22 nd or 24 th April 2026
For successful Trustee applications:	
Board meeting (in-person)	17 th June 2026, 5pm-7pm

Any other questions? If you would like to have an informal conversation about the role, please contact our CEO, Ben Hilton, on Ben.Hilton@reachoutuk.org

Please note: if you are a successful applicant, you will be required to undergo an enhanced criminal records check with the Disclosure and Barring Service. ReachOut will cover the cost of the check and guide you through the process.

All staff have a responsibility to safeguard and promote the welfare of children and adults. The role holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

Our commitment to equity, diversity and inclusion

ReachOut is committed to being an inclusive and diverse organisation. We actively welcome applications from people of all ethnicities, ages, religious beliefs, gender identities, sexual orientations, and any other protected characteristics, to provide a diverse range of experiences, ideas, and insights into our work. We understand the importance of having trustees and committee members that reflect the backgrounds and experiences of the communities we serve. More than half of the young people we work with are from Black Caribbean, Black African, Bangladeshi, and Turkish backgrounds, so if you are from these ethnic groups, we would particularly appreciate receiving your applications.

Find out more about who we are
and what we do at reachoutuk.org



REACHOUT



[REACHOUTUK.ORG](https://reachoutuk.org)



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