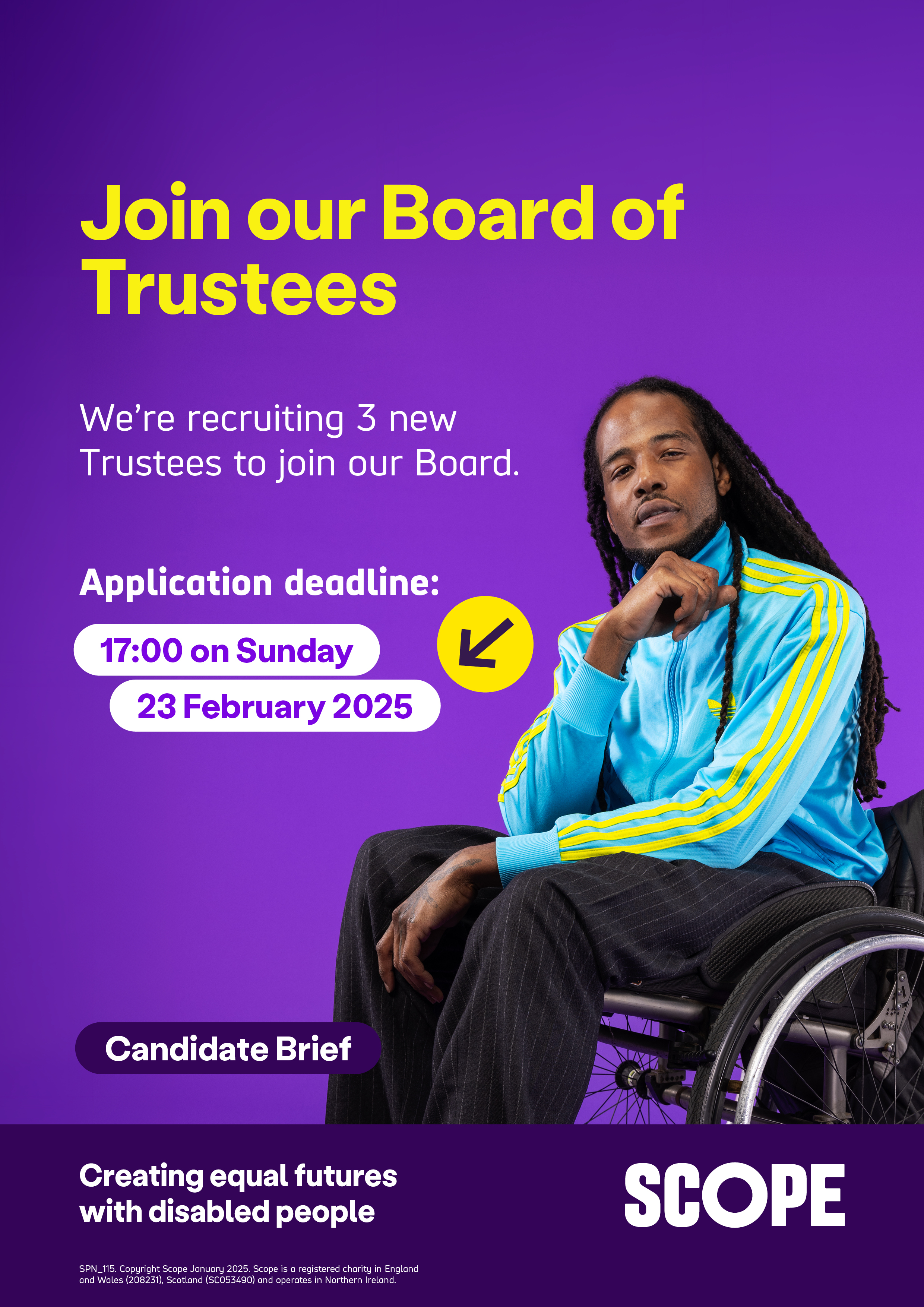
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# Join our Board of Trustees

We’re recruiting 3 new Trustees to join our Board.

Application deadline: 17:00 on Sunday 23 February 2025

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## Welcome from the Chair

Thank you for your interest in applying to become a Trustee.

I became Chair of Scope just over 4 years ago. During that time, my Trustee colleagues and I have supported Scope in its role as a national campaigning organisation.

Our mission at Scope is to end disability inequality and support greater opportunities for the 16 million disabled people in the UK. We campaign to transform attitudes, tackle injustice, and inspire action. We support local people to drive change in their communities. And we provide opportunities, information, and support that empowers disabled people and their families.

But we know we can only achieve an equal future by working with others. That’s why we collaborate with businesses committed to closing the disability employment gap. With companies ready to influence attitudes. And with organisations that want to help end the extra costs disabled people face. Fundraising is vital to this work. The more we raise, the more social change we can achieve.

I hope this gives you an insight into the enormous dedication and passion of the whole team at Scope. It's this culture of inclusion and achievement which awaits you as a new Trustee. We work to create an equal future with disabled people. We won't rest until every disabled person is fully included in society and, above all, has the opportunity to reach their potential.

To help you to succeed as a Trustee in governing and steering Scope to deliver its mission, we have a Board strategic and development programme. You will have a buddy (an established member of the team) to help you. They will welcome you onto the Board so that you can benefit from another colleague’s shared experience and perspective.

This is a really exciting time to join Scope as we have recently launched our new strategy. I hope what you read in this short note will inspire you to put yourself forward for the role of Trustee. In this role, you will have the opportunity to make a real difference to the lives of disabled people and their families. We look forward to hearing from you.

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Description automatically generated*

**Sir Robin Millar, CBE**

## About Scope

We are Scope, the UK disability equality charity. We campaign to transform attitudes to disability, tackle injustice and inspire action. We create opportunities and provide information and support that empowers.

Established in 1952, Scope is led by Chief Executive Mark Hodgkinson. There are 6 directors in the leadership team. Sir Robin Millar is the Chair of the Board of Trustees. The Board is rich in perspectives, experience and diversity through its membership. Scope's work is made possible by the 900 colleagues, 4,300 volunteers, and our fantastic supporters.

Scope wants a society where all disabled people enjoy equality and fairness. We provide practical advice and emotional support to people and families who need it most. We use our collective power to deliver social change and end injustice for disabled people. We do this by working to change attitudes. We inspire policy change, by both local and national government. We work with organisations as employers and product or service providers. Our shops are at the heart of communities around the country, each one increasing impact. Last year, we supported over 4 million disabled people through our services, our online advice and online community forum. This also importantly gives us the authority to speak to power on behalf of disabled people and their families across the country.

Scope’s new strategy was approved by the Board in 2023 and focuses on achieving seismic change for and with disabled people and their families. We want to build on the impact we have achieved over the last few years. We want to go further in driving social change, achieving equality for all disabled people. Our work is underpinned by our commitment to diversity and inclusion in everything we do, and our values. We are pioneering, courageous, connected, fair and open.

## The Trustee roles

We are now seeking to strengthen Scope’s Trustee Board further. We want to welcome 3 new Trustees with expertise in the following areas:

* A qualified accountant
* Strategy implementation/transformation
* Communications and Public Relations.

Trustees act as ambassadors for the organisation, engaging with stakeholders such as donors, volunteers, and beneficiaries. They foster relationships, build networks, and advocate for the organisation's mission, enhancing its visibility and impact.

The Trustees we appoint will work closely with other Trustees, the Chief Executive and the Executive Leadership Team. Together they will oversee the delivery of our ambitious new strategy. They must be committed to equality, and to involving disabled people in decision making. They must also be committed to playing a full part in the Board’s shared responsibilities, as summarised below.

## The candidates

### Honorary Treasurer and Chair of the Finance Committee

The successful candidate will go on to succeed our current Honorary Treasurer who will be stepping down from the Board in November 2025 having completed their final term of 3 years of service.

The Honorary Treasurer will work closely with the Chair, and the Chief Financial Officer providing governance-level leadership and oversight of financial strategy and financial management of the Charity. The Treasurer will provide constructive challenge and Chair the Finance Committee to ensure the proper use of Scope’s resources for its charitable objects in accordance with charity and company law. You will be a CCAB qualified accountant (or equivalent) with extensive strategic financial leadership expertise, probably in the charity or commercial sectors, and with significant experience outside professional accountancy practice. As well as your professional expertise you will bring integrity, the ability to work constructively with colleagues in ensuring Scope’s financial resilience, and an understanding of the challenges and opportunities an organisation of Scope’s size and impact has

### Trustee with strategy implementation/transformation expertise

We are seeking a Trustee with a track record in strategy implementation/transformation, and with the ability to apply their experience in having delivered measurable impact in providing strategic guidance and thought partnership as part of Scope’s Board of Trustees. Your expertise will provide constructive challenge to the Executive in shaping sustainable and transformative data-driven initiatives in the delivery of Scope’s strategy, An Equal Future, ensuring they deliver measurable impact. You will bring strategic acumen, analytical thinking, the ability to absorb complex information, and excellent communication skills to inspire and guide diverse stakeholders.

### Trustee with communications and Public Relations expertise

We are seeking a Trustee with expertise in developing impactful communication and PR strategies to help us strengthen our relationships with key external audiences. This includes the media, strategic partnerships and high-level influencers. You will provide strategic guidance to fellow Trustees and Executive colleagues, identifying opportunities to enhance our visibility and attract new supporters. Your expertise will help Scope deliver communications activities that advance our mission and which champion disabled peoples’ voices across multiple PR channels. As well as a successful professional track record in PR, media or journalism, you will bring exceptional interpersonal skills, strategic thinking, and a dedication to fostering partnerships and advocacy.

## The Board’s responsibilities

The successful candidates will be full members of the [Trustee Board](https://www.scope.org.uk/about-us/trustees/) and will serve on one or more of the 5 Committees which include, External Audiences; Equality, Diversity, Inclusion, and People; Finance; Audit and Risk; and Nominations and Governance Committee.

All Trustees must show:

* An understanding of the challenges facing UK charities in delivering charitable impact and in maximising income streams in the current economic environment
* An interest in, and enthusiasm for, championing equality for disabled people. This includes (desirable) lived experience of disability. This can be directly identifying as a disabled person, or indirectly through family, social or carer networks and relationships
* A sound understanding of charity governance and the responsibilities of charity trustees, including in areas such as governance, strategy and planning, finance, risk, and safeguarding
* An understanding of the importance of satisfying the demands of the Charity Commission, Fundraising Regulator and other relevant regulatory bodies
* Business acumen.

## Support and development

In line with good governance, and to support our Trustees to fulfil their duties, Scope provides a Board strategic and development schedule of training.

## Time commitment

The time commitment for Trustees varies depending on their areas of expertise, however, you will generally be expected each year to attend:

* 4 Board meetings and, for each Committee you’re a member of, 4 Committee meetings, including preparation time
* attend up to 2 strategy days
* attend the Annual General Meeting
* attendance where possible at stakeholder engagement events

On average, Trustees can expect to give approximately 15 to 20 days a year of their time to undertake this role effectively, probably slightly more than this for the Honorary Treasurer.

Meetings are a blend of virtual, hybrid and face-to-face. In-person meetings are usually, but not always, held at our [Here East](https://www.scope.org.uk/contact-us/getting-to-scope-offices/) office in the Olympic Park, in London.

Trustees serve for 3 years, with the possibility to renew for another 3 years after their first term following a review of performance, a consideration of the balance of skills and expertise needed on the Board at that time and of course whether you, as a Trustee, feel you are fulfilling the role you set out to achieve.

## Equality, Diversity and Inclusion

Equality, diversity and inclusion are at the heart of our [Mission](https://www.scope.org.uk/about-us/vision-mission-values/), and everything we do at Scope. The Board has recently approved Scope's new equality, diversity and inclusion strategy.

We recognise that diverse Boards make better decisions, so it’s important to us that we have a variety of perspectives and experiences on our Board.

We warmly welcome all applicants who meet the criteria for the role. We particularly welcome applications from disabled people, and those who bring lived experience to the role. We also encourage applications from individuals of all socio-economic backgrounds, genders, ethnicities, and abilities, including those from Black, Asian, and minority ethnic communities. If you’re passionate about making a difference for disabled people as a Trustee for Scope, we’d love to hear from you.

## Expenses and other matters

This is a voluntary role, but all reasonable expenses will be reimbursed, including to satisfy any accessibility needs.

Trustees are subject to an enhanced disclosure check by the Disclosure and Barring Service. Trustees have to declare interests, gifts and hospitality in accordance with Scope’s Standing Orders.

## Next steps

If you are interested in applying, please click the [apply now](https://www.scope.org.uk/join-our-board-or-committees/trustees#:~:text=than%20750%20words).-,Apply%20now,-Please%20complete%20the) button.

If you're interested in becoming a Scope Trustee, but you are unable to commit to a role at this time, we expect to be running another recruitment campaign towards the end of 2025 as part of our succession planning. If you'd like to receive more information then, please let us know by emailing: [governance@scope.org.uk](mailto:governance@scope.org.uk) with your Expression of Interest, and we’ll keep a record of your details and contact you closer to our next recruitment launch.

If you have any questions you would like to ask about the roles, please email them to: [governance@scope.org.uk](mailto:governance@scope.org.uk)

## Proposed timeframe for recruitment

**Application closing date**: 17:00 on Sunday 23 February 2025

**Shortlisting****:** week commencing Monday 24 February 2025

**Interviews:** week commencing Monday 10 March 2025

These dates may be subject to change and applicants will be advised in advance should this happen.

### Data Protection

Your data will be held in accordance with Scope’s privacy policy.