



## **Introduction**

Thank you for your interest in the role of Trustee of the Triangle Trust 1949 Fund.

As all our Trustee appointments are time-limited, we are seeking to fill up to two vacancies on our Trustee Board.

We have a good spread of skills and experience currently in the Board but are hoping to recruit at least one person who has been involved in thinking about how you change systems that affect young people. And, due to our focus on young people in contact with the criminal justice system, we are keen for one of our new Trustees to add to our understanding of this sector. This might be through having worked directly with young people within the system, or within the wider criminal justice sector, or through personal experience.

As with any well-functioning Board we are also keen to make sure that we have sufficient expertise in HR, communications, investments and legal issues as we have some Trustees who will be retiring in the next couple of years. We would therefore welcome applications from people with knowledge in these areas too.

In this pack, and on our [website](#), you will find background information about the Trust, our current approach to funding, the role of the Trustee and job description, and also how to apply.

If you would like an informal chat about applying or further information, please email [Director@triangletrust.org.uk](mailto:Director@triangletrust.org.uk) and we will be in touch. We look forward to hearing from you!

Kind regards

Karen Drury

**Chair**

## **Key facts/background**

We are an independent grant-making trust that operates across the United Kingdom. Set up by Sir Henry Jephcott in 1949, we originally provided hardship and education grants to individuals associated with the Glaxo pharmaceutical company. Since then, we have evolved and now give grants to community organisations supporting those in need.

In 2012 the Trustees decided we should become more focused in our grant making with the aim of making a greater impact on those receiving support. So, in 2013 we started to focus our support in two key areas – unpaid carers and the rehabilitation of offenders and ex-offenders.

As the impact of the pandemic on certain groups became clear we launched a one-year strategy that focused on supporting the needs of young carers and young offenders. Funding focused on employment support for young offenders and school and education support for young carers/young adult carers. We extended this strategy for a further year in 2022 to reflect the continued need that we were seeing.

In 2023, we made the decision to focus our funding solely on work with young people in contact with the criminal justice system or those highly vulnerable to entering it. We plan to spend up to £5m over five years to support work in this area.

## **Our strategy**

The Triangle Trust's grant criteria has changed over the years in response to changing social needs, but our core aims have remained constant.

### **Vision**

People in need across the UK receive the necessary support to improve the quality of life.

### **Mission**

To fund community and voluntary organisations that offer targeted high-quality support and work to achieve change for the better.

## **Additional information**

- In 2023 we launched a five-year strategy focusing on supporting work that aims to reduce reoffending rates for young people and first offences for young people at high risk of entering the criminal justice system. Trustees have played a key role in supporting this development and have been involved in crucial decision-making at Trustee Meetings. We have included a copy of our top-line Theory of Change that underpins the strategy.
- Our current grants can be up to £80,000 over two years and we have an annual focus for our funding rounds. In 2023 this focus was projects that used a Sport 4 Development approach. Our focus for 2024 is young women and girls. Trustees will be involved in identifying and agreeing the focus for future years.

- We are an endowed fund and spend the income earned on our investments on our grant making plus capital if needed. We currently have an annual grant making budget of £1,000,000. We aim to award around £800,000 in grants each year between two funding rounds and also have a budget of £200,000 to make strategic grants that fall outside of our open grant making criteria. Strategic grants support work that meets our aims but have the potential to make a difference at a systems change level, usually through campaigning, policy work, convening or awareness raising. Current examples of some of our strategic grants include supporting the work of Kinship, Social Finance and Prison Reform Trust.
- Alongside our grants we also provide additional support to grantees through the Spark Programme which is a partnership with Cranfield Trust. This includes the offer of free mentoring or consultancy support for grantees as well as participation in five Peer 2 Peer exchanges with other funded projects doing the same kind of work.
- We also offer all grantees free use of the Upshot Monitoring, Evaluation and Learning platform to help develop their use of evidence in demonstrating the impact they are making.
- Triangle Trust employs two paid members of staff – a Director and a Grants Assistant. Our office is based in Brighton and board meetings tend to take place either in London or other locations easily accessible for Trustees to travel to. We have 5 meetings a year, plus additional meetings if necessary via Zoom.

### **Why become a Triangle Trust Trustee?**

“This is my first role as a trustee, and I've now been on the board for one year. Being on the board has offered me a new environment where I've been able to utilise my knowledge and experience outside of my day job. Some responsibilities of being on the board required me to undergo further training, such as finances, so it's been great that it's also developed my skillset and I've been able to learn alongside other board members.

I think all trustee boards should ensure they have diverse members, differing in age, background, and career, to help properly govern and develop the organisations they represent.”

### **Clio Carpenter (Trustee)**

“I joined the Board of Trustees for Triangle Trust 1949 Fund in March 2016 and became Chair in March 2021. Being a trustee before and during the challenge of the pandemic has really helped me develop as an individual, as well as giving me the opportunity to use skills which had been tucked away in a back drawer. Since I became Chair, the Trust has taken a new and more specific direction, enabling us to focus, build our own understanding of the sector and the difficulties that our beneficiaries face.

The Board of Trustees is an incredibly supportive group of people, knowledgeable, skilled, and also up for a laugh – all of which are very important for this kind of work. I hope you'll join us!”

### **Karen Drury (Chair)**

## **How to apply**

Please send us a CV and a covering letter that includes a statement of why you wish to become a Trustee and what you would bring to the board. Please email these to [Director@triangletrust.org.uk](mailto:Director@triangletrust.org.uk) before the closing date.

A full role description is included in the pack and the term of office is five years with a further five-year term able to be served.

Please see the Board skills assessment table in the job description to see where we currently have gaps in expertise on the Board. Where we have marked E we are looking to add additional expertise.

**Closing date for applications is 10am Monday 7<sup>th</sup> October and interviews will be held in central London on Thursday 24<sup>th</sup> October.**

<b>Trustee Recruitment timetable</b>	
Monday 9 <sup>th</sup> September	Application opening date
Monday 7 <sup>th</sup> October	Application closing date
Monday 14 <sup>th</sup> October	Shortlisted applicants contacted
Thursday 24 <sup>th</sup> October	Interviews in central London
Monday 28 <sup>th</sup> October	Successful applicants advised
November	Meeting with Director and Chair/Vice Chair
Thursday 12 <sup>th</sup> December	Attend Trustee meeting as an observer
Thursday 30 <sup>th</sup> January	Appointed as Trustee at meeting
February 2025	Induction with Director