

Trustee Recruitment Pack



Groundswell
Out of homelessness

Thank you for your interest in becoming a Groundswell Trustee

We are looking to **recruit at least two people** to join our fantastic charity as Trustees, including one person who may become Treasurer and chair of our Finance Committee. We're specifically looking for applications from people with at least one of the following characteristics:

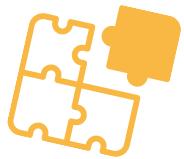
- Experience in charity finance
- Experience in fundraising, marketing and communications
- With lived experience of homelessness.
- Who are Black, Asian or a person of colour.
- Experience of working in or around the homelessness sector

We aim to create a **Trustee Board** that is **representative of the population groups we serve**, recognising that a greater diversity of backgrounds and perspectives will strengthen our Board. Applications are encouraged from people with disabilities, and Groundswell is committed to providing reasonable access adjustments as required.

If you would like to discuss this role before applying, please contact:

Gina Rowlands, Chair of the Groundswell Board via:
info@groundswell.org.uk

A word from our Chair



This is a very exciting time to join Groundswell's board. In the last few years, Groundswell has risen to the challenges of the external environment with the co-production of a new four-year strategy, which involved all staff, volunteers and trustees, and a successful launch to all external partners and funders. Through our new strategy and four key goals, we can clearly articulate and demonstrate our vision, values and ethos.

Despite the forthcoming changes within NHS England and Local Authorities threatening the future of commissioned services within homelessness and inclusion health, the organisation remains strong. Over the last year, we have transformed our board meetings; staff members contributing to a written report and at each meeting, a representative of staff and volunteers are invited to present on their area of work, followed by robust and meaningful discussions on how the Board can support them.

Groundswell always has its focus on the future; it never stands still. In 2025, we saw the launch of the NHS 10-year plan and await details of the homelessness strategy. Groundswell contributed to the consultation process for both these documents, with evidence-based research and members with lived experience feeding in. We made sure that participation and progression within inclusion health and homelessness were central to this.

Groundswell will continue to be at the forefront of campaigning and advocacy for the most vulnerable and forgotten in society, and we look forward to welcoming new trustees to the Board to support our vital work. We are Greater Together.

About Groundswell



Groundswell works with people with experience of homelessness, offering opportunities to contribute to society and create solutions to homelessness.

With our CEO Michael joining us in 2023, it's an exciting time to join the Groundswell team as we launched our new [organisational strategy](#) in November 2024 focused on four key goals - Stronger Voices, Healthier Lives, Better Futures, and being Greater Together - and we have a new website launching soon.

Groundswell are at the forefront of participatory practices with lived experience at their core. A recent staff, volunteer and trustee survey found over **70% of the team had experience of homelessness**. Recently, we've been delivering award-winning, life saving [Homeless Health Peer Advocacy services](#), working with the GLA on a rough sleeping strategy, and delivering projects on Temporary Accommodation in Kensington & Chelsea and [with Amnesty International](#).



Our vision and mission

Our vision is for a society which is fair, inclusive and equal. We need equitable access to a healthier life and a better future for anyone with experience of homelessness.

Our mission is to bring people together to:

- Amplify voices of people with lived experience to create solutions to homelessness and health inequalities.
- Stand in solidarity and champion their rights, to create positive change.

“

Hear from our Trustees

“To be a trustee of a forward thinking and dynamic charity like Groundswell is an honour and a privilege.”

“Being a Groundswell trustee provides me with lots of opportunities to build skills and confidence.”



The role of a Trustee

Charity Trustees are ultimately responsible for the oversight of the running of a charity, working collectively with the rest of the Board.

All Trustees take part in an induction process which include opportunities to meet fellow Trustees, staff and volunteers.

Groundswell can provide training to help with any development, as well as supporting Trustees in their role.

“Even though I know that I am not a paid member of staff – I feel like I am part of the team. I don't feel like it's separated. I think everyone works as a team.”

-Peer Volunteer

Trustees need to:

- Be committed to the core beliefs and aims of Groundswell.
- Be constructive, open and respectful about other Trustees' opinions in discussions, and in response to staff members' and volunteers' contributions at meetings and when carrying out any other related Trustee responsibilities.
- Be able to maintain confidentiality on sensitive and confidential information.
- Be able to make collective decisions and stand by them;
- Be able to respect boundaries between executive and governance functions.

Time commitment

- Four (three hour) Board meetings and an away day a year.
- Four committee meetings a year (if a member of People or Finance committee).
- Attendance at events and other meetings (typically about four times a year).
- Capacity to respond to emails promptly.



The primary aspects of the role of a Groundswell Trustee

Being part of Groundswell's Board is an important responsibility. You will be part of a group of diverse people with wide-ranging experience and skills, to support the charity in the following ways:

- Ensuring that Groundswell meets its objectives and complies with charity law.
- Ensuring that Groundswell's resources are used responsibly, there is good financial control and accountability.
- Reviewing major risks and opportunities and managing any conflicts of interest.
- Supporting and working with the Chief Executive and the Senior Leadership Team (SLT).
- Reading the relevant papers before Board or committee meetings; participating in these meetings.
- Being effective advocates for the charity and sometimes representing Groundswell at external events.

We have separate People and Finance committee's to ensure adequate time and expertise is allocated to these areas, each include at least two Board members, the CEO and another member of the SLT.

If you want to understand more, have a look at the Charity Commission website: [The essential trustee: What you need to know, What you need to do](#)

Person specification

- Wholehearted commitment to our objectives and values.
- Willingness to devote the necessary time and effort and add value to the organisation where possible.
- Able to get on well with people at all levels, including volunteers, the Board, the CEO and other staff, and external organisations where relevant to the trustee role.
- Commitment to fairness and promoting equality and inclusion.
- Thoughtful and good listener, willingness to learn.

Ready to apply?

To apply, please submit your **CV via email** to:

info@groundswell.org.uk and answer the following questions:

1. Why would you like to be a Trustee?
2. What do you hope to gain?
3. What do you hope to offer?

We are also happy to receive **video statements** - answering the questions as stated above with a recommendation of no longer than five minutes in total for all three questions.

We will accept applications on a rolling basis for trustee roles.

Please include **contact details for two references** with your application. References could be from someone who has known you in a professional capacity for at least two years. We will only contact following an interview, and with your consent.

Notes

Successful candidates will be invited to shadow their first board meeting on **February 2026 (date to be confirmed)**.

Because of the nature of this role, we will carry out a DBS check on successful candidates. Having a conviction will not necessarily bar a candidate from becoming a trustee; it will depend on the circumstances and background of the offence(s).

“The Groundswell team are amazing and we absolutely love working with them. They are kind, supportive, communicative and collaborative, and share our vision for improving client health outcomes. They really go above and beyond to help clients.”

-Healthcare delivery partner

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Socials: @itsgroundswell

Website: www.groundswell.org.uk