

Cripplegate Foundation
Helping since 1500



New Governors (Trustee equivalent) Information Pack

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For an informal discussion please contact Allyson Davies at

CFG@allysondavies-consultant.com

or call 020 7828 3855 or 07968 556 164

For background information on Cripplegate Foundation and Islington Giving, see:

www.cripplegate.org

www.islingtongiving.org

**Cripplegate Foundation is committed to best practice in
Equality, Diversity and Inclusion**

Cripplegate Foundation is a registered charity, number 207499, with its registered address at
13 Elliott's Place, London N1 8HX

BACKGROUND BRIEFING

Are you interested in making a positive difference in Islington; helping to effect change and tackle issues related to poverty and inequality in our borough?

Can you help amplify the voice of those we work with, through your personal or professional experience?

Could you bring diversity to our board so that we better reflect the community in which we work?

Do you have charity or investment experience?

If any of the above apply to you, then becoming a governor of the Cripplegate Foundation may be the right opportunity for you. Full induction and support would be provided, so don't let a lack of experience of being a trustee or governor deter you from reading more...

About Cripplegate Foundation and Islington Giving

Cripplegate has grown from a local grant-making trust established over 500 years ago in Islington. We now have an endowment of some £40 million; together with Islington Giving, we give out grants of around £1.55 million a year in the local area. Our vision is of a society where everyone has the opportunity to live a rewarding and fulfilled life, free from poverty and inequality. We aim to bring about change to improve the lives of Islington's most disadvantaged residents. We take an evidence-based, innovative and proactive approach and work in partnership with others to improve local support and resources, funding voluntary organisations and advocating positive change in policy and practice.

Islington Giving now forms a significant part of the work of Cripplegate Foundation. It brings together a coalition of local, regional and national funders, residents, businesses and voluntary organisations to tackle stubborn issues of poverty and inequality. Islington Giving



works *with*, not *for*, residents and together we invest in young people, support families and reach isolated people. Its growing fundraising programme involves local businesses and residents. Islington Giving has its own board, which includes some Cripplegate Foundation Governors. Cripplegate Foundation staff manage Islington Giving's resources and programmes, including fundraising.

Islington Giving has just had significant success in raising money in response to the Covid-19 crisis and we have been working in partnership to support the local community to respond to this crisis.

Cripplegate Foundation has a reputation for quality and innovation, and for its supportive approach to the development of local voluntary and community organisations. We have commissioned and published important research into disadvantage and inequality in Islington. This has provided the evidence base for the Foundation's and Islington Giving's strategy, partnerships and programmes.

Over the years we have achieved a successful record of spotting and seizing opportunities for new avenues of work, new resources and partnerships. We have become a major influencer in the grant-giving sector on a London-wide and national level and have achieved significant innovations, such as:

- Creating and developing Islington Giving, which has shone a light on poverty and inequality and raised over £6 million in nine years to invest in innovative programmes.
- Pioneering place-based giving which has now become a widespread approach to funding and has been adopted by other funders.
- Partnering with Islington Council to promote community development through the Community Chest, a small grants programme.
- Establishing *Young Grantmakers*, supporting young people to run their own grants programmes.

The Foundation has a small, committed, passionate and talented staff team of 10. It is



constituted by a Charity Commission Scheme and has a single corporate trustee with 17 directors, known as 'Governors,' who make a huge contribution to our success. Over the coming months, a number of our existing Governors will come to the end of their terms in office. So, we now need to find **five new Governors** to join our team; they will make an important contribution to our work and future.

Why Islington?

Islington faces real and harsh challenges. It is home to great wealth and has many cultural and commercial success stories. However:



- 47% of primary-aged children in Islington live in poverty. This is the third highest in London.
- The prevalence of serious mental health issues in Islington is the highest in London.
- The incidence of domestic violence is rising, and disproportionately affects women aged 18–44, with specific groups of women being at heightened risk such as BAME women, women with disabilities and trans women.

Cripplegate Foundation and Islington Giving aim to help address these issues.

Why we need new Governors

We work with, not for, the groups we fund. The challenges around tackling poverty and the ways in which the community respond to them are ever changing and the innovation and creativity comes from the grassroots. We know that we need people on our board who genuinely reflect the local community if we are to respond and work alongside it with integrity and understanding. We also need to ensure that our board reflects the diversity of Islington, again because we understand and appreciate that this will lead to better decisions and more effective grant making in the local area. The new Governors will help us ensure the continued relevance of our work and that the creative potential and voice of the community is integral to our work. We also need one of the five new governors to bring experience of financial and/or investments management as our long-standing finance and investments expert will be standing down at the end of the year.

A little about our Governors

The Governors are motivated by the community, the people and the projects that Cripplegate works with. There is a strong sense of respect for them and the Governors are inspired by their vision, passion and energy to deliver positive change in Islington.

The existing Governors come from a wide range of backgrounds. We are an interesting group and bring a range of life and professional skills and approaches. Together we have considerable experience of being responsible for the good governance of a grant making foundation. The governors share a passion for and commitment to the aims, values and work of the Foundation and we work effectively and collaboratively, both together and with the executive team. We are ready to share our experience, supporting new governors to get to grips with the Foundation's way of working and approach to grant making. We are also keen to learn from the new governors and hope that they will bring diverse backgrounds and approaches, knowledge and experience for us to grow and develop as a group.

We will offer a full induction programme, and mentoring, for people who have the qualities and experiences we are looking for. You don't need to have experience of being a trustee or a background in grant making: these are skills which can be developed, so please don't let a lack of experience in these areas put you off from applying.

Being a Trustee

Governors bring their backgrounds, experiences and skills to the role: we work hard and are a committed and supportive group, working closely with the staff team to ensure the best possible outcomes for those we work alongside.

There is plenty of space for laughter and camaraderie too. Trustee satisfaction derives from being able to support extraordinary people and projects in the area. We like to listen carefully, and help, with openness and humility. Building strong relationships with applicants and Governors is crucial, and meeting with projects is a key activity and one which all Governors will be encouraged to do as part of our ongoing development.

We are genuinely encouraging a wide range of people to come forward and cannot emphasise enough about how **your background, life experience, approach and values are more important than any knowledge or experience of grant making, or of being a trustee elsewhere**. We would like one of the new governors to bring experience of charity finance and/or investments. Apart from this one exception, we are not being specific about the skills and experience you might bring, as the right people can be supported and inducted in becoming a Governor. However, what follows should give you an idea of the kinds of responsibilities you can expect to be engaged with, alongside your fellow Governors and with the support of a professional team.

Strategy and Planning

1. Ensuring that the organisation delivers the best possible outcomes for the groups it works with. This means being responsible (with the support of the staff team) for the direction the organisation takes. This can involve being involved in discussions and decisions around strategy, setting goals and targets and holding the team to account for delivery.
2. Ensuring that the organisation is meeting requirements around charity law and best practice, with support from the staff team and professional advisers.

Decision Making

1. Approving the grants made by the Foundation and making sure that the resources are used appropriately and effectively and exclusively with Islington and a small, defined area of the City of London.
2. Being collectively responsible for the organisation's resources: financial, human, the building and IT.

Relationship Building

1. Build collaborative and collegiate working relationships with other Governors, members of the staff team, our partners and the local community groups and organisations.
2. Visit the organisations we fund or may potentially fund.

Some qualities, abilities and skills we are looking for

We believe that to enjoy Cripplegate's way of working a new Governor will need high levels of emotional intelligence, empathy and integrity and an understanding of what smaller, locally-based organisations might offer their communities.

We would like to hear from candidates from a wide range of backgrounds who have a demonstrable commitment to supporting people in Islington to drive their own positive change. We want people who feel a connection and passion for the kind of work we do.

We also have two other hopes for this recruitment campaign.

Firstly, we would like to bring people onto the Board who have experience and knowledge of the kind of organisations and groups we fund. Your experience of the community could come from any number of places. You may have grown up in the area, or you may live here now. You, or a loved one, may have lived experiences of some of the issues we tackle. You may work for a grassroots organisation like those we work with, or you may have experience of community activism. Or perhaps you work in the area. The reason we want to amplify the community voice in this way is because we know that it will deepen our understanding and have a positive impact on the work of the Foundation and will help us to be more authentic advocates for the needs of the community.

Our second hope is to have a trustee board that reflects the diversity of the local community, so we especially want to hear from candidates from a wide variety of ages, backgrounds and ethnic groups, people who have experienced poverty and disadvantage first hand, and people who have a disability, or who have close experience of others with disabilities.

In addition, these are some of the qualities, abilities and skills we are looking for in our new trustees. We hope that each of the new trustees will bring a some of the following:

- Passion for our work
- Vision and creativity
- Exceptional listening skills, with an ability to speak your mind
- Integrity and commitment
- A team player
- Emotional intelligence
- A willingness to learn about and take responsibility for the legal duties, responsibilities and liabilities of being a trustee/governor
- Financial management and/or investments experience

If you feel that we are describing you in any of the above, then we'd love to hear from you. Your interest would be greatly valued and appreciated.

The annual pattern of meetings

Governors meet four times a year. You will also have the opportunity to join the Finance and General Purposes Committee and task groups set up to consider aspects of our strategy and resource management, and also to represent the Foundation on one of Islington Giving's committees or another of our local partnerships. Meetings are usually in person at our offices, though with the current Covid-19 crisis, we have moved to virtual meetings by video, and these may continue for some time in the future.

Next steps

If you would like an initial, informal conversation about these roles please contact Allyson Davies, who is working with us to bring new governors on board. You can email Allyson at CFIG@allysondavies-consultant.com or call her on 020 7828 3855 or 07968 556 164.

To express an interest in becoming a governor, please write a letter, addressed to Frances Carter, Cripplegate's Chair, explaining why you are interested and outlining what you would bring to the role. Please also supply a copy of your CV, and the Equal Opportunities Monitoring Form (download from [this link](#)). **Expressions of interest and your CV should be emailed to CFIG@allysondavies-consultant.com.**

If you have a connection to Cripplegate or Islington Giving, you are very welcome to apply, but please explain this connection in your covering letter.

We are open to receiving expressions of interest until the end of September. However, we will, in the initial phase process, meet interested people by August, so that you are not waiting too long. Once we have reviewed your expression of interest—and we will do this on a rolling basis—Allyson will let you know whether we can take it forward.

The next step will be an informal meeting (probably over Skype or phone if the lockdown continues) with Allyson, which will provide you with an opportunity to find out more about Cripplegate and the role.

Following this, we will invite a small number of people to meet with some Governors and Allyson towards the end of July. There will be a chance to talk to members of Cripplegate's staff team, too, and we hope to enable potential Governors to have a discussion with some of the groups we fund and some other Governors during late July or early August. We are being tentative about dates at this stage due to the lockdown situation. More information will be forthcoming in due course.

This may seem like a long process but, given the level of contribution that Governors make, we think it's important that both potential Governors and the team here feel that there is a positive match of values, a complementary skills-set, and a sense that we can all work well together.

Timetable

Send a letter and CV	First deadline – 29 June Second deadline – to be announced
Informal meeting with our advisor, Allyson	Ongoing
Meeting with selection panel	Last week of July
Meeting with all trustees and staff	Early August

Data Protection

The personal information that you provide will be used to process your expression of interest with the Cripplegate Foundation/Islington Giving. Personal information about unsuccessful candidates will be held securely for six months after the recruitment exercise has been completed, it will then be deleted. If your application is successful and you take up the role, the information will be used in the administration of your work with us. It will be kept secure and will only be used for purposes directly relevant to your work.

Any questions?

If you need any further information or you would like to discuss anything in more detail, please email CFIG@allysondavies-consultant.com or phone Allyson Davies on 020 7828 3855 or 07968 556 164.

We value diversity, equality and inclusivity. Applications are welcomed from underrepresented backgrounds, including but not limited to gender, race, age, sexual orientation and religion.