

**Trustee role description**

The Gambling Lived Experience Network is an independent voice raising awareness of and offering support to people affected by gambling related harms.

Our ambition is for the network to be able to make a real difference to people’s lives, with a voice that can meaningfully participate and influence national debate and policymaking across the gambling sector.

Our Values

**Honesty,** We feel it is critical that as individuals in recovery we are honest with ourselves and others, and that the network should be communicating with trust with others that have experienced harms.

**Integrity** With honesty comes integrity; the organisation will do what it says it will where it is the right thing to be done.

**Hope** The charity will provide hope and inspiration for those experiencing gambling harms. The network can draw inspiration from people who have been there and are now leading a better life. It is perhaps only people with lived experience who can provide this.

**Without judgment** As a network of people with lived experience, we have all been in that chair, we have all been that person. It is not important what you have done, what’s important is what you can do now.

More information on the Gambling Harms Lived Experience Network can be found on our [website](https://glenetwork.org/). [https://glenetwork.org]

**About the role**

The network is looking to recruit new members to join the board of Trustees. All members will demonstrate a commitment to the ethos and vision of our organisation and help us to make a genuine difference.

GLEN recognises the role that it has in ensuring that the voices of those with lived experience of gambling harms can meaningfully participate and influence national debate and policy making across the gambling sector.

To meet their ambition, GLEN want to ensure that all communities are represented and that the skills, talents and experience needed to meet it are sat at the table supporting and guiding the organisation. We particularly welcome applications from those with lived experience (either directly or indirectly) of gambling related harms.

We encourage applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexuality, gender, and socio-economic background.

We are looking to expand our number of trustees, and also the diversity of experience represented on the board. In doing so we would particularly (but not exclusively) welcome applications from women, from individuals with indirect experience of Gambling Harms (those impacted by another’s gambling), and from individuals who identify as belonging to communities which are evidenced to experience higher levels of harm related to gambling, including:

* Neurodivergent Communities
* LGBTQIA+ Communities
* Military/Veteran Communities
* Student Communities

Additionally, we are keen to recruit members with skills and experience around any of the following areas:

* charity finances
* charity governance and compliance
* marketing and communications
* supporting volunteers
* training material development
* networking
* fundraising

We would however emphasise that the single most important criteria we seek in any trustee is that their personal beliefs and purpose for joining GLEN aligns with our charity values and goals.

Candidates should not have an existing direct connection to the gambling industry or derive an income through gambling services and activities.

Previous Trustee experience is not essential as training can be provided.

**Trustee Statutory Duties**

* To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
* To ensure that the organisation pursues its objects as defined in its governing

document

* To ensure the organisation uses its resources exclusively in pursuance of its objectives: the organisation must not spend money on activities which are not included in its own objectives, no matter how worthwhile or charitable those activities are
* To contribute actively to the board of trustees’ role in giving firm strategic direction to the organisation, setting overall policy, defining goals, and setting targets and evaluating performance against agreed targets
* To safeguard the good name and values of the organisation
* To ensure the effective and efficient administration of the organisation
* To ensure the financial stability of the organisation
* To protect and manage the property of the charity and to ensure the proper

investment of the charity’s funds

* Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive (if the charity employs staff).

**Other Trustee Responsibilities**

In addition to the above statutory duties, each trustee should use any specific skills,

knowledge or experience to support and help the Gambling Lived Experience Network’s Board of Trustees reach sound decisions and ensure the organisation fulfils its objectives. This will involve:

* Attending Board and other Gambling Lived Experience Network meetings as appropriate.
* Participating in one or more Board sub-groups as required.
* Scrutinising board papers and other communications.
* Leading discussions and providing guidance on new initiatives, particularly in areas where the Trustee has specific skills, knowledge or expertise.
* Abiding by GLEN’s policies and procedures including the Safeguarding, Diversity and Equal Opportunities and Information Governance Policies, ensuring these are effectively implemented.
* Participate in activities to promote GLEN to our beneficiaries, funders and the wider public.
* Contributing on other issues or areas of special expertise.

**Trustee performance – The Nolan Principles**

* All Charities have a public benefit responsibility and in carrying out their role, the Gambling Lived Experience Network’s Trustees are expected to adhere to the principles for holders of public office:
* **Selflessness**: Holders of public office should act solely in terms of the public interest.
* **Integrity**: Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
* **Objectivity**: Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
* **Accountability**: Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
* **Openness**: Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
* **Honesty**: Holders of public office should be truthful.
* **Leadership**: Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

**Person Specification and Requirements for this role**

We are keen to speak to candidates who offer the following:

* A commitment to the organisation.
* A willingness to devote the necessary time and effort.
* Strategic vision.
* Good, independent judgement.
* An ability to think creatively.
* A willingness to speak their mind.
* An ability to work effectively as a member of a team.
* Skills and experience around either charity finances, charity governance and compliance, or marketing and communications

We are keen to build a diverse Trustee board with lived experience of gambling harms at its core and actively welcome applications from all underrepresented groups.

**Time commitment**

Up to five Board meetings per year, which will primarily be conducted online plus potential Committee membership with up to four additional meetings per year.

**Remuneration**

In line with Charity Commission guidance the role of Trustee is unremunerated, though all reasonable expenses will be reimbursed.

**Length of appointment**

Trustees will serve an initial three-year term to be eligible for re-appointment for two additional terms of three years each.

**How to apply**

Applications can be made by any of the following methods:

**Written applications**

Please send your CV along with a short supporting statement by email to [recruitment@glenetwork.org](mailto:recruitment@glenetwork.org). Your statement should outline:

1. Why you would like to apply for this position. Please include details of why you think a network is important, and what you hope to get from the opportunity.
2. Information on relevant experience, including employment, voluntary work, training or other relevant expertise which you feel will make you an effective Trustee.

**Video applications**

If you would prefer not to send a written application, you can send us a video to [recruitment@glenetwork.org](mailto:recruitment@glenetwork.org) instead.

Your video can be up to five minutes long, and should include:

1. Why you would like to apply for this position. Please include details of why you think a network is important, and what you hope to get from the opportunity.
2. Information on relevant experience, including employment, voluntary work, training or other relevant expertise which you feel will make you an effective Trustee.

**We also ask all applicants to complete a Equality and Diversity monitoring form separate to their application – the monitoring form can be** [**accessed via this link**](https://forms.office.com/e/AFp3D5i31P?origin=lprLink)**.**

The closing date for applications is Midday on **11/06/2025**

Interviews with shortlisted candidates will be held week commencing **16/06/2025**

It is our intention that successful candidates will be introduced to the existing Board members during an in-person Away Day board event (Date and location to be arranged - likely to be held late June / early July in or around Milton Keynes) where Trustee and Governance training will also be included.

If you have questions about this opportunity and would find it helpful to have an informal conversation, please contact [info@glenetwork.org](mailto:info@glenetwork.org) and we will be happy to arrange a call.