



Passionate  
about  
possibilities.

# Trustee Recruitment Pack

*Could you make a difference?*





# Welcome

Thank you for your interest in becoming a Trustee at DIAL.

DIAL is a charity that is passionate about possibilities for the people we serve. Our aim is to enable and empower individuals to achieve their aspirations and live independent lives. We have built a strong reputation for engaging effectively with local disabled people, their families and carers, which we believe comes from our commitment to placing people at the heart of everything we do.

We take an asset-based approach, recognising people as active contributors who are in control of their own needs and wellbeing, with DIAL acting as the enabler. As we look ahead, we are investing in the development of our Board and infrastructure to help us reach more people and create lasting change. We will continue to be bold, innovative and focused on quality in all that we do.

At this important stage in our journey, we are seeking to appoint new Trustees with lived experience of disability or caring for a disabled person. These roles will bring valuable skills and perspectives to our Board, supporting our plans for growth and helping us extend our reach, influence and impact.

If you feel you have the experience, credibility and passion to support DIAL's future, we would be very pleased to hear from you.

***Ian Turner***  
***Chair***



# About Us

DIAL Barnsley is a local user-led organisation for disabled people and a registered charity. Established in 1985, it was founded on the belief that disabled people themselves are the 'experts' in understanding their own needs, with a shared commitment to using that experience and knowledge to support others.

Today we remain an independent user led organisation, providing a wide range of advice, information and support services which respond to the needs and demands of local disabled people, their families and carers.

Our Trustees and management team are actively involved in local networks and partnerships, representing the views of disabled people with local service planners and providers and helping to influence and shape service provision and developments.

We have a reputation for successfully engaging with local disabled people and believe this achievement is due to our commitment to put our target audience at the heart of everything we do.

*We are passionate about possibilities for the people we serve and our aim is to enable and empower them so they can achieve their aspirations and live independent lives.*

***Our vision is for a community that is truly inclusive***

***Our mission is to support and empower disabled people, their families and carers to address poverty and social exclusion and improve their health and wellbeing***

# Our Strategic Aims and Objectives



## Choices

### Aim 1

To improve access to information, advice and guidance so disabled people, their families and carers have increased understanding and are better informed to make choices.

### Objectives

- To provide universal information to disabled people, their families and carers.
- To provide peer led welfare benefits advice and guidance to disabled people, their families and carers.
- To build the skills of disabled people, their families and carers around their IAG issues which enable them to be self-supporting.
- To develop services that address the social welfare needs of disabled people, their families and carers and pilot innovative solutions.
- To provide services that empower disabled people and carers to exercise their rights.



# Our Strategic Aims and Objectives



## Chances

### Aim 2

To increase access to opportunities for disabled people, their families and carers to achieve their potential

### Objectives

- To provide a range of volunteering activities to upskill disabled people their families and carers.
- To provide a range of support services that enable disabled people, their families and carers to achieve their employment, educational and life skills aspirations.
- To provide opportunities for disabled people and their carers to actively participate in local planning, ensuring their voices, experiences, and needs shape decisions and local services.
- To offer opportunities for disabled people and carers to be involved in our governance.





# Our Strategic Aims and Objectives

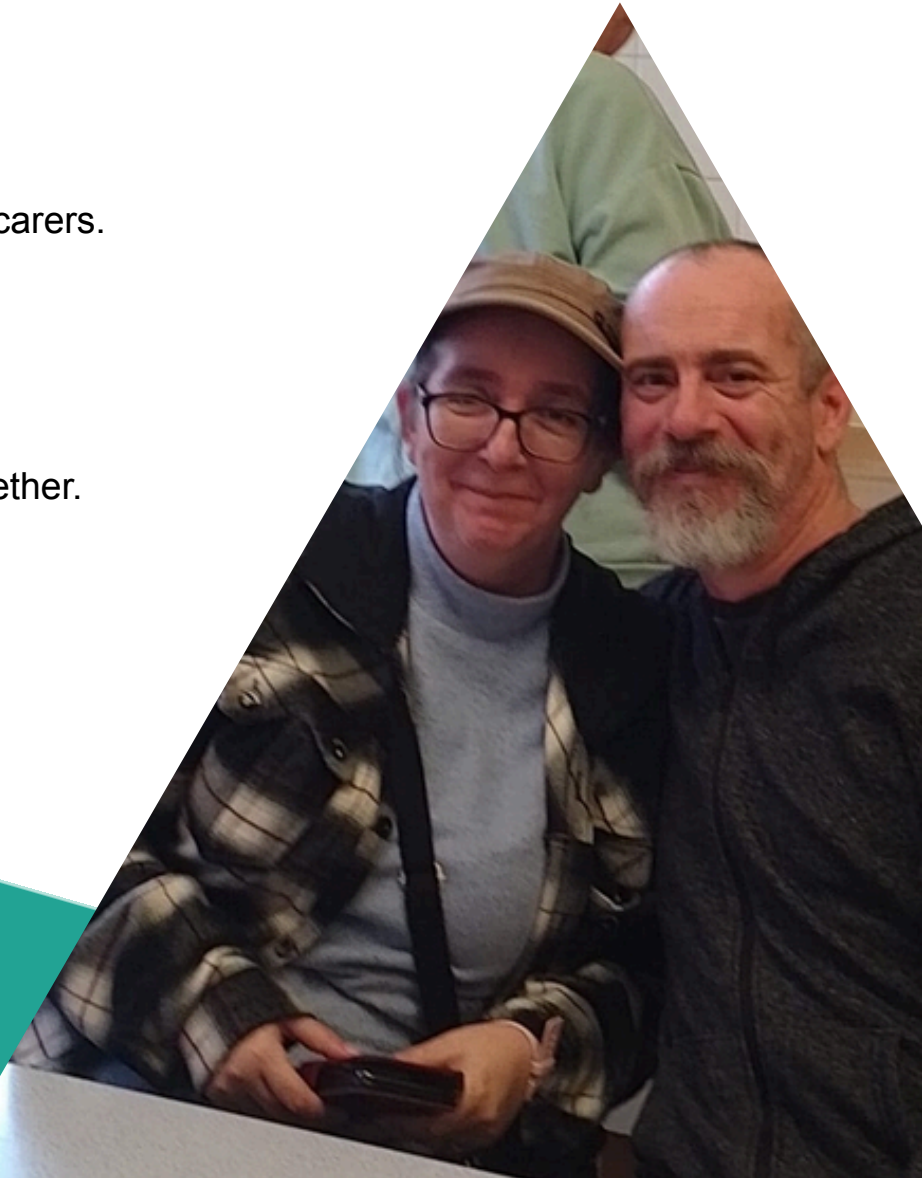
## Connections

### Aim 3

To reduce social isolation of disabled people, their families and carers.

### Objectives

- To facilitate activities that bring people together.
- To explore and develop other models of bringing people together.
- To develop information resources that bring people together.



# Our Strategic Aims and Objectives

## Changes

### Aim 4

To increase the opportunities for disabled people, their families and carers to have healthy lifestyles.

### Objectives

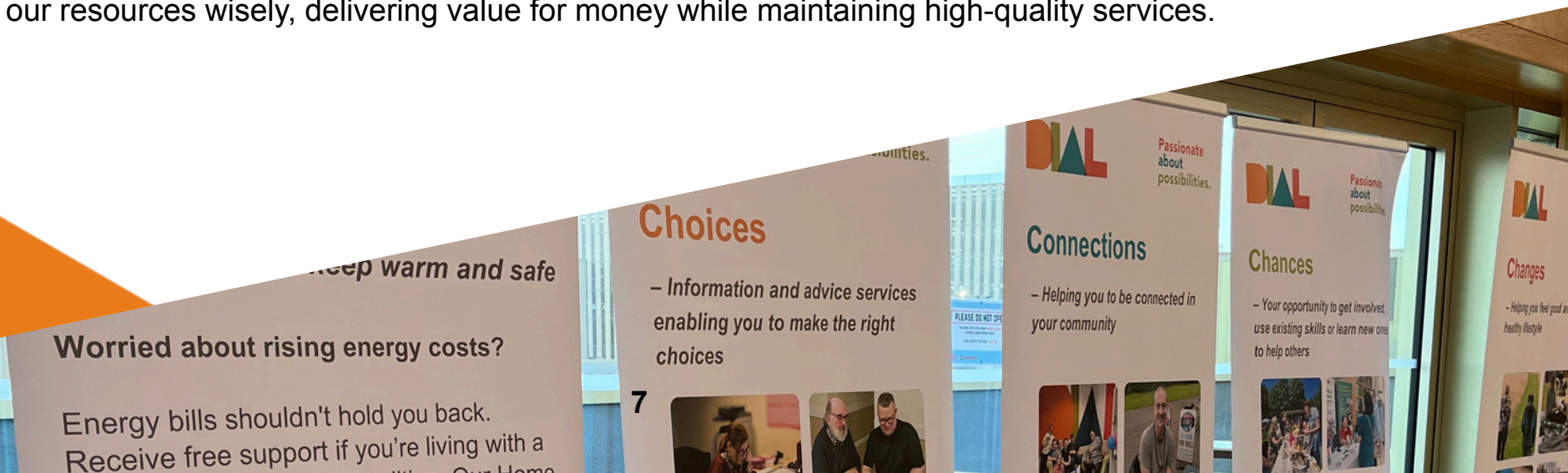
- To facilitate activities that improve disabled people, their families and carers health and wellbeing.
- To raise awareness of healthy lifestyle options which enable disabled people, their families and carers to make an informed change.





# Our Approach to Success

- Be user led and use a peer support model, recognising that lived experience matters.
- Use co-production; disabled people, their families and carers at the heart of every decision we make.
- See the disabled community as a strength and an asset - disabled people are actively involved in designing, developing and delivering our services.
- Speak up and influence commissioners and decision makers about the issues that affect disabled people, their families and carers.
- Invest in a skilled, well trained and compassionate workforce.
- Continue to monitor, evaluate and measure the outcomes of the work that we do.
- Ensure that measuring the social impact of our work is a core organisational strength.
- Work in partnership with others to strengthen services and create better opportunities for our local community.
- Stay alert and responsive to social, economic and political changes that may affect the people we support.
- Use our resources wisely, delivering value for money while maintaining high-quality services.





## What Our Users Say



Without DIAL's help, I would not have known about benefits at all. I now feel less of a burden and can afford to pay for extra help for jobs I can't do myself. After talking to someone I feel less embarrassed about my illness.

You are truly amazing, you know everything there is to know about benefits, more than any other organisation. The advisors are brilliant, and made me feel at ease. I don't know where I'd be without you, especially after my stroke some years ago.

The group is a magical place for me. For a couple of hours I can forget my troubles and be with friends, have a chat or do some art. It's my magical place.

**DIAL Clients**



## What Our Trustees Say



I was delighted to be asked to join the Board of Trustees at DIAL a couple of years ago and to discover more about this wonderful Barnsley based charity that is grounded in and amongst the people it seeks to serve.

**Bishop Stephen Race**

I got involved with DIAL because I realised how much help Mum needed in supporting Dad when he became disabled after his stroke. My sisters and I could do this for her, but so many disabled people just don't have that. When I saw what DIAL did to fill the gaps, with advice and practical support, I thought I could contribute to that as a trustee.

**Ian Turner, Chair**





# Trustee Person Specification

## Role Description

The Board of Trustees are responsible for the overall governance and strategic direction of the charity, developing the organisations aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

*All new Trustees will be paired with a dedicated Mentor for their first year, providing guidance, support, and a friendly point of contact. This ensures every new member feels warmly welcomed, confident, and fully supported as they settle into their role.*

## Main responsibilities of all Trustees are:

- To set and maintain vision, mission and values.
- To ensure that DIAL complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations.
- To ensure that DIAL pursues its objects as defined in its governing document.
- To maintain proper financial control and ensure that DIAL applies its resources exclusively in pursuance of its objectives.
- To develop strategy and provide strategic leadership, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To ensure accountability and safeguard the good name and values of DIAL.

# Trustee Person Specification



## Main responsibilities of all Trustees are:

- To support the operational management of the organisation.
- To draw up and monitor the implementation of internal policies, which must include equality and diversity as well as health and safety policies and grievance and disciplinary procedures.
- To ensure that risk assessments for all aspects of the business are carried out.
- To maintain effective Board performance and the effective administration of the charity, including funding, insurance and premises.
- To promote DIAL and act in the best interests of the charity, never in the interests of yourself or another organisation.

## Knowledge and Experience

- A commitment to the organisation.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to speak your mind.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as part of a team.
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



# Trustee Person Specification

## Additional Duties

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board reach sound decisions. These may involve scrutinising Board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives and other issues in which the Trustee has special expertise. A Trustee is required to act reasonably and prudently in all matters relating to DIAL and must always bear the interest of the charity in mind.

*I am so proud to be a Trustee for DIAL Barnsley and hope I can continue to make a difference for many years.*

***Peter Robertshaw-Corbett***



# Terms of Appointments

## Remuneration

The role of Trustee is unpaid.

## Time Commitment

Trustees are expected to attend four board meetings per year, plus an annual general meeting. Trustees are also expected to attend occasional public or private events e.g. supporter/fundraising events, strategic planning away days and public profile events.

## Expenses

Reasonable out of pocket travel expenses will be reimbursed. Trustees are required to agree to abide by the Trustees' Code of Conduct and to declare as appropriate their business interests.

## To be considered for the role:

To express an interest in the role and to be considered please submit a one-sided A4 pen portrait of yourself outlining your skills and experience and your motivation for wanting to become a Trustee of DIAL to: [sharon.brown@dialbarnsley.org.uk](mailto:sharon.brown@dialbarnsley.org.uk)

*Selflessness, integrity, objectivity,  
accountability, openness, honesty*



Being a Trustee allows me to develop my leadership and governance skills while making a real difference in people's lives. I gain the satisfaction of helping shape decisions that improve services, celebrate volunteers, and strengthen the community. It's deeply rewarding to give back to an organisation that once helped me and to support others in the same way.

**Peter Robertshaw-Corbett**

## Contact Us

Ian Turner (Chair Of Trustees)

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