



# CHAIR & TRUSTEE RECRUITMENT

CANDIDATE BRIEF  
MARCH 2026





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## INTRODUCTION FROM OUR **FOUNDER**

**THANK YOU FOR YOUR INTEREST IN JOINING THE BOARD OF TRUSTEES AT GEORGIA'S VOICE. IN JULY 2020 MY BEAUTIFUL DAUGHTER, GEORGIA, TRAGICALLY TOOK HER OWN LIFE. SHE WAS JUST 19 YEARS OLD.**

Since that day, I set out to help as many young women as I can, to stop this from ever happening again. That's why I founded Georgia's Voice - a suicide prevention charity providing mental health support to young women aged 18-25 years old in Cornwall.

Supporting young women and preventing suicide is my life's passion, and all the love I have for Georgia goes straight into the charity.

The support we provide has a profound and lasting impact across many aspects of young women's lives, they rely on our weekly groups, drop In Hub, free workshops and therapy as a lifeline.

We are hugely grateful to our four Trustees who have supported the charity since we launched, however we are now at a point where we need to refresh, grow and strengthen the Board.

The need for strong and supportive governance has never been more important. We are looking for a new Chair, ideally with board level experience, to work in close partnership with our founder and team, to steer Georgia's Voice towards the bright future we are planning. We are also looking for exceptional individuals to join our board of Trustees who can bring experience and complementary skills to the governance of this incredible charity, whilst also embracing our values.

We hope the information within this document will encourage your interest in joining our wonderful charity, and we look forward to receiving your application.

**SOPHIE ALWAY**

Founder



# DID YOU KNOW?

The Royal Cornwall Hospitals Trust has noted an increase in referrals to the service for young people (aged 18 – 24) in crisis.\*

Over a 12 month period, admissions to RCHT for self harm/suicide attempts in young people aged 18-25 were recorded as:



**72.2%**  
WERE FEMALE



**27.8%**  
WERE MALE

\* The Young People's Report 2025



**SUICIDE IS THE LEADING CAUSE OF DEATH IN YOUNG PEOPLE IN THE UK, AND CORNWALL HAS A HIGHER THAN AVERAGE RATE.**

The UK's NHS is facing challenges with mental health service wait times, with over

**78,577 YOUNG PEOPLE**  
waiting over a year for treatment in 2023/24.

The situation is dire, with **59%** of young people reporting worsening mental health during waits.



# ABOUT US

## GEORGIA'S VOICE IS A SUICIDE PREVENTION CHARITY FOR YOUNG WOMEN AGED 18-25.

It is the legacy of Georgia Lee Gallaway who took her own life in July 2020, her mum Sophie founded the charity to help support young women aged 18-25 in Cornwall build their community and support network.

## HOW WE DO THIS

We offer free weekly **peer support groups** in the community run by volunteers with lived experience of poor mental health and healing, fully trained by us. We provide a monthly timetable of free **wellbeing activities** to promote good mental health.

We have a free **drop in hub** over at Redruth, we also provide up to 18 sessions of **FREE talking therapy sessions** for any young women aged 18-25 living in Cornwall.

“ **SINCE BEING A PART OF GEORGIA'S VOICE I'VE MADE MEMORIES I DIDN'T THINK I WOULD BE HERE TO MAKE. I HAVE REAL FRIENDS THAT TRULY CARE ABOUT MY WELLBEING, I HAVE ACCESS TO COUNSELLING AND SUPPORT.** ”

[HEAR FROM MORE YOUNG WOMEN >](#)

[WATCH OUR CAMPAIGN FILM >](#)



## OUR IMPACT



**In 2025 we recorded over 1000 check ins between our groups, the hub and counselling.**



**96% reported feeling better, or at least the same when they left compared to when they arrived.**



**We are covering 1/3 of Cornwall with our support groups, and are the only charity supporting this specific demographic.**

WHY DOES GEORGIA'S VOICE

# EXIST?

**EXISTING PROBLEMS**

**GEORGIA'S VOICE RESPONSE**

Red tape and cultural values preventing help

Not afraid to do the hard thing

Celebrate individuality

No-one else doing what we are doing

Say yes when others say no

Beneficiaries become part of the legacy

We are equals

Using PC care to suit business services

Truly person centred

Non judgemental

Girls feel safe with us

We truly listen

It's personal

Give girls a voice

Validation of feelings

Work with others to build support networks

Responsive to what members need

Medicalised non-emotional quantitative outcome focused

Emotional support

Breaking down barriers

Breadth of support

Groups

Workshops

Hub

1-2-1

All round support - ongoing

Unsupported demographic with unique experiences

Women only

For young women

Waiting lists, high costs and narrow support offerings

Easy to access

Free

No waiting lists

No barriers

Free support

Can be member led workshops, requests, etc.

Immediate support, no referrals or waiting lists

Poor staff environment and/ or culture

We love what we do

Volunteers give their time because they want too

We give girls hope

Everyone cares

Full of passion

Same levels of emotional support offered to our team.

## HOW WE FUND OUR **WORK**

**Alongside fundraising and applying for grants/ funding, we have also set up 2 thriving business' to keep our income streams diverse and keep our charity sustainable in the long term.**

We have a beautiful charity shop in Falmouth that provides a steady and reliable income stream for our charity alongside increased visibility and engagement with the community, the set up costs were funded by 32 of us jumping 13,000 feet out of a plane collectively raising around £15,000!



**VILLAGE  
KITCHEN**  
BY GEORGIA'S VOICE

**IN APRIL 2024 GEORGIA'S VOICE CIC- THE VILLAGE KITCHEN WAS ESTABLISHED, A COMMUNITY CAFÉ THAT IS FRONT OF HOUSE FOR OUR 'DROP IN HUB' FOR YOUNG WOMEN.**

**The set up and initial wage costs were raised via a crowdfunder where our director and team of trustees took part in the 3 peaks challenge and raised over £32,000! The running of the café funds our hub rent.**



# OUR GROUPS



Our beautiful drop in hub, the 'home' of our village, a sanctuary for young women to come together, to receive emotional support, build connections and find their village. A place to learn new skills, to express themselves and discover ways to nourish and nurture their mental health. That help starts here.

**We provide safe spaces for the girls to talk – or not talk! Somewhere they will really be listened to, with empathy, not judgement.**

Our support groups are all run by volunteers with lived experience of poor mental health and healing, each one DBS checked and fully trained and supported by us.

**MORE ABOUT OUR GROUPS >**



**COMING SOON**  
We're working on launching at a new venue very soon!

## GEORGIA'S VOICE

# COUNSELLING

**The counselling service offered by Georgia's Voice will be treated in complete confidence. Once the form has been completed, the referral will be sent to our in house team who will contact you shortly.**

An initial block of 6 sessions will be offered to you. When these sessions are coming to an end, a review will be made to assess if further sessions can be offered.

We can now offer up to 18 sessions of FREE talking therapy to any young woman aged 18-25 living in Cornwall. (There is no need to have assessed our support previously)

In collaboration with



Sessions are held at Chy at the village,  
Gateway Business Centre, Barncoose,  
Redruth, Cornwall, TR15 3RQ

OUR  
**VISION & STRATEGY**

**OUR VISION IS SIMPLE,  
TO REDUCE THE RATES  
OF SUICIDE IN YOUNG  
WOMEN IN CORNWALL.**

We are currently working on an exciting and ambitious 5 year strategy that we can't wait to share with you soon!

# OUR VALUES

## LIVED EXPERIENCE & EMPATHY

We are led by women with lived experience of mental health challenges. This shapes our empathy, insight, and commitment to supporting young women with understanding, authenticity, and care.

## LISTENING FIRST

We listen deeply to the voices of young women who use our services. Their experiences, needs, and perspectives guide our decisions and the support we provide.

## EMPOWERMENT & HOPE

We share practical coping mechanisms and tools that support recovery, resilience, and self-belief helping young women find hope for today and confidence for the future.

## TRUST & SAFETY

We build relationships founded on trust, consistency, and safeguarding. Emotional and physical safety underpin everything we do.

## EQUALITY & RESPECT

We treat every young woman as an equal. We validate feelings without judgement and create spaces where individuals feel heard, respected, and valued.

## OUR CURRENT GRANT **FUNDING**

We are incredibly grateful to The Fore, Globals Make some Noise, The National Lottery Community Fund, and the Duchy Health Charity for their generous funding.

This vital support will enable us to continue our mission of providing a safe space and essential mental health support for young women in our community. Their belief in our work is a huge encouragement and will allow us to expand our services, reaching even more young women who need our help.

## **THANK YOU FOR EMPOWERING US TO MAKE A REAL DIFFERENCE.**



**VIEW OUR TRUSTEES' ANNUAL REPORT 2023 - 2024**



## THANK YOU...



**FOR CHOSING US AS THEIR CHARITY  
OF THE YEAR FOR 2026!! WE ARE  
INCREDIBLY GRATEFUL FOR THEIR  
GENEROUS SUPPORT!**

## MEET THE TEAM

Meet our very first charity patron, Gillian Burke, biologist, presenter, public speaker, voiceover artist, writer and mother.



GILLIAN BURKE

*"While I am so excited to be working with Georgia's Voice, there are so many other words that spring to mind; challenging, sobering, humbling, and inspiring."*

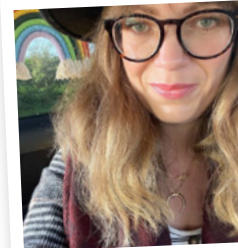
*"While my work for the BBC focuses on nature and the environment, I have long talked about the importance of showing up for each other."*

*This is the chance to do just that. It is a real honour and I look forward to working with the charity."*

### OUR CURRENT TRUSTEES:



JULIE



LOUISE



SARAH

**“GEORGIA'S LEGACY IS TO HIGHLIGHT THE CHALLENGES YOUNG WOMEN ARE FACING, AND IF I CAN HELP THAT MESSAGE GET ACROSS IN EVEN A SMALL WAY THEN IT WILL BE WORTHWHILE.”**

- Louise

## GOVERNANCE

# FRAMEWORK

The charity is governed in line with:



**CHARITY  
COMMISSION  
GUIDANCE**

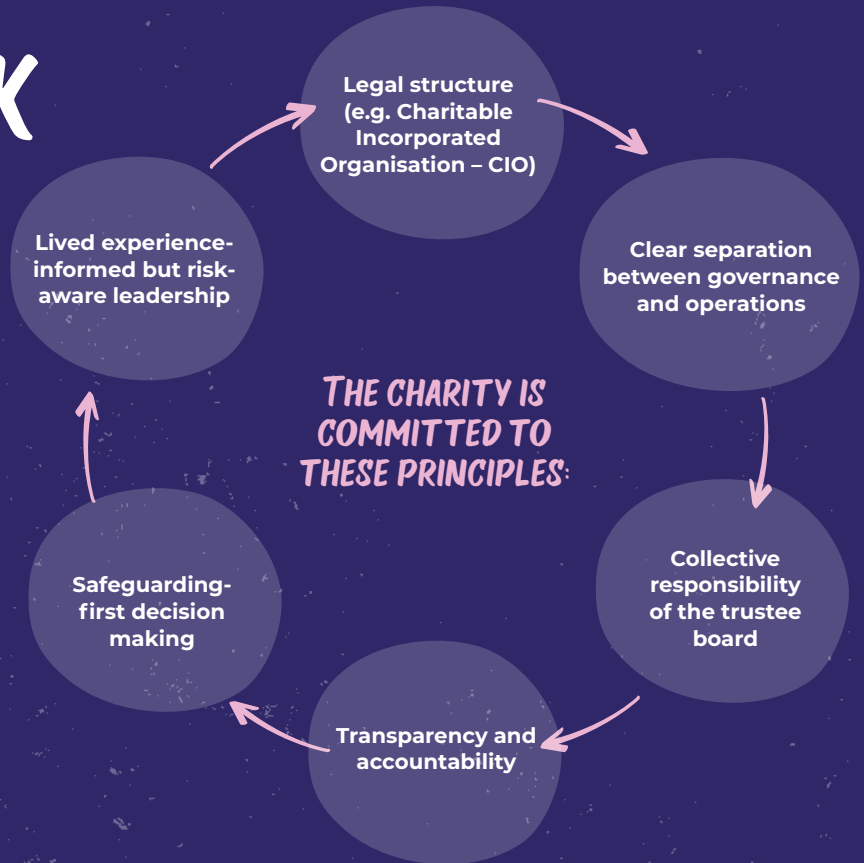
(including the Charity Governance Code)



**LEGAL AND  
REGULATORY  
REQUIREMENTS**



**SAFEGUARDING  
AND DUTY OF CARE  
OBLIGATIONS**



# ROLE

## RESPONSIBILITIES

### THE TRUSTEE BOARD:

- Has ultimate legal responsibility for the charity
- Is collectively accountable for strategy, compliance, and safeguarding
- Delegates day-to-day operations to the senior staff team

*Trustees act only in the best interests of the charity and its beneficiaries.*

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### SENIOR STAFF ROLES

Board Effectiveness & Review

- Trustees receive trustee training
  - Board performance is reviewed annually
  - Skills audits inform trustee recruitment
- 

### GOVERNANCE VS OPERATIONS

#### Trustees are responsible for:

- Setting vision, mission, and strategy
- Ensuring safeguarding and legal compliance
- Financial oversight and sustainability
- Appointing, supporting, and holding senior staff to account

#### Staff are responsible for:

- Delivering services and managing operations
- Implementing strategy - Managing staff, volunteers, and beneficiaries
- Reporting risks and performance to trustees

*Trustees do not manage day-to-day services.*

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# ROLE

## DESCRIPTION

### TRUSTEE (All Trustees)

#### KEY RESPONSIBILITIES:

- Act in the best interests of the charity and its beneficiaries
- Attend and actively contribute to board meetings
- Read papers in advance and provide appropriate challenge
- Uphold safeguarding and confidentiality
- Declare and manage conflicts of interest
- Act as an ambassador for the charity

#### TIME COMMITMENT:

Typically 4 board meetings per year - Additional time for sub-groups or specific responsibilities

### CHAIR OF TRUSTEES

#### PURPOSE OF THE ROLE:

To provide leadership to the board, ensure effective governance, and support the Chief Executive / Director.

#### KEY RESPONSIBILITIES:

- Lead the board and set meeting agendas
- Ensure trustees fulfil their legal duties
- Facilitate constructive challenge and decision making
- Act as line manager to the Chief Executive / Director
- Ensure safeguarding is prioritised at board level

#### SKILLS & EXPERIENCE:

- Strong leadership and facilitation skills
- Experience of governance or senior leadership
- Confidence in handling risk and sensitive issues

Georgia's Voice recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage Trustee applications from people of all backgrounds and especially those with lived experience which would be relevant to the work we do.

# ROLE

## DESCRIPTION

### **SAFEGUARDING LEAD TRUSTEE**

#### **PURPOSE OF THE ROLE:**

To provide board-level oversight of safeguarding for young women and adults at risk.

#### **KEY RESPONSIBILITIES:**

- Ensure safeguarding policies are robust and reviewed
- Receive assurance on safeguarding incidents and learning
- Challenge practice and resourcing where risks are identified
- Liaise with statutory safeguarding bodies if required

#### **SKILLS & EXPERIENCE:**

- Safeguarding experience or willingness to undertake training
- Confidence in managing sensitive and complex issues

### **TREASURER**

#### **PURPOSE OF THE ROLE:**

To oversee the charity's financial health and ensure robust financial controls.

#### **KEY RESPONSIBILITIES:**

- Work with staff to monitor budgets and cashflow
- Present financial reports to the board
- Ensure appropriate financial policies and controls are in place
- Support preparation of annual accounts
- Advise on financial risks and sustainability

#### **SKILLS & EXPERIENCE:**

- Financial management or accounting experience
- Ability to explain financial information clearly

### **VICE CHAIR**

#### **PURPOSE OF THE ROLE:**

To support the Chair and deputise when required.

#### **KEY RESPONSIBILITIES:**

- Act in place of the Chair when necessary
- Support board development and effectiveness

# CODE OF CONDUCT

All trustees agree to:



ACT WITH  
INTEGRITY AND  
RESPECT



MAINTAIN  
CONFIDENTIALITY



UPHOLD  
SAFEGUARDING  
AND EQUALITY  
PRINCIPLES



SUPPORT  
COLLECTIVE  
DECISIONS  
ONCE MADE



# ABOUT YOU

**We are dedicated to Board diversity and equal opportunity and welcome applications from Trustees who can bring value and the experience needed to strengthen our organisation, alongside the passion needed to enhance and grow our brilliant charity!**

We are keen to have people on our board who also have lived experiences that may reflect the lives of girls who seek out our support.

**ARE YOU A CONNECTOR, WHO IS WILLING TO BRING PEOPLE TOGETHER TO SUPPORT OUR CAUSE.**

**DO YOU HAVE THE SKILLS AND TIME TO COMMIT TO BEING AN ACTIVE MEMBER OF THE BOARD AT THIS TRANSFORMATIONAL TIME?**

## EXPERIENCE:

We have identified priority areas to complement our existing strengths. In our Chair, we are seeking someone who ideally brings experience on boards, ideally in a charity setting. We are seeking a Chair and Trustees with experience in in one (or more) of the following areas:

- Marketing/communications/PR
- Finance
- Fundraising and income generation
- Legal and government
- Digital and technology

## QUALIFICATIONS

There are no specific qualifications required to become a Trustee; all applications will be considered on their own merit.

## COMMITMENT

Trustees serve a term of office consisting of three-years and can be re-elected for up to 3 terms. The commitment for our incoming Trustees, a minimum of 1 day per month and for the Chair, slightly more.

## MEETINGS

The Board meets, in-person at our hub or online 4 times a year. An in-person 'Strategy Day' is conducted annually – generally as an extension to a board meeting.

## WHAT'S IN IT FOR YOU

In addition to using your significant skills, abilities and passion to work alongside enthusiastic trustees and employees who are committed to our mission, being a trustee can also bring personal and professional benefits.

These include learning about the management and strategic decision making of a charity, CPD opportunities, and working with a diverse and passionate team of people with the same common goal and the satisfaction of supporting our mission, what we do really matters, we save lives.

***LISTEN TO OUR TEAM OF VOLUNTEERS,  
INCLUDING TRUSTEE LOUISE TALK ABOUT  
HOW IT FEELS TO BE A PART OF OUR TEAM***

[LISTEN HERE >](#)



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**.

Your application should consist of a CV or bio, 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 or trustees. We recommend that each document should be no more than two to three pages.

Applications should be sent to **applications@publicleadersappointments.com** with reference 'Georgia's Voice' by midday on Tuesday 7<sup>th</sup> April.

**INTERVIEWS WILL TAKE PLACE WEEK COMMENCING 21ST AND 23RD APRIL.**





# THANK YOU!

**This is a truly unique charity, with people who care deeply about what they do. If you believe you have the experience and qualities we're looking for, then we would love to hear from you.**

[georgiasvoice.co.uk](http://georgiasvoice.co.uk)

Registered Charity: 1193028