

DOGS  
FOR  
GOOD

# Trustee Recruitment 2024


October 2024





**OUR BIG BELIEF**

**Dogs and the bond we share  
with them enable people to lead  
healthier, happier lives.**



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# It's an exciting time to join the Dogs for Good team!

**Dogs for Good is dedicated to advancing the boundless possibilities of what a connection between people and dogs can enable – in making everyday life fuller, healthier and happier for everyone involved. We are looking for new Board members this autumn, with up to four positions available.**

Inspired by the way her own dogs instinctively wanted to help, our founder, Frances Hay set up the charity in 1986.

Fran's vision was to help disabled people by training assistance dogs to make daily life easier. In 2015 we changed our name from Dogs for the Disabled to Dogs for Good to reflect the wider community that we support.

We understand the extraordinary change dogs can enable when they form part of a social-care model centred on the needs of people and communities. And our 2024-2028 strategy sets out an ambitious roadmap for the future.

# These are dogs that open doors, that connect people, that bring families together.

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And with every connection made, a new world of possibilities opens up...

## Zoe & Sheila

With Sheila by her side, Zoe has been able to complete university and reclaim her independence despite her degenerative condition.

## Joel & Caddie

Thanks to Caddie, Joel who is autistic has been able to connect with his family, finish school and look forward to a fuller life ahead.

## Carol & Georgie

With help from Georgie, Carol has built the confidence to catch a weekly bus to see her sister who's in a care home — something that dementia had prevented her from doing.

## And more...

And regular visits from our dogs have empowered people with learning disabilities to get out and about safely in their communities.



**We stand for people  
and for dogs and the  
spectrum of  
possibility that  
emerges when we  
bring them together.**

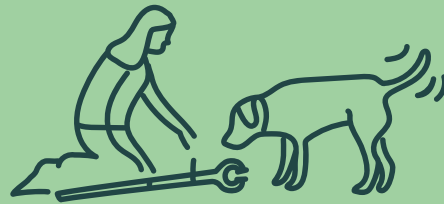


# Our Truths

Connections between people and dogs make for a more inclusive society, where dogs play a valuable, often life-changing role alongside people.



Dogs support people in ways other humans can't – without judgement or agenda – helping them to feel more visible in their communities.



Understanding the needs of each person and dog in equal measure leads to a stronger, more supportive bond between them – resulting in a better life for both.



# Our Promise

**Our commitments to our community and the people and dogs we work with...**



## **Seek to understand**

We see, hear and understand each other, every person and dog we work with, as individuals.



## **Respect all needs**

We take into account that everyone's needs are different and, person or dog, equally as valuable.



## **Make positive connections**

We all play a part in building the connections that make life feel possible, and which make for a more supportive community.

# Our Strategy to 2028



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- Having spent much of 2023 reviewing our plans and strategy we are excited to be at the early stages of our new strategic framework which takes us forward to 2028.
- **Our Strategic Ambition**
  - By 2028 we will be supporting 4,000 people each year (approx. three time our current output)
- **Our Impact Goals** (the changes that we bring about by our work)
  - We are **improving the quality** of life for people and dogs
  - We are **increasing understanding of the value of connection** with a dog
  - We are creating **a more inclusive society**
- **Our Strategic Aims**
  - We will build a **community-based model** of both delivering our services and providing well prepared and trained dogs that is flexible to local needs.
  - We will develop a **training, education and advocacy** approach that supports our people to deliver our objectives and supports people outside the organisation to engage with dogs effectively and with respect for their welfare.



# Our Theory of Change

We work with people who often find the world inaccessible and incredibly difficult to be a part of. We're especially experienced in supporting people living with complex health and social care needs – often due to disability, autism or dementia – which means their carers and families benefit from our work too.



# The Board

- Our Trustees form the Board of Dogs for Good and, as such, have ultimate responsibility for the charity. It is their responsibility to provide strategic leadership, support, and oversight to ensure the charity's continued growth and success. To achieve this, they work closely with the Executive team to support the management of the organisation and to ensure that we deliver our objectives.
- We are committed to having a Board membership that has a wide-ranging level of experience so that the Board has the skills and knowledge to draw upon in its governance and decision-making.
- With the Strategy in place, and our plans emerging, we have conducted a skills and experience audit and are seeking up to 4 new Trustees to support our plans. Knowledge and experience in the following areas is particularly sought after (although not essential):
  - Finance, charity and/or social value accounting
  - Digital transformation – especially in a charity context
  - Marketing, campaigns and public affairs
- Dogs for Good is committed to promoting diversity and inclusion and welcomes applications from individuals of all backgrounds, including those with disabilities. We aim to have a diverse Board that reflects the communities we serve.

# Governance

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- The Board is currently comprised of the Chair and seven other Trustees. The Board **meets five times each year** in Banbury; one of these meetings includes the AGM. Meetings are in person, with an option to join virtually when needed.
- The Board has **sub-committees** covering various aspects – particularly, Finance, Governance, Operations, Income and Safeguarding. Additionally, there are various non constituted Advisory Groups with an informal link to the Board and we hope Trustees can contribute to these.
- The Charity holds several **events and meetings for volunteers** each year and it is hoped that Trustees will attend one or two of these.
- Each Trustee serves a **fixed term of three years** from the date of their appointment and, if qualified, is eligible for reappointment for two further terms.
- The day-to-day management of the charity is by the Staff Senior Leadership Team made up of the **Chief Executive and four Directors:** Director of Finance and Administration, Director of Income Generation, Director of Operations and Director of People.

# Responsibilities of the Board of Trustees

**1** Ensure Dogs for Good is carrying out its purposes for the benefit of both clients and dogs.

**3** Act in the best interests of Dogs for Good.



**6** Ensure that the charity complies with all relevant laws relating to staff including employment, pension, equality and health and safety laws.

**2** Comply with Dogs for Good Articles of Association, Governance Handbook and the law.

**4** Manage the resources of Dogs for Good responsibly.



**5** Act with reasonable care and skill.



**7** Ensure that the charity is accountable.



Information about becoming a Trustee and what is expected can be found on the Charity Commission website [here](#).

# Individual responsibilities of Trustees

- Understand, embrace and support the mission, and purpose of Dogs for Good.
  - Embrace the culture set out in the Dogs for Good Promise.
  - Complete the training and orientation required of Board members.
  - Devote sufficient time to Dogs for Good to effectively carry out your responsibilities, including:
    - Attending Dogs for Good Board and relevant Committee meetings well prepared and having read relevant papers
    - Participation in person during the year at engagement opportunities (e.g., staff workshops, fundraising events and volunteer feedback sessions)
- Participate in discussions using their experience and influence constructively and collaboratively, giving due consideration and respect to others' viewpoints, whilst maintaining independence.
  - Make constructive suggestions, be prepared to challenge assumptions, ask probing questions and seek relevant answers.

# Individual responsibilities of Trustees

## (cont.)

- Accept shared accountability for Board commitments and decisions.
- Act as an ambassador for the organisation, representing Dogs for Good to individuals, the public and other organisations.
- Look for other opportunities to bring their relevant network to the organisation, in furtherance of Dogs for Good's objectives.
- Contribute to the organisation through participating in fundraising, supporting events and volunteering.
- Consider on an annual basis if they wish to take the opportunity to meet with the charity's auditors without a member of staff being present and to hold an independent discussion with regards to the charity's accounts.
- Exercise any other specific responsibilities delegated by the Board in good faith and to the best of their abilities.

# Person specification

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- 1** A commitment to Dogs for Good and its purpose
- 2** Curious and non-judgemental: the ability to see every person and every dog as an individual
- 3** Integrity, ethical judgement, and a commitment to upholding the highest standards of transparency and accountability
- 4** Ability to commit sufficient time to the role
- 5** Willingness to speak up and speak out on issues that matter to you
- 6** Experience in finding connection points that create enabling partnerships or opportunities
- 7** Perceptive and far-sighted in your strategic vision
- 8** An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

# Next Steps

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To apply for this role please send a CV and covering letter, explaining how your experience matches our needs and what you would bring to the organisation, to [trusteerecruitment@dogsforgood.org](mailto:trusteerecruitment@dogsforgood.org)

A circular logo with a green background and white text that reads "DOGS FOR GOOD". The logo is attached to a green string that loops across the top right corner of the slide.

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**The closing date for applications is Monday, 18th November 2024**

If you have any questions or would like an informal chat about this role, please contact us at [trusteerecruitment@dogsforgood.org](mailto:trusteerecruitment@dogsforgood.org)





*For getting up*

*For getting out*



*For going to school*

*For going to work*



*For making life possible*

