



GEORGE
HOUSE TRUST
HIV POSITIVE LIVING

CHAIR OF THE
BOARD OF TRUSTEES
CANDIDATE PACK



Purpose

Inspiring people living with HIV
to live healthy and confident lives



Vision

A world where HIV holds no one back



Values

Passionate
Inclusive
Responsive

A message from Russell, Patron of George House Trust

I was 18 in 1981, leaving home and heading out into the world. Just as the first rumours and mutterings cast their shadow, telling of a strange new virus on the horizon which only affected gay men. How impossible that seemed!

To make a sudden, brutal jump-cut to today: we now know how different and complicated the truth turned out to be. And 40 years later, we're still living with the consequences.

Early in 2021, I had the honour of writing a Channel 4 drama called *It's A Sin*, about HIV and AIDS in London in the 1980s. And I'd like to think it had some impact.

They say that figures during this year's HIV Testing Week more than quadrupled. But more than that; as Darren, the Chief Executive of George House Trust said to me, the HIV story gained mainstream column inches supporting the cause, for once, not attacking it.

For me, one of the greatest rewards was that a younger generation heard the story of HIV for the first time – sort that curriculum out! – and reacted with anger and compassion. I know of one young man who asked his mother, a nurse, why she'd never told him about this; she burst into tears and said she's kept it quiet for decades because she couldn't bear to talk about it. "I couldn't save them," she said. They hugged, and wept, and the talking began.

And these problems aren't in the past. Ignorance, fear and stigma still exist.

Just six months ago, a friend of mine was trying to adopt a child, and was helpless to react as his HIV status was brought up in court, as a problem, three times.

That's where George House Trust comes in. As a magnificent resource of information, tactics, advice, kindness and care.

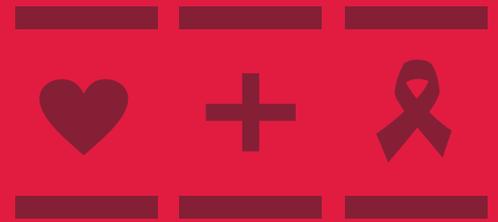
My job's easy, I just sit and type. It is the staff, volunteers and service users of George House Trust who deal with these issues, day in and day out, and conquer them. Their pride, ambition, humour, insight and determination stagger me.

I'm proud to be their patron, and in one of the most difficult years the whole world has ever seen, I stand in awe at what they've achieved.

Russell T Davies



About George House Trust



At George House Trust, our vision is for 'A world where HIV holds no one back'. Our purpose is 'Inspiring people living with HIV to live healthy and confident lives' and all of our work is underpinned by our core values, which are Passionate, Inclusive and Responsive.

Founded in 1985, we have achieved many remarkable outcomes to enable people living with HIV to live fulfilled, healthy lives. Back in 1985, we would never have believed that, through advances in medical research, people living with HIV, on effective treatment and with an undetectable viral load, cannot pass the virus to anyone else.

We are excited about the Greater Manchester Fast Track City initiative and are a leading force in both this work in and the ambition to end HIV transmissions in a generation across the region. We currently work closely with partners, BHA for Equality and LGBT Foundation, to deliver the Passionate about Sexual Health (PaSH) contract across Greater Manchester, our main funding contract. We also have independent funding streams to deliver specific projects supporting people living with HIV.

Our work and vision are driven by a passionate Board of Trustees and an experienced Chief Executive, supported by a team of dedicated staff and a diverse cohort of volunteers. The Board of Trustees is looking for an experienced individual who is as exceptional as George House Trust, and who can lead and inspire our organisation through a period of change and transformation.

You will be joining a supportive, committed Board that works in a spirit of constructive

challenge. This is a particularly exciting time to join us as we plan new initiatives, adapt to a post-Covid world and seek out new and exciting partnerships to build on our achievements, making a real difference to the lives of people who are living with and impacted by HIV.

George House Trust's Covid Response

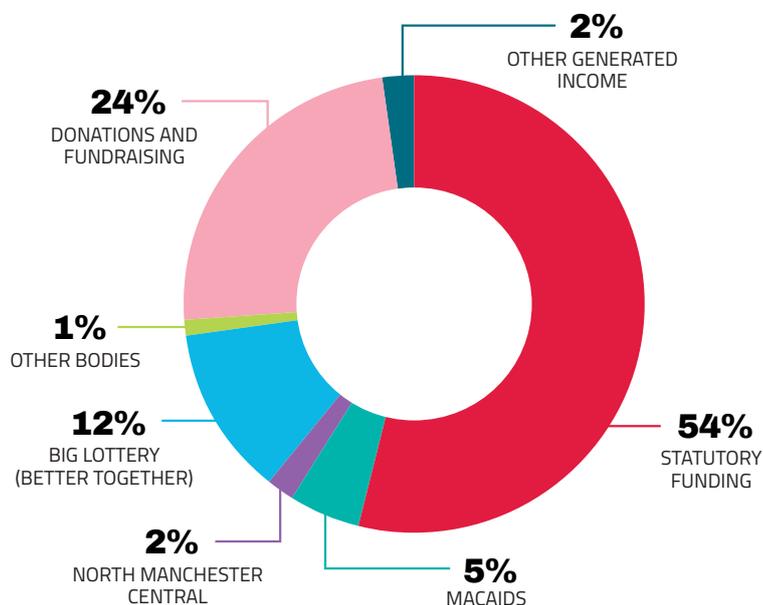
Throughout Covid, we ensured that all our one-to-one services and support activity was maintained with no changes to our front-line delivery team. Most staff worked from home and we adapted our offer, ensuring our service users could access the support they needed over the phone, online and digitally.

Some volunteer roles were paused to ensure safety and we maintained volunteer roles around food and formula milk distribution, and destitution support for some of our most vulnerable service users. We also established a whole new service called Telephone Buddies to support those service users who were lonely, isolated or just wanted someone to talk to.

Looking ahead

We provide tailored and intensive support to over 2,000 people living with HIV each year at George House Trust and our commitment is to reach more people across Greater Manchester and beyond. We also want to ensure that we build on our existing partnerships and build new ones to meaningfully address the stigma, shame, fear, discrimination and lack of education in communities about HIV.

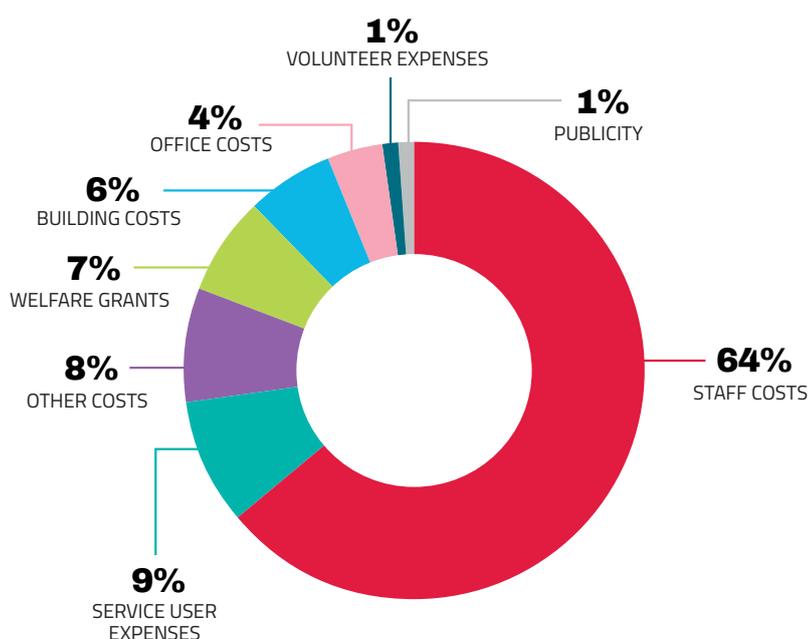
Income and Expenditure to 31st March 2021



Income £822,049

Statutory Funding	£438,338
MACAIDS	£40,016
North Manchester General	£18,500
Big Lottery (Better Together)	£101,237
Other Bodies	£10,343
Donations and Fundraising	£195,470
Other Generated Income	£18,145

Actual income was £822,049, resulting in a budget surplus of £162,453. This was due to a generous legacy gift, a reduction in operational costs during Covid-restrictions, a Covid-19 emergency grant from the National Lottery Community Fund and other grants. Despite this surplus, all areas of income were significantly down on previous years, largely as a result of the Covid-pandemic.



Expenditure £659,596

Staff Costs	£425,170
Service User Expenses	£60,526
Other Costs	£53,651
Welfare Grants	£45,035
Building Costs	£36,259
Office Costs	£28,481
Volunteer Expenses	£6,144
Publicity	£4,330

Throughout the year, we made savings on overhead costs due to our office being closed during Covid-19 restrictions, and on staff costs. By working closely with grant-funders to adapt existing projects due to the impact of Covid-19 restrictions on planned activities, we ensured that we spent restricted funds in line with the project's aims. These cost-savings also contributed to the year-end budget surplus.

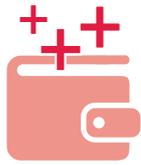
These figures are to 31 March 2021, the end of our financial year.

What was achieved at George House Trust last year

Here is a summary of the reach and impact of the work of George House Trust over the last 12-months.

For more information, you can review the full Impact Report on our website: ght.org.uk/about-george-house-trust

MONEY ADVICE SUPPORT



175

debts totalling
£224,727

124

resolved to date

£56,220

in debts written off or cleared

Secured

£765,890

for our service users through new benefit claims, reviews, appeals and resolving delays and errors.

POSITIVELY SPEAKING

15

sessions delivered



George House Trust's team of staff and volunteers provided services and support to



2,083

people in the year,
an increase of 5% on the previous year.

GEORGE HOUSE TRUST ONLINE

The George House Trust website continues to be a source of information for many people with



36,066

visits through the year



3,057

Facebook fans

11%

growth from last year



4,750

Twitter followers

17%

growth from last year



1,309

Instagram followers

18%

growth from last year

TACKLING POVERTY



303

food parcels delivered

£6,000

destitution payments

31

mothers living in Manchester, Bury, Tameside, Oldham, Salford, Rochdale, Stockport, Wigan and Trafford received formula milk and steriliser kits.



INTENSIVE SUPPORT



94%

of people had significantly increased their HIV clinic attendance

U=U

71%

of people had an undetectable viral load within 12 months of engagement with this service



88%

reported an improvement in general wellness

better together

Connecting people living with HIV

335

people have been supported since 2017

47

community matches

9

additional mentors trained



266

Peer Mentor sessions delivered

19

people receiving life coaching



COUNSELLING



431

counselling sessions delivered, up from 326 in the previous year



HEALTH AND NUTRITION



78%

reported improved adherence with their medication



100%

said receiving groceries improved their wellbeing



67%

reported an improvement in their health after receiving their groceries



89%

gave the service 5 out of 5

WELFARE FUND



95

clothing vouchers issued

128

essential household appliances delivered to people living with HIV



£35,000

granted to people living with HIV



"I really don't know how to say thank you for all your help; it really has lifted a massive weight from my shoulders."

The Chair's Role and Responsibilities

This role description outlines the key responsibilities of the Chair of the Board of Trustees at George House Trust. The role of the Chair is ultimately to take the lead on ensuring that trustees comply with their duties and the charity is well governed. The Chair also provides leadership and development support to the Chief Executive. We estimate a commitment of around half a day each month for this role.

1. Trustees and the board

1.1 Management responsibility

- To hold a key leadership role in developing and driving the strategy for George House Trust, upholding the organisation's aims and values.
- To chair meetings of the Board of Trustees, ensuring that the board functions effectively and carries out its duties.
- In collaboration with the Chief Executive and Deputy Chair, agree an annual calendar of meetings of the Trustees and major events for the organisation.
- To work with the Chief Executive in ensuring effective relationship management across all internal stakeholder groups including staff, volunteers and members.

1.2 Leadership, Governance and strategic planning

- To ensure that the Trustees set overall strategy and policy objectives.
- Work with the Chief Executive in making recommendations on the composition of the Trustee body and future nominated officers of the trustee body.
- To work with the Chief Executive and Deputy Chair to recruit Trustees and co-optees with the required skills and expertise.
- To ensure that the Trustee body annually reviews its structure, role, relationship to staff and implements agreed changes.
- To ensure that the Trustees develop a long-term strategy for the organisation together with the Chief Executive and management team, with clear objectives.
- To work with the Chief Executive to set the governance committee work programme for the year and to ensure that programmes of work for other committees are relevant and effective.

1.3 Training and development

- Ensure that individual training needs are identified and met, where appropriate.
- To work with the Chief Executive to identify training priorities for the board of Trustees and the Senior Leadership Team.
- To ensure that an annual collective board review of contribution takes place, facilitated by an external individual and producing clear priorities for development that are followed up.
- To agree to undertake 360° reviews (or similar) in line with the approach agreed by the Board in order to identify learning and development opportunities.

2. Working with the Chief Executive

2.1 Provide effective development support to the Chief Executive:

- Ensure that a clear annual plan and budget is agreed to measure and assess organisational performance.
- Support and review the work of the Chief Executive.
- Develop appropriate and relevant agendas for Trustee and committee meetings.
- Define and apply assessment criteria for the most senior paid managers.
- Carry out an annual review of the Chief Executive.

2.2 Manage and review risk:

- Ensure that the organisational risk register is reviewed, updated and managed.
- Work with the Chief Executive to avoid, limit and mitigate reputational damage when exceptionally challenging situations arise that may require sensitive handling.

3. Working with staff and volunteers

3.1 Ensure that all appropriate procedures are in place:

- Support the Chief Executive with the recruitment of senior staff.
- To receive regular informal progress reports of the organisation's work through the Chief Executive.
- To reflect to the trustee body any concerns staff have in regard to the role of the trustee body, its

committees or members; to relate the concerns of the trustee body and other constituencies to the Chief Executive.

4. Working with service users and members

4.1 Communication with service users and members:

- To ensure regular communication with members and host member meetings in line with the governing document.
- To collaborate with the Chair of the Governance Committee to agree an annual calendar of members meetings and events and to produce relevant agendas and timely papers that facilitate transparent discussion.
- To listen to Members and to communicate any concerns and complaints to the Trustee body and ensure effective follow-up.
- To develop membership and Member involvement.
- To identify ways in which the transition from Member to Trustee can be improved, facilitating training and workshops where appropriate.
- To work with the Chief Executive to ensure that George House Trust retains service user experience at its heart.
- To attend feedback sessions with service user representative as required.
- To participate in opportunities for service users to feedback directly to the Chair and Chief Executive.
- To work with the Chief Executive to ensure that all qualitative and quantitative data received from service user representatives is communicated to Trustees, staff, members and service users and that practical action plans are produced and acted upon.

5. External leadership

5.1 Championing the organisation

- To serve as a spokesperson for and promoter of the organisation.
- To promote the organisation to a wider audience of potential donors and beneficiaries.
- To attend relevant networking events as required and to build strong relationships on behalf of the organisation.

Person Specification

As we look to the future of the organisation, outlined below are the key attributes which are essential for the role:

Involving people

People living with HIV are at the heart of everything at George House Trust, especially in the governance structure and the majority of Trustees are elected from within the Membership. Membership is free and has always been open to all people living with or affected by HIV and our volunteers. Over recent years, membership has been expanded to include all supporters, allies and ambassadors, broadening the knowledge, skills and experience of people involved in the organisation.

All trustees have a key role in working with the membership, as well as service users, staff and volunteers and the Chair will encourage and enable creative thinking in how people living with HIV can be heard and included in all that's done.

Embracing Change

George House Trust has continued to evolve and adapt to meet the changing needs of people living with HIV. The determination to challenge the stigma, fear and uncertainty that people living with HIV have to deal with every day and that no one has to face HIV alone remain core to what the organisation exists to address. Whilst the operating environment is uncertain, the need for support from George House Trust continues to grow and it is essential that the organisation adapts to provide the support that's needed.

Over the last 6-years, we have seen operational and strategic changes at George House Trust and we will continue to see change as a result of medical advances, changes to treatments, access to care and support and developing new partnerships. Covid itself has prompted change and developments in the way that we do things in providing services and increasing access.

The critical point for the Chair is to recognise the need for and impact of change and to work with trustees and the

Senior Leadership Team to guide the organisation on its journey.

Inclusion

A critical area of focus for the board at George House Trust is inclusion; spanning everything from the board itself to people that access services and everyone in between. Following an independent commission, the trustees have implemented a co-designed action plan for change to address inclusion at all levels of the organisation. This is a long-term piece of work that will evolve as our people do.

George House Trust faces a diverse range of challenges and opportunities and we need people with different experiences and perspectives to address them. The Chair will have a key role in driving forward the inclusion plan and support the creation of new ones whilst challenging thinking, policies and behaviours to ensure that we build a truly inclusive organisation.

Income Generation

George House Trust's income portfolio is diverse and in order to deliver our ambitions, we need to build on past successes. The board appointed a trustee with a focus on income generation with a focus on how unrestricted income is increased.

The Chair, working with the board and Senior Leadership Team will inspire creativity in new and innovative approaches to income generation, as well as capitalising on existing strengths.

Evidence and impact

The Chair's role is critical in ensuring that the trustees and the organisation is addressing the organisation's charitable objects. It is essential that we use data and information to evidence impact and bring that together with individual stories to create a compelling narrative. Everything that we do has to be evidenced and it is important for the board, led by the Chair, to have the assurance that everything that is delivered and achieved by George House Trust has a positive impact on the lives of people living with HIV.

How to Apply

We hope that you've got all the information that you need to apply, however if you'd like an informal chat, you can contact Darren Knight, Chief Executive by email (darren@ght.org.uk) who'll be able to arrange a conversation with the Deputy Chair ahead of you submitting your application.

To apply, please provide a copy of your current CV together with a supporting statement highlighting why you want to be the Chair of George House Trust and how you believe you will support us to achieve our vision of **a world where HIV holds no one back**. Your statement should be no more than 2-sides of A4.

Please also ensure that you've completed the demographic monitoring form and include it with your application. The demographic monitoring form will be handled separately and confidentially once received and does not form part of your application.

Your application should be emailed to hr@ght.org.uk. If you require any support with your application, please email hr@ght.org.uk.

Application deadline:	5pm on Monday 31st January 2022.
Invitation to interview:	Week commencing 14th February 2022.
Confirmation of appointment:	28th February 2022.
Invitation to role as Chair:	April 2022.

The first Board Meeting following the appointment of the Chair will be Wednesday 27th April 2022.



Contact us

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