

INFORMATION PACK

Trustee of
Teesside Mind





WELCOME

Trustee of Teesside Mind

Thank you for your interest in our organisation and this role.

Could you help shape the future of Teesside Mind and support more people experiencing mental health problems across our communities?

Becoming a trustee is a meaningful way to make a real difference. You'll see the impact of your contribution first-hand and be part of a charity that is deeply rooted in Teesside. We'll provide a full induction, ongoing training and development opportunities, and reimburse all travel expenses.

Teesside Mind is an independent local charity, affiliated to national Mind. We support people across Teesside to enjoy good mental health and lead full, happy lives. With a turnover of over £5 million and more than 150 staff, we have a strong reputation for delivering high-quality, life-changing services.

I hope you'll be interested in joining our team once you've read this pack and I look forward to meeting you.

Emma Howitt
CEO



Teesside Mind delivers an incredible breadth of mental health support services for our local community. Being a trustee allows me to play a meaningful part in ensuring people across Teesside can access compassionate, practical help when they need it most and I'm proud to work alongside other dedicated fellow trustees who share the same commitment to making a real difference.

Angela, AV Dawson



Our Values

CARING

We genuinely care about local people and the work that we do. We treat people with respect and dignity.

WELCOMING

It can be difficult to ask for help and there is still much stigma associated with mental health. When people come to us for support, our response is warm and welcoming. Our staff and volunteers are helpful and friendly. We don't judge people.

TRUSTWORTHY

People trust us with their personal stories. We appreciate this isn't easy and are grateful for people's confidence in us. We take confidentiality very seriously.

DETERMINED

We are committed to finding the best support for local people. We can tailor our services to meet their needs as we know finding help for mental health issues can be difficult. If we can't help then we'll find the right support from other local organisations where needed.

PROFESSIONAL

All our staff and volunteers are skilled in the work they do and are supported by us. We're constantly working to ensure our environment is safe and beneficial to you.



Trustee of Teesside Mind

The Opportunity

We're looking for up to two new trustees to join our Board in 2026.

Our Board of Trustees sets our long-term direction, ensures our resources are used effectively and helps us maximise our impact. Trustees also play an important role in upholding our vision and values.

We welcome applications from people who are caring, committed and motivated to help us achieve our mission.

Trustee Role Description

Trustees oversee the governance and strategic direction of the charity. At Teesside Mind, this includes shaping our strategy, supporting and challenging the senior leadership team, and ensuring the organisation is effective, well-run and financially sound.

Trustees work collectively to ensure that Teesside Mind remains purposeful, solvent and focused on delivering the best possible services for the people of Teesside.

Trustee Duties

Trustees are expected to carry out their duties in line with Teesside Mind's values, and to:

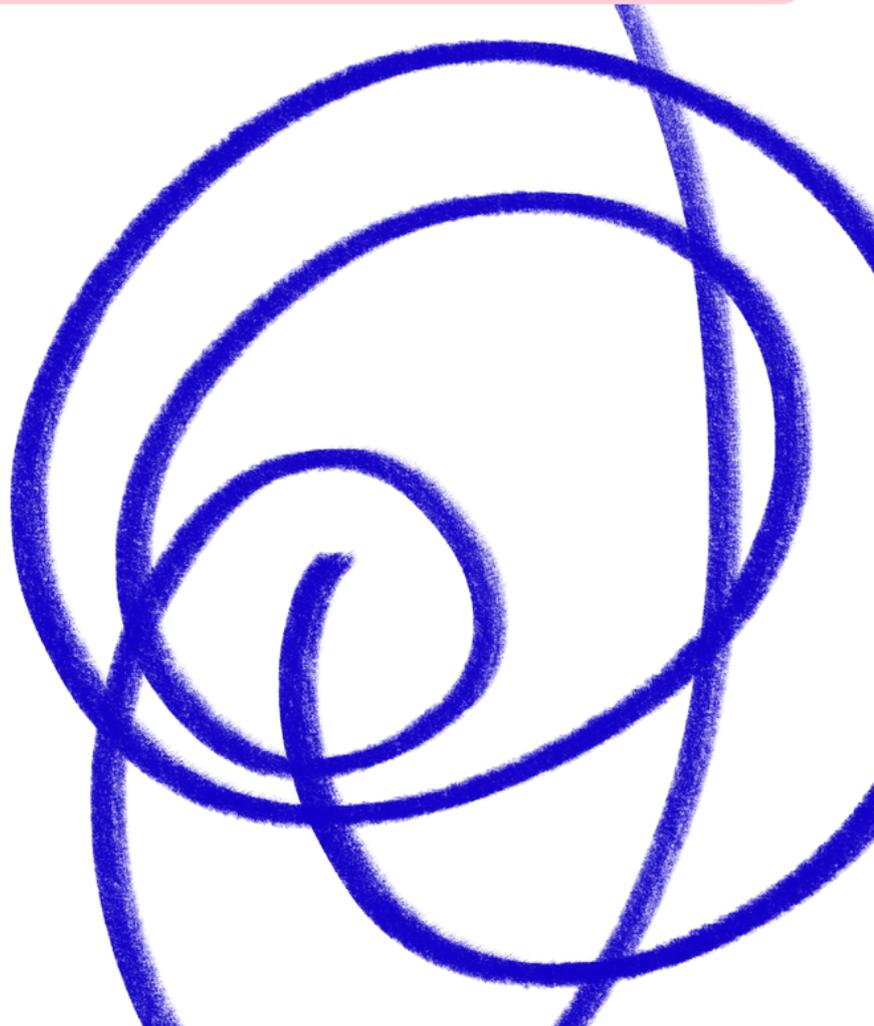
- Ensure the charity pursues its objectives and has a clear long-term strategy.
- Comply with the governing document, charity and company law, and all relevant regulations.
- Exercise a duty of care to ensure the charity is well-run and efficient.
- Oversee the effective use and management of the charity's funds, assets and resources.
- Ensure robust policies, procedures and systems are in place.
- Set and monitor organisational goals and performance.
- Safeguard the charity's values and reputation.
- Oversee financial stability and sustainability.
- Ensure risks are identified, managed and reviewed.
- Appoint, support, supervise and appraise the Chief Executive.
- Ensure clear delegation and reporting arrangements.
- Maintain an appropriate governance structure, including committees and working groups.
- Evaluate Board performance every two years.
- Ensure the voices of people with lived experience inform all aspects of our work.
- Ensure accountability to stakeholders and funders.
- Use their skills and experience to support sound decision-making, lead discussions and provide guidance where appropriate.

Expectations of trustees

Trustees are expected to:

- Attend and actively participate in Board meetings, having read papers in advance.
- Take part in induction and training.
- Maintain confidentiality.
- Join at least one standing sub-group and contribute to time-limited working groups as needed.
- Participate in opportunities to meet staff and volunteers.
- Promote equality, diversity and inclusion in all aspects of the charity's work.
- Support meaningful involvement of people who use our services.
- Represent the Board on internal panels and occasionally external bodies.
- Understand and accept the responsibilities of being a charity trustee and company director.
- Declare any conflicts of interest and act with integrity, care and diligence.
- Contribute to Board performance evaluation.
- Engage with the wider work of Teesside Mind and the national Mind network.

This is a voluntary role with travel expenses paid. The expected commitment is around 4–8 hours per month, including attendance at six Board meetings a year, usually held on Monday evenings. Trustees must be able to travel to Teesside when required.



Person Specification Criteria

We welcome expressions of interest from anyone who can offer the skills we are seeking.

At this time, we particularly welcome applicants who:

- Lived experience of mental health difficulties to ensure the Board remains connected to the lived experiences of those it serves and continues to prioritise lived experience influence and participation throughout the charity's work.
- Can help broaden the Board's diversity, including representation from racialised communities and younger adults (for example, people in their 20s and 30s).
- Bring digital knowledge and skills to strengthen our digital strategy.
- Have experience in property ownership or management.

All applicants should be able to demonstrate:

- Commitment to Teesside Mind's vision, purpose and values.
- Knowledge of or interest in mental health, including personal experience.
- Willingness to commit time and energy to the role.
- Good, independent judgment.
- Ability to analyse information and think creatively.
- Confidence to contribute to discussions and share views.
- Ability to work collaboratively and constructively.
- Understanding of trustees' legal duties and responsibilities.
- Commitment to the Nolan Principles of Public Life.

Equality, Diversity and Inclusion

We are committed to building a Board that reflects the diversity of Teesside. We particularly encourage applications from people with lived experience of mental health problems and from groups currently under-represented in governance roles. Whether you are an experienced trustee or completely new to the role, if you share our values, we would love to hear from you.

Collectively, our Board includes expertise in areas such as governance, health and social care, law, leadership, strategic and financial planning, safeguarding, risk management, quality standards and knowledge of the communities we serve.

How to Apply

If you would like to find out more about this opportunity or submit an Expression of Interest and CV, please contact our CEO, Emma Howitt, at emma.howitt@teessidemind.org.uk.

If you need any reasonable adjustments to support your application or interview, please let us know and we will be happy to help.

Successful applicants will be required to complete an Enhanced DBS check and standard director/trustee disqualification checks.

**Closing date for applications:
Tuesday 31st March 2026**



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Trustee of Teesside Mind



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