



**Chair Recruitment
2025**



*Safer Stronger Communities, The Old Library, 10 Lower Bore Street, Bodmin, PL31 2JX. Reg. Company No. 8978334,
Reg. Charity No. 1157843*

Welcome from our Chair

I'm delighted that you're interested in joining Safer Stronger Communities' Board of Directors. As the current Chair, it has been a huge privilege to serve as Chair and while it can be hard work, it is fulfilling to know that the Board's efforts make a real difference to the lives of our beneficiaries. I hope you find this pack helpful in supporting your decision.

Having served as Chair for the past 7 years, I am due to step down from the role in May / June 2025. This means we are now looking for a new Chair to lead the Board into the future, and potentially some additional Directors, to grow and strengthen the Board.

SSC was established in 2014, and we are proud of the work with have done with our partners and with the full involvement of the people we're supporting, to deliver lasting change for their communities.

With a solid foundation, and a small but committed and talented Team, SSC is well-positioned for its next chapter. If you are inspired by what you read and can offer the skills and experience needed to strengthen our Board, we would be delighted to hear from you.

Jon McLeavy

Chair

About us

Safer Stronger Communities (SSC) works to create communities safer from poverty and discrimination, by providing new opportunities for those who are vulnerable, marginalised or experience multiple disadvantage.

SSC was established in 2014, as a registered charity and company limited by guarantee. Our consortium and partnership-working model allows for a responsive and dynamic approach to opportunities, which include supporting victims of crime in their recovery journey, facilitating the future employment of offenders and ex-offenders and enabling more cohesive, interdependent communities through restorative justice practices.

We bring together partners who share this common goal, building strength through co-operation and innovation. They have unique expertise in supporting and working with those at risk, including offenders and ex-offenders, young people, victims of crime including domestic and sexual abuse, those with learning disabilities or difficulties, and other vulnerable groups.

Our mission is to help create the conditions for healthier, happier communities:
'Safer Stronger Communities strength through collaboration and partnership'

We put people at the heart of everything we do. By working with a wide group of like-minded partners across Cornwall, we deliver projects that fully involve the people we're supporting to deliver lasting change for their communities. This can be a specific location or a group of people.

Our core values are:

- People are at the heart of what we do, and we believe in their potential
- We act with integrity and respect
- We have accountability and responsibility for community benefit
- We have respect and belief in each other
- All activity is co-produced, respecting lived experience

Trauma informed approaches

Improving the way that local systems and services work for people experiencing disadvantage, and those who have suffered trauma.

Through this four-year project, funded by the National Lottery Community Fund, we are looking at how best to embed trauma informed approaches into ways of working, and use this to influence policy and design of future commissioned programmes.

What we are doing

The project is looking at four key areas:

- **Safer Stronger Communities development:** focus our capacity on measuring impact, action learning and research, creating a fundraising strategy and improving awareness of the network through branding and marketing.

- **Flexible Support Fund:** supporting at least 20 people within the criminal justice system and their families or others affected, with one-off funding and support to improve their wellbeing, strengthen family relationships, and increase resilience. By addressing their multiple and complex needs, we will help break the cycle of offending.
- **Community involvement:** strengthen our work within communities so that they can become more involved and have their say on what happens by helping to form and support two 'communities in action' groups, formed by local residents in the pilot areas of Newquay and Bodmin.
- **Strengthening partnership working:** improve our collective ability to improve local provision through partnership events, training and community awareness-raising events.



Read more [here](#)

Our partners

We can't do this work alone. We are privileged to have more than 25 partners in Cornwall's vibrant voluntary, community and social enterprise (VCSE) sector. They provide a broad range of specialist services, and you can browse them in our [partner directory](#).

Together we work towards these shared aims:

- Promote equality and opportunity within communities.
- We support people to overcome challenges to lead healthier happy lives.
- Work across family generations to break cycles of disadvantage.
- Ensure access to local and affordable community services.
- Bring providers together to sustain effective, inclusive services.
- Support people affected by harm to cope and recover.
- Promote community cohesion.
- Develop an open, restorative learning culture amongst organisations working locally with disadvantaged people.

Our history

Safer Stronger was set up in 2014, as a registered charity and company limited by guarantee. Our consortium and partnership-working model allows for a responsive and dynamic approach to opportunities, which include supporting victims of crime in their recovery journey, facilitating the future employment of offenders and ex-offenders and enabling more cohesive, interdependent communities through restorative justice practices.

Our finances

Our turnover is circa £130,000 per annum and we have healthy reserves. All funds are derived from National Lottery Reaching Communities, Cornwall Council and Cornwall Community Foundation:

Currently we have another two years secured funding from National Lottery and currently looking to applications into Lloyds Foundation and Awards for All.

Read our Annual Accounts [here](#)

Structure, governance and management

Our Board currently consists of 5 dedicated Directors who bring a diverse range of experience, skills, and backgrounds.

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as Board of Trustees. Trustees are elected by company

Members:

- Jon McLeavy (Chair)
- Alan Milliner – CEO, White Gold Cornwall
- Paul Reeve – CEO, Cornwall Mind
- Carolyn Rule
- Miles Topman - Police Partnership Inspector, Cornwall and the Isles of Scilly

Staff

- Lydia Mills, Chief Officer
- Mandy Youell, Serious Violence Prevention Project Co-ordinator

Join our board

SSC is led by a Board of experienced and dedicated professionals who are passionate about our mission to help create the conditions for healthier, happier communities through collaboration and partnership.

Our Team is responsible for the day to day running of the charity, while our Directors provide strategic oversight and governance.

In our new Chair, we are seeking someone who ideally brings experience on a charity or Public Sector Board, or who brings significant experience as a charity Trustee with Committee chair experience. We are ideally seeking someone who is independent to the organisation, i.e. is not a CEO or leader of one of our key partner organisations.

Role Responsibilities

- Leading the Board Directors, ensuring its overall effectiveness in all aspects of its activity and responsibility. These include, particularly, developing and maintaining a clear strategy and monitoring its achievement, ensuring high levels of accountability and probity and practising exemplary corporate governance.
- Chairing meetings of the Board of Directors including setting agendas for their meetings, in conjunction with the Chief Officer, and ensuring constructive relations between the Board and Team.
- Ensuring that all Directors are able to participate fully in the work of the Board and are supported in developing and maintaining appropriate knowledge of the charity's services, policies and goals.
- Ensuring that effective processes and procedures are in place, to monitor compliance with all relevant legislative and statutory requirements and ensuring that the charity remains in compliance with its Articles of Association.
- Establishing an effective and constructive relationship with, and providing oversight and support to the Chief Officer
- Conducting an annual performance appraisal for the Chief Officer with input from staff, external stakeholders and Board members.
- Ensuring that the performance of the Board is reviewed annually and that there is a meaningful development process in place.
- Representing the charity at key external events in coordination with the Chief Officer
- Developing and maintaining relationships with key external bodies and individuals to further the interests of the charity.
- Monitoring disciplinary and appointment processes as appropriate.
- Acting between meetings of the Board to authorise urgent action to be taken, and signing legal documents in accordance with Board approved mandates.

Chair Specification

- An experienced Chair, Trustee or Director who shows comfortable familiarity with Board processes and procedures, coupled with the ability to draw out the contribution of all participants.
- Ability to function effectively and credibly at a strategic level in the sectors where SSC operates, and a good understanding of Corporate Governance, Charity Trusteeship and Risk Management.

- Sound judgement, integrity and independence.
- Highly developed people skills, with a strong ability to form constructive relationships with people from all backgrounds.
- Clear understanding of the difference between Executive and Non-Executive roles at Board level.
- Ability to foster open and constructive debate to which all members of the Board can contribute.
- Ability to articulate and build, with the Trustees and the Team a common vision for the future of the charity.
- Politically astute, with strong negotiating skills.
- Commercial acumen, and/or commercial sector experience.
- A commitment and passion for SSC's vision and goals.
- Time and availability to fulfil the needs of the role.

Appointment of Chair / Directors

A typical appointment should be expected to last for a 3-year term. However, any retiring Director may put themselves forward for re-appointment for another term. A maximum of 3 terms can be served by any Director.

Board meetings are held 4 times per annum and Directors may be called on for occasional meetings or duties. Our Chair and Chief Officer meet every 8 weeks to review progress and the Chair can be called on when strategic or funding decisions require discussion.

The average time commitment for our Chair is an average of 2-3 hours per month and for Director an average of 1 hour per month.

This includes preparation for and attendance at Board meetings, which currently take place online.

How to apply

If you are interested in this opportunity, we encourage confidential conversations with our recruitment partner Anna Jay, MD of Public Leaders Appointments in advance of your application. You can contact Anna at: anna@publicleadersappointments.com or 07904 236 348. *In Anna's absence, please contact Melissa Stewart:

melissa@publicleadersappointments.com)

Your application should consist of a CV supported by a covering letter outlining your motivations for applying and highlighting how your skills, knowledge and experience meet the requirements of our new Chair. *We recommend that each document should be no more than 3 pages.*

Applications should be sent to Anna with reference 'SSC' by midday Monday 14th April 2025.

Following consideration of applications and shortlisting, we will invite selected candidates to meet with a panel of Directors and our Chief Officer for a formal interview. Interviews will take place on 12th May 2025. If successful, we will carry out the required checks on you being a 'fit and suitable' person as a Director / Trustee. Prospective candidates should be aware that the charity will need to carry out due diligence, including a DBS check, to check eligibility before appointment.

