



Connecting People, Homes & Opportunities

# TRUSTEE RECRUITMENT PACK

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# Welcome

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We serve individuals who are homeless or facing homelessness, experiencing rooflessness, housing crises, or trauma.

We support those affected by poverty and food insecurity, who may be marginalised, face stigma, suffer from poor mental health, struggle with substance use, or are leaving prison.

Our services operate across six South Wales counties: Swansea, Carmarthenshire, Pembrokeshire, Merthyr, Bridgend, and Neath Port Talbot.

Established as an independent organisation since January 1975, we provide housing-related support, temporary accommodation, community engagement, and health and well-being services.

Our primary purpose is to:

- prevent homelessness
- provide housing and support services
- help our clients to create meaningful connections
- tackle poverty and social exclusion

This pack should give you a clear idea of what we are all about and where we see our future, as well as outlining the responsibilities involved with the role. For further information, please visit our website ([www.goleudy.org](http://www.goleudy.org)) or call **01792 646071**.



# Chair's Statement

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Thank you for your interest in becoming a Goleudy Trustee. Attracting motivated and enthusiastic individuals who wish to contribute to the organisation's work is essential. We are looking for trustees from diverse backgrounds to help enhance the organisation's strategic leadership.

Goleudy has a long history, providing 50 years of support to homeless, vulnerable, and marginalised individuals across South Wales.

We opened a Night shelter in the winter of 1974, operating as SASH (Swansea Accommodation for Single Homelessness). Now, we work across six South Wales counties, offering a broad spectrum of services.

As trustees, we are the legal guardians who protect the charity's values. We examine charitable activities, supervise risk management, and maintain financial integrity.

Together with the CEO and Executive Directors, we formulate Goleudy's long-term strategy. We hold eight board meetings each year, during which most of the board's responsibilities are carried out. We have three subcommittees, and members are encouraged to participate actively in at least one.

I have served as Chair of the Goleudy board for two years and have found it to be welcoming and highly skilled. Our sector is entering a period of strategic change, and we are seeking experienced professionals from various sectors to help shape Goleudy's future.

**Neil O'Brien**

Chair (Goleudy Housing and Support Ltd)

# Chief Executive's Statement

Thank you for showing an interest in becoming a Goleudy Trustee. Over the next few paragraphs I will tell you more about the organisation, how we work, and the underlying values that drive us.

More details of our specific projects can be found on our website:

[www.goleudy.org](http://www.goleudy.org)

## Services

Goleudy delivers services to more than 1,500 people annually. We have a turnover of around £4 million per year and employ approximately 75 staff members. Our projects include:

- Community Shared Housing with support
- Independent Flats with support
- Tenancy support to people in their own homes,
- Specialist 24-hour mental health accommodation and support
- Advice services
- 24-hour hostels
- Accommodation and support for people recovering from addiction
- A community Fridge in Swansea
- A community hub providing a range of activities and opportunities
- A specialist daytime hub for people with long-term mental health problems

## Our Values and Ethos

Goleudy is serious about its values, which shape our services, drive our work, guide our treatment of people, and influence policy and strategy.

**RESPECT** - Valuing the inherent worth of every person, treating them with compassion, dignity and understanding.

**INCLUSIVENESS** - Ensuring Goleudy is open and accessible to all, built on a foundation of fairness and equality.

**EMPOWERMENT** - Recognising that people have inherent strengths and we support them to make positive changes in their own lives.

**COMMUNITY** - Making a positive impact on the people, organisations and social fabric of our local area.

**QUALITY and INNOVATION** - Ensuring the organisation is run responsibly and ethically, focusing on delivering services with the maximum possible impact.

# Governance

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Goleudy is a charity and a company limited by guarantee.

A voluntary Board of Trustees is responsible for the organisation's overall governance.

Their responsibilities include:

- Ensuring Goleudy's activities are in line with its 'charitable objects'
- Ensuring the charity has a Business Plan
- Ensuring the charity has appropriate policies, processes, and resources
- Ensuring that quality standards are met, as well as contract, legal and regulatory compliance
- Ensuring the charity's money is used for its intended purposes
- Ensuring the charity identifies and manages its significant risks
- Providing support and constructive challenge to the CEO and Executive team

## Funding

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Goleudy receives funds from a variety of sources, including:

- Housing Support Grant (Welsh Government Grant, administered via Local Authorities)
- Rental Income
- Independent Grants
- Public donations
- Shared Prosperity Fund







## Purpose of role

The Board of Trustees has five principle areas of responsibility, and a number of associated duties that ensure the organisations Governance Function is of the highest possible standard:

1. The co-construction, and implementation of strategy; e.g. ensuring Goleudy stays focused on its mission, objects and strategy
2. The management of corporate risk
3. Financial governance
4. Scrutiny of the charity's activities; e.g. ensuring Goleudy has appropriate policies, processes and resources
5. Providing support and constructive challenge to the Chief Executive and Senior Leadership Team

## Frequency of meetings

Full board meetings are held eight times per year. In addition, Goleudy holds a board away day and an annual general meeting.

Trustees also contribute to the work of a subcommittee which focus on either finance and risk or governance.

## Delegation by the Board

Day to day leadership and management of Goleudy is delegated by the Board, to the Chief Executive and Executive Leadership Team [described in a schedule of delegated authority]. Trustees are expected to attend [minimally] 75% of all meetings, arrive having read all papers, and to contribute effectively to discussions, thereby actively taking on the main duties listed above.

## The statutory duties of a trustee

- Take part in Board meetings and contribute in such a way as to assist the Board reach sound decisions
  - Scrutinise board papers, offer critical analysis and ask relevant questions
  - Provide input in areas of specific expertise
  - Provide guidance to the executive and other board members on topics of related expertise
  - Sitting on recruitment and disciplinary and grievance panels as appropriate
  - Sit on at least one subcommittee
  - Contribute to governance development activities, including individual and group appraisals
  - Other issues in which the trustee has special expertise
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- To ensure that Goleudy complies with its governing documents, charity law, company law and any other relevant legislation or regulations
  - To ensure that Goleudy pursues its objects as defined in its governing documents
  - To ensure Goleudy uses its resources exclusively in pursuance of its objects: the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
  - To contribute actively to the board of trustees' role in giving strategic direction to Goleudy via regular agreement of Business Plan initiatives [defining goals and setting targets and evaluating performance against agreed targets]
  - Agreeing and setting overall policies [as per an agreed policy schedule and according to the delegated authorities]
  - To safeguard the good name and values of Goleudy
  - To ensure the effective and efficient administration of Goleudy
  - To ensure the continued financial stability of Goleudy
  - To protect and manage the property of the charity and to ensure the proper investment of the charity's funds
  - To appoint the Chief Executive and monitor his/her performance Some responsibilities are delegated to the one of three sub groups, under clearly defined terms of reference

# Thank you for your time!

If you are interested in applying to become a Trustee and would like to find out more, we recommend you contact Jim Bird-Waddington, our CEO at [jim.bird@goleudy.org](mailto:jim.bird@goleudy.org).

If you want to take things further we can also put you in touch with Trustees or members of staff to find out more about Goleudy and our work. We welcome your questions at all points of the process - so feel free to ask.



[goleudy.org](http://goleudy.org)



<https://www.justgiving.com/charity/goleudy>



@goleudy



<https://uk.linkedin.com/company/caerlascymru>

## More Information on our website

<https://goleudy.org/get-involved/become-trustee/>

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