

INDEPENDENT LEGAL TRUSTEE

RISE.

RECRUITMENT PACK

RISE.

**WE TRANSFORM
LIVES, COMMUNITIES AND
PLACES THROUGH THE
POWER OF MOVEMENT.**

WELCOME FROM OUR CHAIR

Dear Potential Board Member,

Rise is a leading North East health and wellbeing charity. We exist to transform lives, communities and places through the power of movement. This drives everything that we do and motivates everyone involved with our organisation.

This is where you come in. If you are similarly motivated, we're looking for someone with legal experience and the qualities outlined in this pack to join our team of trustees to help us deliver on our mission and to achieve our vision of our communities enjoying a better quality of life through active wellbeing.

As a leading charity, we pride ourselves on delivering outstanding service and high standards to our partners, which is reflected in our various assessments and feedback; our last partner survey delivered an NPS score of +79.4.

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As a strategic agency that espouses the importance of physical activity and movement, our people are our strength, from the Board through to the staff, and new trustees will be central to this.

We recognise and embrace the benefits of having an inclusive and diverse Board and see increasing diversity and inclusion at Board level as an essential element to achieve our [Rise Together 2021-2031 strategy](#). If you have the skills and experiences outlined in this pack, please don't be put off if you have never been a trustee before. We are actively seeking new voices and will provide training and support as necessary to help you to excel as a trustee. We are also keen to work with applicants and make adjustments where needed to make it easier to become a trustee.

As a new trustee you will have an initial induction and after this, we can review your induction and development needs and put in place a plan to support you to learn more about the organisation and the role.

It is appropriate at this point to mention that I am also stepping down as Chair in 2026 after six years, but we are currently in the process of recruiting a new Chair who we are confident will continue to help lead Rise forward into an exciting new era.

This pack is designed to provide you with the information you need to make an informed decision about joining us. We are, of course, happy to answer any questions you may have.



A handwritten signature in blue ink that reads "Simon Gordon".

SIMON GORDON
Rise Chair of Trustees

ABOUT US

Rise North East (Rise) is a charity working across Northumberland, Tyne & Wear and County Durham with the primary purpose of improving the quality of life of communities that need it the most through the power of movement.

We're one of a network of active partnerships across England who provide systems leadership and operational support to partners and stakeholders to support them to use physical activity, sport and movement in their work to improve physical and mental wellbeing, educational attainment and community cohesion, amongst other things.

Much of this work is connected to tackling the stubborn, and growing, health, economic and social inequalities that we see in our region. We create the conditions for success, participating in, and encouraging, collaboration and co-production, brokering relationships and sharing insight of people and place.

Achieving these aims involves working with a broad range of local, regional and national partners including seven local authorities, NHS institutions, Sport England, national governing bodies of sport, the Northumbria Police & Crime Commissioner's Office, businesses, schools and further and higher education providers.

The majority of our core funding is currently provided by Sport England, although we are working to augment this resource with alternative funding options. With an annual turnover of around £1.8m and with a current team of 45 people, the charity has grown rapidly in recent years and is excited to be moving forward under our ten-year strategy, Rise Together, which launched in April 2021 and was refreshed in 2025. Our latest impact report gives a great flavour of the range of work that we undertake.



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OUR MISSION, VISION AND VALUES

MISSION

To transform lives, communities and places through the power of movement.

VALUES

CATALYSE CHANGE.

We believe that change is possible and we're ready to lead the exploration.

POSITIVELY DISRUPT.

To challenge the norm and cause radical change through innovation and learning.

COLLABORATE.

Together we are greater than the sum of our parts. People make the change.

VISION

Our communities enjoy a better quality of life through active wellbeing.

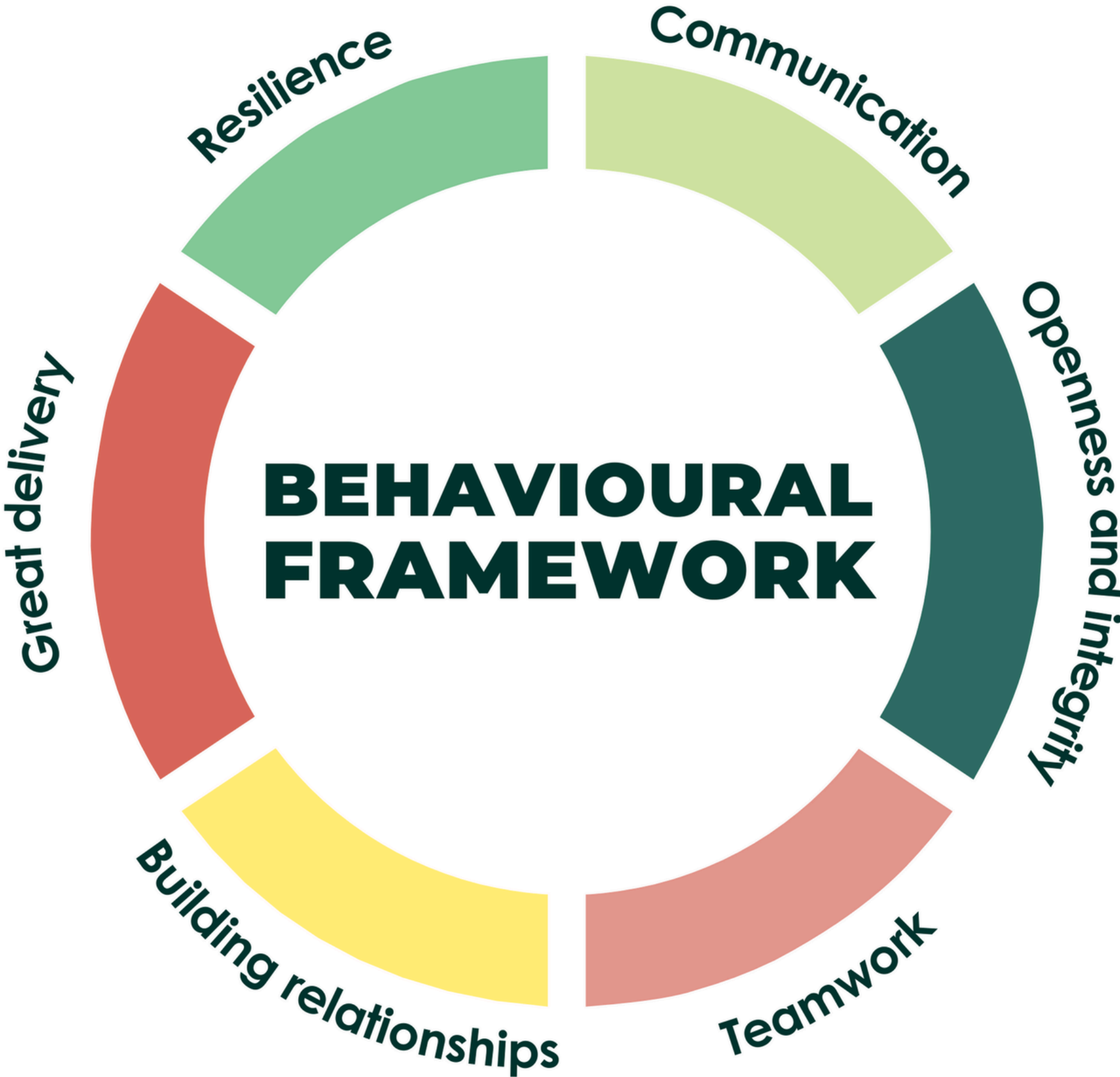
We will endeavour to understand and proactively tackle any forms of prejudice. We, along with colleagues across the Active Partnership network, are striving to be anti-racist, not just 'not-racist'. We will demonstrate a clear stance against all forms of inequality.

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OUR BEHAVIOURS

Our core values support our vision, shape our culture and reflect how we work and behave.

What that means to us as individuals, and how we demonstrate these, is outlined in our Behavioural Framework.



THE ROLE

INDEPENDENT LEGAL TRUSTEE

LOCATION:

Board meetings usually take place at our head office in North Tyneside.

TIME COMMITMENT:

Quarterly Board meetings are 2 hours long, take place four times a year during office hours and are complemented by an annual strategy day and an annual strategy half day. Additional ad hoc meetings/calls may be required. Board sub-committees meet virtually at various points throughout the year, with membership and attendance based on individual trustee skills.

Board papers are sent one week prior to meetings, and you will be expected to read these and come prepared with thoughts, questions or queries.

TERM:

Trustees are appointed for a 4-year term of office, renewable for a further term to a maximum of 8 years.

REMUNERATION:

This is a voluntary position, but reasonable expenses are reimbursed.

PURPOSE AND KEY FUNCTIONS OF TRUSTEES

The overall purpose of the role of all Trustees of Rise is to contribute to:

- carrying out the oversight responsibilities of the Rise Board of Trustees; and
- supporting the Rise CEO and the wider team.

As a company director and charity trustee, the role of a Trustee has the following key functions.

- To actively contribute to the Board of Trustees, giving firm strategic direction to the organisation, approving policy, defining goals, setting targets and evaluating performance.
- To ensure Rise meets its objectives and complies with its governing documents, and all relevant legislation or regulations.
- To act as an ambassador for Rise.
- To act collectively and to take decisions objectively, acting in the best interests of the charity and its beneficiaries, stakeholders and the wider public.
- To oversee financial plans and budgets, ensuring that Rise remains solvent and has robust financial controls and systems of risk management in place.

- To ensure that key risks are being identified, monitored and controlled effectively and that appropriate governance and assurance processes are in place.
- To support and, as appropriate, participate in committees of the charity, operating under agreed Terms of Reference.
- To provide oversight, input and constructive challenge in Board and committee meetings.
- To contribute knowledge, skills and experience in their specialist area to the deliberations of Board and committee meetings.
- To contribute to the provision of an appropriate balance of motivation and challenge to the Senior Management Team and staff across Rise.
- To meet with the Senior Management Team and/or other staff, as required, to discuss significant issues and plans.
- To collaborate with the Chair and CEO to ensure that Rise meets the criteria set out in Tier 3 of the December 2021 [Sport England/UK Sport Code for Sports Governance](#).
- To operate in accordance with the relevant codes of conduct for sports organisations and charities in the United Kingdom and to exhibit actions and behaviours that align to the Board Terms of Reference, Conflicts of Interest policy and the [Charity Commission guidance for trustees](#).

- To participate in regular reviews of the Board's own effectiveness in carrying out its responsibilities and functions.
- A willingness to commit time to prepare for and attend Board meetings (a minimum of four times per year), as well as to support occasional sub-committees and the CEO and wider team on an ad hoc basis relevant to a Trustee's skill set. It is expected that the legally skilled trustee will also sit on the Audit Sub-Committee.

Independent means that the Trustee brings to the deliberations the independent perspective of someone who is: "free from any close connection to the organisation and if, from the perspective of an objective outsider, they would be viewed as independent. Examples of a 'close connection' include:

- they have, or have within the last four years been actively involved in the organisation's affairs such as, as a representative of a specific interest group within the organisation such as a sporting discipline, a region or a home country;
- they are or have within the last four years been, an employee of the organisation;
- or they have close family ties with any of the organisation's directors or senior employees."

PERSON SPECIFICATION

We are looking for someone who demonstrates the following qualities and skills, or the potential to develop them with training and support.

- A willingness and ability to understand and accept their legal duties, responsibilities and liabilities as a trustee and to act in the best interests of the organisation.
- An ability to think creatively and strategically, exercising good, independent judgment, and the ability to work effectively as a Board member.
- Experience of leadership/Board level engagement in the charity, private, public or voluntary sectors.
- A personal passion for the role of movement, physical activity and sport in society.
- An authentic desire to make a difference by contributing to improving the overall health, wellbeing and quality of life of communities across the Rise region.
- Experience, or understanding, of business and/or strategic planning.
- Experience, or understanding, of organisational management.

- Ability to analyse and interpret complex issues, with a willingness and ability to challenge and probe. The ability to discuss and debate and to constructively challenge ideas and decisions where necessary.
- Strong inter-personal communication skills. The ability to form good working relationships both within and outside the Board.
- A collegial approach to decision-taking.
- Alignment with the mission, vision and values of Rise.
- Knowledge, or experience, of the responsibilities of a charity Trustee.
- Knowledge, or understanding, of the communities in Northumberland, Tyne & Wear and/or County Durham.

For this specific Trustee vacancy, we are also looking for someone with expert knowledge or understanding of general legal principles, with a professional qualification or professional experience in this area, in order to:

- Advise and support Rise in any areas requiring a legal perspective (e.g. corporate governance)
- Provide advice and challenge on strategy, vision, performance, resources and standards of conduct, from a legal and regulatory perspective; and
- Identify key issues and trends that may impact on Rise.



GENERAL INFORMATION

ELIGIBILITY

Under our Articles of Association and/or under the Charities Act 2011, you are unable to serve as one of our Trustees if you:

- are under the age of 18;
- are disqualified as a company director;
- have an unspent conviction for an offence involving dishonesty or deception (such as fraud);
- are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors;
- have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement;
- are on the sex offenders register; or
- are otherwise disqualified by law from serving as a charity trustee.

INDUCTION AND TRAINING

An induction programme will be offered to new Trustees and relevant training provided during the term of your appointment.

PRIVACY NOTICE

The information that you provide as part of your application will be used in the selection process only.

All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Rise is committed to being transparent about how it collects and uses data and to meeting its data protection obligations.

Our full privacy notice is available via our [website](#). By submitting your application, you are giving your consent to your personal data being stored and processed for the purposes of this Trustee selection process.



EQUALITY, EQUITY, DIVERSITY AND INCLUSION

OUR COMMITMENT

We recognise that we live in a diverse society and that some groups of people do not have equal access to sport and physical activity, and this is something we are committed to challenging and addressing. We want to tackle the inequalities that exist, promoting and enabling equal access to sport and physical activity and supporting under-represented individuals, groups and communities to be able to take part, and to feel comfortable doing so in whatever activity they choose.

We will focus on encouraging and advocating for policies and practices that promote equality, diversity and inclusion at all levels in sport and physical activity, including ensuring that it is embedded in projects and programmes that we support and fund. We will also encourage our partner organisations and other providers that we work with to adopt and demonstrate their commitment to the principles and practices of equality, diversity and inclusion.

We are fully committed to supporting the principle and practice of equality of opportunity, treating everyone according to their needs, and being as diverse and inclusive as we possibly can be.

We believe our Board should reflect the Northumberland, Tyne & Wear and County Durham region and its people, whom we work with and for.

We are particularly keen to hear from people from under-represented groups as this will allow us to make better, more inclusive and informed decisions, provide wider perspectives, drive change and improve performance. We aspire to be a Board that is proactive in not only meeting its legal obligations, but also one that goes further and that our commitment can be seen and heard internally and externally. As part of addressing underrepresentation, we particularly welcome applications from people from a Black, Asian or minority ethnic background, disabled people, people from the LGBTQIA+ community and/or those from lower socio-economic backgrounds.



...read our EDI policy here

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APPLICATION AND RECRUITMENT PROCESS

If you would like an informal chat about the role, please contact Clare Morley (CEO) via Clare.Morley@RiseNorthEast.co.uk.

Or visit [RiseNorthEast.co.uk](https://www.RiseNorthEast.co.uk) to find out more about us.



To apply, please submit:

1. An up-to-date CV and short covering letter (no more than 2 sides of A4), or a short video/audio clip application (no more than 3 minutes), explaining your interest and suitability in becoming a trustee of Rise. Please highlight your specific expertise in relation to the essential and desirable skills and experience we are looking for, including any other information that you think is relevant in support of your application, for example, what you can offer to the organisation; and
2. Two recent professional references; and
3. A completed [Equality and Diversity Monitoring Form](#).

Please email your application to Recruitment@RiseNorthEast.co.uk with "Trustee of Rise" in the subject line of your email.

If you would like to receive a hard copy or alternative format of this content, please contact the same email address.

KEY TIMINGS

- APRIL – MAY** Advertisement and introductory conversations
- 22 MAY** Deadline for applications and shortlisting
- WC 8 JUNE** Panel interviews
- WC 15 JUNE** Offers and appointments
- JUNE – JULY** Opportunity for induction, training and support
- 28 JULY** First Board meeting
- ONGOING** Training and support

**APPLICATIONS
SHOULD BE
RECEIVED BY
9AM ON
22 MAY**

RISE.

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 info@risenortheast.co.uk

   RiseCharityNE