

**TOGETHER
ACTIVE**

Staffordshire & Stoke-on-Trent

TRUSTEE

RECRUITMENT PACK

May 2026



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MAY 2026

TOGETHER ACTIVE

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Dear Prospective Trustee

Thank you for your interest in becoming a trustee with Together Active. We are seeking two new trustees to join our Board at an exciting and pivotal time for our organisation.

In particular, we are looking for individuals with expertise in either governance or safeguarding, though we welcome applications from anyone with a passion for our mission and a commitment to strong governance.

As a trustee, you will help shape our strategic direction, ensure we maintain effective oversight, and support our work across Staffordshire and Stoke-on-Trent to make movement possible for everyone, especially those most excluded.

We hope you will consider applying to join us and bring your unique perspective and skills to our Board.

Yours faithfully



Carly Jones
Chief Executive



Who we are

We're Together Active, a charity working across Staffordshire and Stoke-on-Trent to make it easier for people to be active in ways that fit their lives.

We focus on the systems that shape who gets included, and who doesn't. That means looking beyond individual behaviours to understand how policy, funding, culture, and place shape people's choices, freedoms, and access to movement. We support local organisations, influencing decision-makers, and helping the system work better for the people it serves.

We began nearly 20 years ago as a County Sport Partnership, hosted within local government. In 2020, we became an independent charity so we could make tackling inequality our core purpose. Today, we're part of a national network of Active Partnerships, but our work is grounded in the needs and realities of our region.

Our focus is where exclusion is most deeply felt: in Stoke-on-Trent and the parts of Staffordshire where poverty, poor health, and marginalisation have shaped daily life for too long. We don't deliver programmes. We don't duplicate what's already working. Instead, we build the conditions for long-term change, by connecting people, making sense of complexity, and helping good work take root.

We believe that being active, being connected to your body, your community, and your choices, shouldn't depend on your postcode, income, health status, or identity.

That belief runs through everything we do.

Our aims



Work with partners to improve the prevention pathway for mental health



Test new ways of working with socially excluded groups to increase opportunities for them to be active



Prove that physical activity has a critical role to play in community development

Our Vision

Design out inactivity across Staffordshire and Stoke-on-Trent

We work to make movement possible for everyone, especially where it's been made most difficult.

We focus on the people most likely to be excluded: those living on low or no income, with poor health, discrimination, or long-term structural disadvantage. Our strategy for 2024-2030 centres on Stoke-on-Trent and the parts of Staffordshire where inequality is most entrenched.

We use a principle called **universal proportionalism**: everyone should have support, but some people need more.

This is long term work. It's about shifting how systems behave, not delivering quick fixes. That means listening closely to lived experience, using data with care, and building partnerships that last. It also means being honest about where things aren't working, and brave enough to change them.

Our priority groups

- **Low or No Income, intersecting with:**
- **Race and/or cultural heritage**
- **Physical Disability**
- **Gender**
- **Experiences of mental health distress or a mental health condition**

“
Our aim is to use physical activity as a vehicle to keep people included
”

Carly Jones, CEO

Our Commitment to Equality, Diversity & Inclusion

Together Active is committed to equity in everything we do. We challenge practices that exclude, and actively shift power by amplifying voices that are too often unheard. We seek out diverse perspectives, learn continuously, and welcome challenge on how inclusive our work really is.

We know people gain skills in different ways. Whether your experience comes from paid work, volunteering, community organising, caring responsibilities, or less traditional routes, we value it all equally. There are no barriers to how you show you meet the requirements for this role. You'll be assessed against the person specification, so please make sure your application clearly speaks to the qualities and experiences listed there.

We are deeply committed to inclusive working practices, so during the application process we commit to:

- paying for reasonable childcare whilst you are at interviews where these take place in person,
- paying for reasonable travel costs to the office and back for interviews held in person,
- making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them,
- providing this document in a Word document format readily available to download, and
- offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.



The Role

Role Profile: Trustee

Reporting to: Chair

Salary: Unremunerated - reasonable expenses paid

Role Summary

The role of trustee at Together Active is an integral position that ensures the charity operates on the foundation of effective governance. That means providing oversight at strategic level and supporting a robust, informed decision-making process. Trustees at Together Active are expected to be engaged and understand their collective responsibility as a group not as individuals. They are an important source of support for the senior leadership team providing check and challenge where necessary.

Location

Board meetings are held at Together Active's offices in Stoke on Trent. Trustees are encouraged to attend in person, but a virtual option is available.

You may be required to attend meetings on behalf of the organisation across the Staffordshire region and occasionally nationally. Reasonable expenses will be reimbursed.

Meetings

Quarterly board meetings.

Trustees are expected to take on at least one other additional responsibility which may include sitting on a subcommittee or being a board champion/sponsor for a particular issue such as safeguarding.

Subcommittees include Governance & Appointments, Finance & Audit and Equality, Subcommittee all meet quarterly.

We also have roles to support operational groups around safeguarding and EDI.

Time Commitment

Approx. 1 day per month

Term length

Each term is three years. A sitting trustee can be re-elected a maximum of three times. They can serve for no longer than nine years in total.

Outcomes

Trustees will collectively contribute to supporting Together Active to achieve the following organisational outcomes:

- Together Active is relevant to the county, effective, vibrant and has a sustainable operating model.
- The charity is an influential and respected organisation that is effecting high level change.
- The charity demonstrates effective governance and sound financial planning.
- Together Active carries out work that is meaningful, equitable, accessible, connected.
- The strategic approach shows alignment between the outcomes we seek to deliver and the staff skills, roles etc.
- Together Active is an agile organisation that can reflect and respond to changes in the environment and in social policy.

Who We're Looking For

Together Active is seeking to appoint two trustees that have specialist knowledge across two key areas. In addition to the general criteria set out below, candidates will be expected to demonstrate they can meet the requirements from at least one of the specific criteria categories.

Specific Criteria

- Governance expertise

OR

- Strategic safeguarding expertise

Essential

Knowledge and Skills

- Experience of either charity sector leadership and governance; strategic communications or community development
- Ability to actively monitor the performance of the organisation
- IT literate
- Understanding of and commitment to Charity Commission's Code of Governance
- Able to understand financial information

Leadership

- Inspires confidence and creates stability

Communication

- Exceptional communication skills particularly when speaking to others
- Active listener
- Confident networker
- Evidence of being able to persuade and influence in a range of settings
- Strong commitment to partnership working

Desirable

Knowledge and Skills

- Lived or professional experience of the challenges facing communities in Stoke on Trent
- Previous experience of trusteeship
- Understanding of risk and its effective management
- Knowledge and understanding of the sport and physical activity landscape

Communication

- Understanding of principles of non-violent communication



How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Together Active. If you wish to apply for this position, please supply the following by **11.59pm on 31/05/2026**.

- ✓ A detailed CV, setting out your career history, with responsibilities and achievements.
- ✓ A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- ✓ Details of two professional referees with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

Please also complete our diversity monitoring form found here. The information you provide will stay confidential, will be reviewed and processed separately from the application you make, and is not assessed as part of your application.

If you have questions after reading this pack, please email TogetherActive@inclusiveboards.co.uk or call 0207 267 8369.

Please visit **www.inclusiveboards.co.uk/opportunities** to apply online or send your CV and cover letter to TogetherActive@inclusiveboards.co.uk.

TOGETHER ACTIVE

Staffordshire & Stoke-on-Trent



Contact Us :



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www.togetheractive.org

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