



**Dear future Trustee**  
**Help shape the future**  
**of the Elfrida Society.**

**Trustee Recruitment Pack**



## Welcome from the CEO

Thank you for your interest in becoming a Trustee of the Elfrida Society.

For more than 100 years, Elfrida has stood alongside people with learning disabilities, championing equality, inclusion, and the right to live a full life with dignity, choice, and opportunity. Today, our work is as vital as ever.

As CEO, I am incredibly proud of our community-driven approach, our commitment to co-production, and our long history of campaigning against injustice. We are equally proud to be an accessible employer, with over half of our staff team made up of people with learning disabilities whose lived experience and expertise enrich everything we do.

We are now seeking new Trustees who can help us strengthen and grow our impact. We welcome people from all backgrounds and lived experiences, including those who are neurodivergent or have access needs. If you believe in inclusion, social justice and improving the lives of people with learning disabilities and neurodivergent needs we would be delighted to hear from you.

Warm regards,

A handwritten signature in black ink, appearing to read 'Dolly Galvis', with a stylized, flowing script.

### **Dolly Galvis**

Chief Executive Officer  
The Elfrida Society

## About Us

The Elfrida Society began its work with people with learning disabilities 106 years ago and continues to support communities across Islington and surrounding boroughs. Throughout our history, we have remained proudly rooted in our community, campaigning for equality and ensuring that people with learning disabilities and neurodivergent needs have the same rights, opportunities, and voice as everyone else.

We are committed to being an accessible, inclusive, and accountable employer. Our organisation is supported by a dedicated team of 22 staff, including 12 employees with learning disabilities, as well as a valued team of volunteers.

## Our Vision, Mission and Values

### **Vision**

A world where people with learning disabilities and neurodivergence experience social justice, equality of opportunity, and the freedom to live their lives their way.

### **Mission**

To work alongside people with learning disabilities, providing services and support that help individuals build connections, live happy and independent lives, and experience joy and fulfilment.

## Our Values

Developed with staff, volunteers and service users, our values are central to everything we do:

- **Equality** – We value diversity and believe society is enriched by it.
- **Respect** – We believe in the potential of every individual and support them to achieve their ambitions.
- **Creativity** – We encourage innovative thinking and solutions.
- **Co-operation** – We build partnerships based on honesty, trust and shared goals.
- **Co-production** – We involve people with lived experience in shaping all aspects of our work.
- **Challenge** – We advocate robustly for people with learning disabilities at local and national levels.

## About the Trustee Role

Our Trustees form the strategic leadership of The Elfrida Society. They are responsible for ensuring the charity operates effectively, is financially stable, and remains true to its mission and values.

As a Trustee, you will bring your skills, experience and insight to help us deepen our impact and support even more people with learning disabilities. You will share our commitment to meaningful outcomes for our beneficiaries and contribute to shaping the future direction of our organisation.

Our Board is diverse, active and skilled, including four Trustees with a learning disability and/or neurodivergence, who bring essential lived experience and insight to the charity's governance.

We particularly welcome applicants with expertise in:

- Fundraising and income generation
- Charity leadership and governance
- Finance and audit
- Asset management and development
- Safeguarding
- Human Resources and workforce development
- Legal expertise
- Digital transformation, communications or marketing
- Public policy, campaigning or social change

We warmly welcome applications from people of all backgrounds, cultures, identities and life experiences, including individuals who are neurodivergent or have disabilities or access needs.

## Role Description

## Responsibilities

- Agree, review and monitor the charity's strategic direction.
- Ensure the organisation complies with legal, financial and charitable requirements.
- Contribute to strategic decision-making, policy setting, goal definition and performance evaluation.
- Act at all times in the best interests of the charity's objectives.
- Uphold and promote the reputation, ethos and values of the Elfrida Society.
- Ensure effective governance, administration and financial stability.
- Support, advise and hold the CEO to account, including participation in their appointment and performance review.
- Use personal skills and expertise to guide Board decisions, scrutinise proposals, and contribute to new initiatives.
- Chair or attend committees or events as required.
- Build a supportive and constructive working relationship with the CEO.

## Person Specification

### Essential

- Commitment to The Elfrida Society and its mission.
- Understanding (or willingness to learn) the legal duties and responsibilities of trusteeship.
- Strategic thinking and sound independent judgement.
- Ability to work collaboratively as part of a team.
- Willingness to offer time, energy and expertise.
- Strong communication skills and confidence in constructive challenge.
- Creative thinking and problem-solving skills.
- Availability to staff for occasional advice and support.

### Desirable

- Lived or professional experience of learning disability, autism or neurodiversity.
- Experience of diversity, equity and inclusion work.
- Fundraising or income-generation expertise.
- Charity finance or audit experience.
- Communications, digital marketing or social media skills.
- Background in campaigning or influencing.
- Legal expertise.
- Experience in property, asset management or development.
- Business or commercial experience.

## Time Commitment

- **4–6 Board meetings per year**, held on weekday early evenings.
- One annual Away Day.
- Option to join **sub-committees**, which meet quarterly.
- Additional commitments may include:
  - Supporting specialist projects or organisational policies
  - Contributing to fundraising activities
  - Representing the charity at meetings and events

Trustees will receive training and support, including reasonable expenses reimbursement (e.g., travel).

## Terms

Trustees are appointed for a **three-year term**, with the option of reappointment for one further term. Trustees must comply with all the Elfrida Society policies, including:

- Equality and Diversity
- Safeguarding
- Health and Safety

An **enhanced DBS check** and suitable references are required.

## How to Apply

Please submit:

- Your **CV**
- A **supporting statement** (maximum two sides) explaining how you meet the requirements of the role.

Send your application to: [dolly.galvis@elfrida.com](mailto:dolly.galvis@elfrida.com)

If you require any adjustments or access arrangements during the recruitment process, please let us know.

For an informal discussion about the role, please contact:  
Dolly Galvis, CEO - [dolly.galvis@elfrida.com](mailto:dolly.galvis@elfrida.com)