



YSS TRUSTEE RECRUITMENT PACK

Spring 2026



Richard Quallington OBE, Chair



Debb Grantham, CEO

Welcome

Thank you for your interest in becoming a Trustee of YSS. YSS is at an important point in its journey.

We are deepening our restorative model, strengthening our impact measurement, and seeking to influence how justice and care systems respond to people. As we approach our 40th anniversary we are looking for trustees who will help us shape the next chapter of our growth with clarity, courage and compassion.

People involved in the justice and care systems often face disrupted relationships, low confidence, stigma, crisis-driven responses and limited long-term support. Services can be inconsistent and overly compliance focused. Our work is relational, trauma-informed and grounded in a profound belief in human potential. As a Trustee, you will help ensure this approach remains strong, sustainable and influential.

If you are motivated by dignity, equity and long-term progression for people and communities, we would love to hear from you.

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Making it happen



YSS is a registered charity established in 1986, working across Worcestershire, Warwickshire, Herefordshire, Telford and Shropshire. Each year we support around 2,000 people.

Our services span:

- Criminal justice
- Children and family support
- Veterans and those facing multiple disadvantage

We are often described as the “glue” between individuals at risk of isolation and the communities around them.

We are proud to have HRH The Princess Royal as our Patron.

Our Mission

We walk alongside people with experience of the justice and care systems to rebuild confidence, purpose and independence.

Through restorative, person-centred practice, we influence how services and systems respond.

Our Purpose

We exist to change how people are supported — from crisis and compliance to care, trust and belief — enabling people to move forward on their own terms.

Our Theory of Change

YSS supports:

People to develop:

- Confidence and emotional stability
- Stronger relationships and belonging
- Agency, autonomy and self-direction
- The ability to navigate services
- Belief in their potential

Systems to evolve:

- From crisis response to restorative, long-term progression
- From compliance-driven to dignity-centred practice
- From fragmented responsibility to shared accountability
- Toward trauma-informed and emotionally safe environments

Our ultimate impact:

A society where every person has the confidence, support and freedom to shape the future they choose.

Why Join the YSS board?

As a Trustee, you will:

- Shape strategic direction during a period of growth
- Strengthen governance in a values-driven organisation
- Help ensure financial sustainability and digital resilience
- Support system change locally and nationally
- Act as an ambassador for restorative practice
- Influence policy and commissioning conversations

This is a meaningful opportunity to contribute to transformative justice and care systems.



We are recruiting across multiple roles and welcome applications from individuals with one or more of the following areas of expertise:

Safeguarding

- Strategic safeguarding leadership
- Experience as a Designated Safeguarding Lead (DSL)
- Ability to provide oversight and constructive challenge

Criminal Justice

- Senior operational or policy experience
- Probation, courts, policing or prison services knowledge
- Understanding of rehabilitation and desistance
- Insight into commissioning or system reform

Legal Expertise

- Charity law
- Governance and regulatory compliance
- Contract law and risk management
- Data protection / GDPR
- Experience advising boards

Regional Knowledge – Shropshire & Telford

- Strong networks across statutory, Voluntary, Community, Social Enterprise or business sectors
- Understanding of local authority landscape
- Insight into local funding and commissioning
- Ability to strengthen local partnerships

Fundraising & Donor Development

- Trusts & foundations
- Corporate partnerships
- Individual giving
- Philanthropy strategy
- Income diversification

Digital Transformation

- CRM and data systems
- Digital service design
- Performance measurement systems
- Organisational digital strategy
- AI and emerging technology awareness

Cyber Security

- Cyber risk governance
- Data protection strategy
- IT risk frameworks
- Business continuity planning
- Board-level digital risk oversight

The Role of Trustee

What We Are Looking For in All Trustees

- Commitment to restorative, trauma-informed practice
- Belief in dignity, agency and human potential
- Strategic thinking
- Strong ethical judgement
- Willingness to provide both support and challenge
- Financial awareness
- Commitment to equity, diversity and inclusion
- Collaborative and respectful approach

Trustee Responsibilities

Trustees are collectively responsible for:

- Setting strategic direction
- Ensuring financial sustainability
- Monitoring performance and impact
- Safeguarding reputation and values
- Ensuring regulatory compliance
- Supporting and holding the Chief Executive (CEO) to account
- Contributing to the CEO's appraisal and senior appointments
- Championing safeguarding and risk oversight
- Acting as ambassadors for YSS

Trustees are individually and legally responsible under Charity Commission guidance.



Time Commitment

- Approximately 1 day per month
- 6 Board meetings per year (in person)
- Up to 2 strategy days annually
- Committee involvement as required
- Occasional events and stakeholder engagement

Trustee roles are voluntary. Reasonable expenses are reimbursed.

Our Commitment to Inclusion

YSS is committed to equity, diversity and inclusion. We actively encourage applications from:

- People with lived experience of justice or care systems
- Individuals from underrepresented ethnic communities
- Disabled people
- LGBTQ+ individuals
- Younger professionals seeking first Trustee roles

Previous board experience is welcome but not essential.

How to Apply

- Deadline for applications is 31st May 2026.
- Applicants must be at least 18 years old.
- Appointment is subject to eligibility in line with The Charity Commission criteria.
- Please send your CV and covering letter (of no more than 2 sides of A4) outlining:
 - Why you want to join YSS
 - The expertise you would bring
 - Your connection to our mission
- All applications to be submitted to Stuart McCulloch, COO, via email stuart.mcculloch@yss.org.uk
- If you would like to discuss the role further or to arrange an informal discussion with the CEO, please make contact using the email address above

Thank you for considering joining YSS as a Trustee. Your contribution will make a meaningful difference in the lives of those we serve.