

Beat

Eating disorders

Trustees

Candidate pack



OUR VALUES

At Beat, we share the vision of an end to the pain and suffering caused by eating disorders. We are inspired by the people we serve, by the difference we can make, and by our commitment to each other.

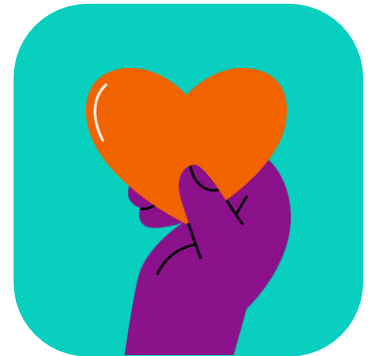
To make our vision a reality, we need to be bold. It takes a particular courage for our beneficiaries to ask us for help. And we need to be courageous in return – being proactive in seeking new opportunities, embracing new ways of working, and challenging things that are preventing our vision from becoming a reality.

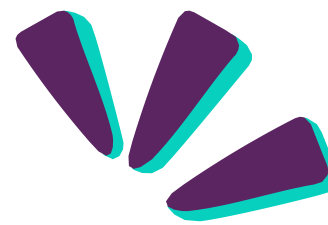
Central to our success is our commitment to building and maintaining supportive and mutually empowering relationships with our colleagues, supporters and beneficiaries. In turn, these relationships provide us with unique experience and learning, which we use to speak with both compassion and authority about the realities of eating disorders.

We also believe that people performing at their best are happier in their work and that happy people perform at their best. So we create and protect a trusting and collaborative environment where people can experiment, learn and flourish.

We all have the responsibility of ensuring our behaviours and relationships reflect these values on a day-to-day basis and for holding ourselves and each other accountable when they do not.

When we get this right, we will achieve brilliant results together, making Beat a truly inspiring and enjoyable place to work.





OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

We cannot succeed in our mission to end the pain and suffering of eating disorders unless we are able to help everyone affected by eating disorders and address inequalities in experience and outcomes.

We take equality, diversity and inclusion seriously at Beat and we are committed to ensuring EDI is embedded in our service provision and our individual behaviours.

We recognise that there are still significant barriers that deny equal access to the information, support and treatment that everyone affected by eating disorders deserves. As an organisation we will reduce barriers to those seeking our support and use our voice and influence to tackle inequalities and drive change.

We know that we need a diverse, passionate workforce to deliver our mission. We are committed to recruiting, retaining, and promoting a diverse mix of individuals who are representative of the communities we serve.

We believe that everyone should be able to be themselves, feel respected and be empowered to give their best and reach their full potential. We will create a safe and inclusive culture where everyone can progress and thrive, and has a sense of belonging. It is all of our responsibility to make Beat a fair and equal place to work, where we all promote equality, value diversity, and work inclusively.

We expect all of our third-party suppliers and partners and everyone involved in Beat's activities to act in line with our EDI policy. We do not tolerate disrespectful behaviour towards each other, supporters or members of the public. Any breaches of this policy are taken seriously by the organisation.

We know that eating disorders do not discriminate. They can affect anyone, of any age, background or circumstance. We also know that it is only by actively working to eliminate discrimination and create equality that we will be able to end the pain and suffering of eating disorders for good.

ROLE DESCRIPTION

The Board of Trustees is collectively and equally accountable for the governance, strategy, finances and direction of the charity, ensuring that Beat is optimally effective in the pursuit of its charitable objectives.

MAIN RELATIONSHIPS

The Board work collaboratively as a group and as subcommittees. Good relationships will also be important with the CEO and executive team.

KEY RESPONSIBILITIES

The Board of Trustees works collectively to:

1. Ensure that Beat has ambitious and focused strategies that deliver the greatest impact for our beneficiaries
2. Set, approve and monitor performance against Beat's medium-term strategies, annual business plans and budgets
3. Ensure that Beat applies its funds in pursuit of its charitable objects, is financially stable and effectively administered
4. Ensure that all activities are compliant with the governing document, charity law, company law and any other relevant legislation or regulations
5. Establish and implement systems for the appointment, management and appraisal of the Chief Executive
6. Provide support to the Chief Executive in the management of the organisation where requested or in areas of considerable risk.
7. Approve and monitor the implementation of policies and procedures
8. Monitor, evaluate and improve its own performance



PERSON SPECIFICATION

The successful candidate will bring all of the following:

- Strong empathy and engagement with the work of Beat and a desire to bring energy and determination to its mission
- Ability and willingness to attend and engage actively and constructively in Board meetings, and in conversations between meetings, combined with an understanding of the importance of collective responsibility for decisions reached
- An ability to understand and contribute to Beat's strategies and plans
- Keenness to support and be actively involved in fundraising activities
- Willingness to make use of their own networks and connections with relevant others specific to their particular areas of experience and expertise

Additionally, candidates will bring at least one of the following attributes which are currently under-represented on the Board of Trustees:

- An equality and diversity champion with a particular ability to support Beat's drive to ensure equity of access, experience and outcomes among people affected by eating disorders, regardless of their individual characteristics or background.
- A frontline health professional working in eating disorders.
- Expertise in risk management.
- Expertise in human resources and organisational development
- Expertise in marketing and communications
- Based in and with a profound appreciation of issues relating to Northern Ireland.
- Based in and with a profound appreciation of issues relating to Scotland
- Based in and with a profound appreciation of issues relating to Wales.
- Knowledge of Charity governance and working at a senior level within a charity
- Ability to support Charity Fundraising Strategy and operations
- Finance background and knowledge particularly in the charitable sector
- Knowledge and experience of policy and campaigns

We want the Board to be as representative as possible of the people we serve and we are therefore keen to hear from a diverse range of applicants.

GOVERNANCE AND STRUCTURE

Beat is a company registered as a charity in England and Wales and separately, in Scotland. Its registered name is the name Beat (formerly Eating Disorders Association).

It has a set of “charitable objects” that define what the organisation can do – all its activities must be linked to these objectives.

These are:

- Help for those suffering from eating disorders, including Anorexia Nervosa, Bulimia Nervosa, Binge Eating Disorder and all other eating disorders.
- Help for the families of those closely involved with the sufferers of eating disorders through by providing advice and information to them.
- The education of the public in respect of the nature and treatment of eating disorders.
- The promotion of research into the cause and treatment of eating disorders and the dissemination of the results of this research.



THE BOARD OF TRUSTEES

The Trustees are accountable for the work of the Charity. All authority to act in the name of the Charity rests with the Trustees and together they act collectively, as The Board of Trustees. Without the consent or delegated authority of the Board, no individual Trustee or group of Trustees may bind the Charity to any course of action.

The Board has a number of key responsibilities. The most important of which is to approve the overall strategic direction of the Charity, along with annual Business Plan and Budget. It is also responsible for monitoring performance against these plans and to keep risks, opportunities and threats to the Charity's success under review. The Board makes decisions on receipt of guidance and information from those appointed to manage the day to day work of the Charity.

While the members of the Board are jointly responsible for the operation of the Charity, up to five trustees are appointed to senior roles ('Officers'). Currently, there are three officers: the Chair, Treasurer and a Vice-Chair.

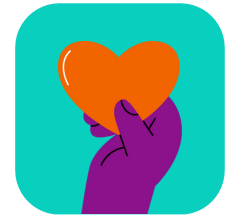
The Chair is responsible for leading the Board and the organisation to enable the Charity to fulfil its purpose, primarily through the strategic and business plans and oversight of their implementation. They support the Chief Executive and ensures an effective relationship between the Board and the Executive. They play a leading role in fundraising and acts as a spokesperson and figurehead for the Charity.

The Board delegates certain of its functions to sub-committees which oversee activities and take decisions within the terms of the authority delegated. The committees report regularly to the Board on their activities through the circulation of minutes and through providing formal reports to each Board meeting.

The current Committees are the Finance and Risk Committee, Human Resources Committee and Services Committee. The Board may close or amend the terms of the delegated authority to these Committees at any time. Beat is also supported by a multi-disciplinary Clinical Advice Group of senior clinicians who provide guidance and support on our services.

THE SENIOR MANAGEMENT TEAM

To enable the Board to fulfil its role, it appoints a Chief Executive and delegates the day to day responsibility for the Charity to him/her. In turn, the Chief Executive, appoints a Senior Management Team. This currently comprises Directors of Finance, Fundraising, External Affairs and Services. All appointments to the Senior Management Team are approved by the Board and Trustees are involved in the recruitment process.



THE BOARD OF TRUSTEES

Mike Cooke – Chairman

Mike's most recent role outside of Beat was as the Chair of the North Central London Integrated Health and Care System. He also provides independent occasional advisory services to public sector organisations. Until 2019 he was the chief executive of the London Borough of Camden. He joined Beat in 2017, being keen to contribute to Beat's work because of his experience of supporting a close family member with a serious eating disorder.

Valerie Jolliffe – Treasurer

Valerie has been a trustee and treasurer of Beat since 2012. She has extensive experience of the charity sector, with a particular focus on health and mental health. She is currently a trustee, and chairs the finance committee of the Royal Free Charity and the Institute of Physics and Engineering in Medicine. She previously worked in corporate finance and early stage venture capital. She has a masters in Charity Finance and Accounting and a Diploma in Charity Accounting. Valerie has personal experience of living with an eating disorder.

Jo Bennett – Vice Chair

Jo is an experienced Human Resources leader with over 30 years working in businesses such as Mars, Cadbury and Costa Coffee, both in the UK and overseas. She has broad HR expertise including remuneration, and a specific interest in change management and talent development. Jo has personal experience of caring for a family member with an eating disorder. She has a Biochemical Engineering degree from University College, London.

Emily Rothwell

Emily joined Beat in early 2017 as an Ambassador. At the time she was completing an MSc by Research, investigating a digital treatment for those affected by binge eating difficulties. Emily then began working as a Research Officer and as a Senior Helpline Advisor for Beat, and in 2018 began working as Beat's Clinical Advice Co-ordinator, which later became Clinical Advisor. She left Beat's staff in 2020 to begin her training on the clinical doctorate in psychology programme.

David Smart

David worked in the investment management field for 34 years for Barings, County NatWest and Fiduciary Trust, which was subsequently taken over by Franklin Templeton. He served on a number of the subsidiary boards of the last two and chaired the board of Fiduciary's Swiss Bank for a number of years. He currently serves on the investment committee of Beazley plc and of UNRWA, the UN agency that looks after Palestinian refugees in the Middle East. David was elected to the National Trust Council in 2012 and appointed to the Board of Trustees in January 2015.

Dr Selma Stafford

Selma is a Clinical Director for NHS Sussex with a special interest in children's and young people's mental health. She has worked as a GP for 24 years and works with asylum seekers. She has been vice chair of governors at a local school and was recently awarded the Nye Bevan certificate in Executive leadership from the NHS leadership academy.

Selma has personal experience of caring for a young person who has been very unwell. Selma graduated from Manchester Medical School in 1996 and became a member of the Royal College of GPs in 2001.

WHO WE ARE

Beat is the UK's eating disorder charity. We exist to end the pain and suffering and loss of life among people affected by eating disorders:

- ◆ We help them to understand their illness, support them to get treatment and help them towards recovery.
- ◆ We help families and carers know how best to support a loved one into, through and out of treatment.
- ◆ And we train teachers, health professionals and other key individuals to spot when someone is showing the early signs of an eating disorder, how to talk to them and how to encourage them to seek and get treatment as quickly as possible.

We use our experience to campaign for better government policy and health service practice that addresses the challenges faced by people with eating disorders, always guided by the experience of our beneficiaries and the expertise of clinicians. We work both nationally and locally, focussing on three priority areas: early intervention, family empowerment and prevention & cure.



WE HAVE A STRATEGY FOR 2019–25 WITH THE GOALS OF:

- Reducing the delay between someone falling ill and starting treatment from over 3 years at present to less than 12 months, and shortening current waiting times from months to days;
- Ensuring that all family members and carers are fully informed about their loved one's illness and empowered to support their recovery;
- Achieving an increase in the funding and priority given to eating disorders research so that there is a chance of effective cures and prevention strategies being discovered.

We are now developing a new five-year strategy which will take us to 2030. This retains our current goals but with an additional focus on ensuring equity of access to treatment for anyone affected by an eating disorder, and achieving better outcomes for people with longer term illness.

Beat has been working for people with eating disorders for almost 50 years. Anorexic Aid was formed in Manchester in 1974 while Anorexic Family Aid was created in Norwich in 1976. The two organisations merged in 1989 to become the Eating Disorders Association. We have been known as Beat since 2007. Our registered name changed to Beat (formerly Eating Disorders Association) in October 2018.

HOW TO APPLY

To apply for this position, please provide the following:

- a supporting statement, explaining how you believe your experience specifically matches the requirements of the role, directly addressing the each of the points as outlined in the person specification.
- a short introductory statement demonstrating your motivation for this role.
- a comprehensive CV including details of your achievements in each role, and including details of two referees, one of whom should be your current or most recent employer.

All application forms should be sent by email to HR@beateatingdisorders.org.uk by 9am on **6 December 2024**.

Shortlisted candidates will be invited to meet with staff and colleagues as part of a multi-stage interview process during December 2024 and January 2025.