

Trustee Recruitment Pack

July 2026

**Thank you for your interest in
working with Lancashire Mind**

Who are we?

Lancashire Mind is an independent mental health charity, delivering our impactful strategy that has been co-created with the people of Lancashire. We reach over 10,000 people each year.

We're an active member of the Mind Federation, linking us with national Mind and around 100 other local Mind organisations across England and Wales. This provides excellent opportunities for good practice sharing and partnership working.

Our purpose is to support people in Lancashire to achieve the best mental health and wellbeing possible.

To achieve this, we:

Connect Minds through ongoing engagement and co-creation.

Change Minds by challenging stigma and increasing knowledge around mental health.

Support Minds by being a source of help, where, when, and how people need it.

We value being:

Real

Grounded in lived experience and making sure our work is relevant to Lancashire.

Bold

We're not afraid to demand better for people who need our help.

Caring

Treating people with compassion and respect and being there for people and communities in Lancashire.

Open

Working inclusively to tackle issues and being open to new ideas.

We believe that everyone can achieve good mental health and wellbeing and that resilience is the key to sustaining it. With 50% of mental health conditions developing before the age of 14, building resilience from an early age is central to the work we do.

We empower people in Lancashire to value and take care of their mental health. Our work ranges from 1:1 support for people facing multiple and complex barriers, to preventative and influencing work. We work in partnership with others to make mental wellbeing a priority.

We are determined to be an organisation that is representative of the diversity of the whole county and one that challenges the mental health inequalities faced by our communities. We're working to become a truly anti-racist organisation.

Everyone who works and volunteers for Lancashire Mind is fuelled by a passionate belief that enabling people to achieve mental wellbeing will reduce the number of people who go on to develop a mental health condition, and for those who do, to have a better chance of remaining well.

Join us to connect, change and support minds, in Lancashire.

[Read about our work in 2025 - HERE](#)



The Opportunity

We are seeking Trustees who share our values and our passionate belief that prevention and resilience are the key to achieving mental wellbeing. We encourage those with lived experience of mental health to undertake leadership opportunities, which includes the board.

We are specifically looking for trustees who would be interested in joining our Finance and Audit or People and Governance Subcommittee, with skills and knowledge to support the growth of the charity as a leader in mental health and wellbeing.

We strive to continuously improve the governance of the charity. This includes conducting an annual trustee skills audit. This has informed our current recruitment round; we are therefore particularly looking for applicants with one or more of the following backgrounds/skillsets:

1. Accountancy and/or commercial financial management experience
2. Human Resources
3. Legal and Compliance.
4. Artificial Intelligence / technology.
5. Housing

Lancashire Mind also welcomes applications from high performing and well-connected candidates who feel that they offer other relevant skills/connections not listed above.

Lancashire Mind's Board has three subcommittees which have delegated authority to oversee various elements of governance. These are the: Finance & Audit, Sustainability & Growth and People & Governance subcommittees.

While this opportunity is a voluntary position, all reasonable out of pocket expenses will be reimbursed. We also ensure there is support available for trustees. Both to develop in role and to maintain their own mental wellbeing.

We also ensure that trustees feel supported in their role and offer mentoring support to new trustees during induction.

At Lancashire Mind our work is positive and rewarding, with a passion for improving mental health and wellbeing shared across the organisation.

Commitments

Lancashire Mind's Trustees will be expected to make the following essential commitments:

1. To attend and contribute to all Board meetings (usually 4 per year).
2. To attend and contribute to one of the virtual subcommittees (4 evening meetings per year).
3. To attend an annual Board Away Day.
4. To prepare for each meeting by reading the papers provided.
5. To participate in conference calls and email discussions if required, and to read and respond to email communications from the Chair, CEO and/or members of SMT.
6. To promote the work of Lancashire Mind including attending occasional meetings, functions and events.
7. To broker meetings with relevant and beneficial third parties.

Therefore, we are seeking people who can commit to approximately 2 days per month (increasing to around 2.5 days for Subcommittee Chairs). We provide support for trustees to engage virtually via internet and phone conferencing.

Above all, we want someone who believes in our vision of a Lancashire where everyone has the opportunity to have the best mental health and wellbeing possible.

Trustee Role Description

Overview

To contribute experience, skills and insight to the governance of Lancashire Mind, helping ensure the charity continues to play a leading role in shaping mental health policy and practice across the county.

Lancashire Mind is committed to fighting racism and other forms of inequality. We want to ensure Lancashire becomes a place of greater equity and inclusion and strive to ensure that our leadership is representative of the diverse communities across Lancashire, and particularly those communities we know face mental health inequalities. We particularly encourage applications from those communities and from anyone with experience of living with a mental health condition.

We are particularly looking for people who are interested in the joining our Sustainability and Growth Subcommittee, we are looking for skills in developing growth in income generation, fundraising, marketing and sold services. In addition, we are looking for those interested in joining our Finance and Audit Subcommittee with an experience or an interest in charity finance. Trustees will share our values and our passionate belief that prevention and resilience are the key to achieving mental wellbeing. We encourage those with lived experience of mental health to undertake leadership opportunities, which includes the board.

Trustee key accountabilities

- **Leadership** – ensuring that the work of the charity is grounded in the experience, and responds to the changing needs, of the people of Lancashire.
- **Strategy** – supporting the development of a strategy which is aligned with vision, mission and values.
- **Assurance** – overseeing strategic performance is in line with strategic plans
- **Risk** – having an awareness of strategic risks and ensuring measures are in place to monitor and control these.
- **People** – leading a culture which ensures employee engagement and high performance.
- **Compliance** – making sure the charity fulfils its legal duties.

The six essential competencies

We expect all trustees to be able to demonstrate each of the following:

- Knowledge and understanding of the role and responsibilities of a charity trustee.
- A strong commitment to achieving Mental Wellbeing for All.
 - Commitment to promoting equality of opportunity, recognising the differing challenges faced by diverse groups.

- Ability to think strategically and creatively and to challenge established views in an emotionally intelligent manner.
- Excellent communication skills.
- An understanding of (or a willingness to understand) the strategic, policy and political environments that affect and influence Lancashire Mind's work.

If you feel you could bring other strengths or connections to Lancashire Mind that are not listed, we are still interested in hearing from you and we ask that in your covering letter you tell us about them and why you feel they would be pertinent to the achievement of our vision.

How to apply

To apply, please attach your CV along with a cover letter demonstrating how you meet the skillset and competencies listed above. The CV should be no more than 2 sides of A4, 11-point font, and outline your qualifications, previous experience including two references. The covering letter should be no more than 2 sides of A4, 11-point font.

Please attach both documents to the Lancashire Mind online application form found on the role description page. Applicants are requested to ensure that their covering letter clearly articulates how they meet each of the six essential competencies.

Lancashire Mind regrets that it cannot consider for interview applicants that have not provided the above information.

If you would like to discuss the role before applying, please contact Michael Jameson, Chair, Board of Trustees via michaeljameson@lancashiremind.org.uk.

Interviews will take place on 25th August 2026, and will take place at our Leyland office. Successful applicants will be invited to observe the next subcommittee meetings and expected to attend the Lancashire Mind Board meeting and AGM in December for official appointment. Time and venues to be confirmed and an induction session with the CEO will be scheduled.

Lancashire Mind particularly welcomes applicants who can bring a diversity of thinking to our work and organisation based on their personal characteristics and experience, be it of disability ethnicity, faith, or sexuality. We particularly welcome applications from individuals that have a lived experience of mental health conditions.



Privacy Statement:

We need to collect the information below to assist with our recruitment process. Lancashire Mind takes your privacy seriously. We process all data in accordance with the Data Protection Act 2018. Any personal information collected will be stored and processed exclusively for the purposes of recruitment.

Your personal information and details of enquiries are stored on a secure database. We do not keep your personal information for longer than is necessary for the purposes of its use, up to a maximum of 12 months for all applicants. We carry out periodic deletion of data when the retention period has expired or when the need to continue holding such data is no longer necessary.

You have the right to access any of the personal information Lancashire Mind may hold about you. To make a Subject Access Request or to request that your information be destroyed, please contact admin@lancashiremind.org.uk

For our full privacy policy please visit <http://www.lancashiremind.org.uk/privacy-policy/>

Please note: Lancashire Mind follows Safer Recruitment practices and have a commitment to safeguarding people who use our services. Therefore, this role is subject to a Disclosure and Barring Service (DBS) check so all applicants must be willing to undergo the check.

Lancashire Mind

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