



Trustee

October/November 2026

Recruitment Information Pack

THE GREEN HOUSE (TGH)

This recruitment pack contains the following information:

- About The Green House
- How to apply and interview arrangements
- Trustee role and responsibilities

Welcome to The Green House

Thank you for considering joining The Green House as a trustee. We are seeking up to two new Board members to help guide the next stage of the charity's development.

We are a specialist Bristol-based charity supporting children, young people and families affected by child sexual abuse. We work alongside the people who use our services, listen to their experiences and use what we learn to improve our support. We recognise the profound impact of abuse while holding onto the possibility of healing, hope and a better future.

As a trustee, you will help shape our direction and protect the safety, quality and sustainability of our organisation. You will join a Board with collective responsibility for the whole charity, bringing experience, independent judgement and constructive challenge.

Our approach

Safety, belonging and hope are central to our therapeutic environments and organisational culture. Creativity and connection sit alongside professional expertise and evidence-informed practice, including art, play and nature-based therapy.

We look beyond the individual to the relationships and systems that influence wellbeing, including family, school, community and professional networks. We recognise children, young people and families as experts in their own lives and support them to have choice and a voice.

Our priorities

Over the next three years, our priorities are to:

- Develop our services and model so we can offer more choice to more children, young people and families affected by child sexual abuse.
- Strengthen our strategy and delivery plan in response to changes in commissioning and funding.
- Build collaborative partnerships with external stakeholders.
- Increase our influence so child sexual abuse is prioritised locally and nationally.

In 2026, The Green House was named overall winner of the GSK IMPACT Awards, delivered by GSK in partnership with The King's Fund. The award recognised the impact of our work with children and families.

Why join our Board

This is an opportunity to use your skills for a purpose that matters, contribute to the future of specialist support and learn alongside colleagues with different perspectives.

It is an exciting time to join us as we develop our strategy and look to increase both our local and national visibility. You will be joining an ambitious team who work tirelessly to improve the lives of children, young people and families who have experienced sexual abuse.

Current recruitment priorities

We are particularly keen to hear from people with significant experience in one or both of these areas:

- **Charity leadership and governance:** senior charity experience, including governance, risk management, strategic safeguarding oversight and statutory contract management.
- **Fundraising and income generation:** expertise in trust and grant fundraising, major donor development, income diversification, business development, partnerships, communications, public relations or social media. You do not need experience in every area listed.

We also welcome wider sector knowledge and insight into groups currently underrepresented in our services, including boys and young men who have experienced sexual abuse, LGBTQI+ communities and people from the global majority.

Equality, Equity, Diversity and Inclusion

The Green House welcomes applications from people of all backgrounds. We value the different experiences and perspectives that help us make better decisions, strengthen our inclusive practice and respond to the communities we serve.

We recognise that people do not have equal access to opportunities and that barriers can prevent individuals from putting themselves forward. We offer a guaranteed interview to disabled applicants who meet the essential criteria for the role. Please let us know when applying if you would like to be considered under this scheme or need any reasonable adjustments during recruitment.

You may also complete the optional [Equal Opportunities Form](#) to support our diversity monitoring. This information is kept separately from selection and is not seen by the recruitment panel. Completing the form is not a condition of applying or requesting a guaranteed interview.

We welcome lived experience and the insight it can bring. We are also committed to providing a safe environment for everyone. You are not expected or required at any stage to disclose personal experiences of abuse.

How to apply

Your application

Please send your CV and a covering letter to recruitment@the-green-house.org.uk

Your letter should explain:

- Why you want to become a trustee of The Green House and how your values align with our work.
- How you meet the essential criteria in the person specification.
- The experience and perspective you would bring, particularly in relation to our current recruitment priorities.
- How you would make time for the role, including preparation and work between meetings.

Recruitment timetable

- Closing date: Monday 26th October, 5pm
- Shortlisting notification: We will notify you if you have been shortlisted for an interview by Friday 6th November.
- Interviews: Interviews will take in person at our premises in Bristol the WC 9th November.

Selection and appointment

Shortlisting will assess the essential criteria and the experience needed by the Board. Interviews will explore your motivation, judgement and understanding of governance, as well as the contribution you could make to the charity.

Appointment is subject to eligibility to act as a charity trustee and company director, two satisfactory references, one personal and one professional and DBS checks at the level for which the role is legally eligible. Directors must complete applicable Companies House identity verification requirements.

Find out more before applying

For an informal conversation, please contact Michele Romaine, Chair of Trustees, at: michele.romaine@the-green-house.org.uk

Visit www.the-green-house.org.uk to find out more about our work.

Please also read the role description and person specification below.

Trustee role description

Purpose and legal responsibilities

To govern The Green House collectively, setting strategic direction and overseeing performance. Every trustee must pursue the charity's purposes for public benefit, comply with its governing document and the law, act in its best interests, manage resources responsibly, exercise reasonable care and skill and ensure accountability.

As company directors, trustees must act within their powers, exercise independent judgement, avoid conflicts and improper third-party benefits and declare interests in transactions. Their duties support the company's charitable purposes.

Key responsibilities

Strategy and impact: agree priorities and assess outcomes, service-user feedback and public benefit. Ensure survivor voice informs decisions through safe, supported participation.

Finance and risk: scrutinise budgets, accounts, cash flow, reserves, restricted funds and financial commitments. Approve budgets and annual accounts, oversee controls and principal risks, and seek timely advice when concerns arise.

Safeguarding and quality: seek evidence that safeguarding, therapeutic standards, safer recruitment and supervision work effectively. Escalate concerns promptly and ensure appropriate action and timely serious incident reporting to the Charity Commission and other relevant agencies.

Executive accountability: appoint, support and hold the CEO accountable through agreed Board arrangements, while respecting delegated responsibility for staffing and day-to-day delivery.

Decisions and participation: prepare for and attend meetings, question evidence, seek advice where needed, record decisions and significant dissent, and complete agreed actions. Follow the Articles' requirements for valid decisions and statutory reporting.

Essential personal qualities

Commitment to our purpose and values; integrity and independent judgement; ability to understand financial and performance information, challenge constructively and work collaboratively; understanding of governance versus management, or willingness to learn; and capacity to prepare, attend meetings, fulfil actions and complete induction and training.

Previous trustee experience is not essential. Relevant experience may be professional, voluntary, community or personal.

You may be asked to evidence your experience and expertise, related to the Charity's recruitment priorities, during the interview process.

Appointment and time commitment

Trusteeship at The Green House is an unpaid, voluntary role that is vital to the charity's ability to fulfil its purpose and sustain its work. We value the time, expertise and perspective that each trustee contributes.

In accepting the role, trustees commit to making an active and reliable contribution: preparing for meetings, participating in decisions, completing agreed actions and applying their skills in the charity's best interests. Although the role is unpaid, its legal duties and standards of care, integrity and accountability apply in full.

We welcome people who want to contribute their expertise, work collaboratively and take shared responsibility for The Green House's future.

The expected time commitment is approximately 15 days annually, including preparation for meetings, ten Board meetings a year, induction time, development and agreed work between meetings. There may also be additional committee or lead duties as part of the Trustee role.

