



**The House of
St Barnabas**

LONDON

Trustee Recruitment Pack

July/August 2022

"I THOUGHT MY SIGHT WAS
PERFECT, UNTIL THE HOUSE OF
ST BARNABAS OPENED MY
EYES TO A WORLD FULL OF
POSSIBILITIES."

John Smallshaw, Graduate & Employee



Unique amongst members' clubs in London, House of St Barnabas is a social enterprise built on a mission to break the cycle of homelessness. We support people who have been affected by homelessness into lasting Good Work – that means work that has secure hours, opportunities to progress and is paid at London Living Wage. The pandemic has proved an extremely challenging time, particularly for those working in hospitality. Zero-hour contracts and inconsistent working hours have provided a precarious work situation that has resulted in increased levels of unemployment and homelessness among Londoners. There has never been a greater need for our work.

Over the next 12 months we are focused on supporting current and future graduates out of homelessness and into work, despite the economic outlook. We will prioritise partnerships with a wide range of employers and seek to convene and challenge the hospitality sector on prioritising good work within its recovery. This in turn will ensure that work enables our graduates to be lifted out of poverty - for good work to provide a secure safety net.

Over the last year we have taken our hospitality offer in-house and overhauled our membership processes and communications. In the years ahead our social business aims to diversify and engage our community, strengthen our membership and hospitality experience and grow our income back to pre-pandemic levels and beyond – all in order to increase our impact and influence.

We are looking for two or three Trustees to join our Board who bring the following skills and expertise:

- Cyber security expertise, aligned with data and/or digital insight
- Marketing, including membership or customer experience
- Hospitality sector networks and knowledge

We welcome applicants from a diversity of backgrounds, not only the hospitality sector - if you are strategic, commercially focused and motivated by our mission, we want to hear from you.

This is an exciting time for the House and this is a crucial role to help us drive our success. I hope that you will feel the same after reading this pack and be motivated to apply.

Jenny Watson, Chair

PEOPLE PURPOSE PROGRESS

OUR VISION

Our **vision** is of a future where lasting good work, a secure home and a supportive network are a reality for those affected by homelessness.

Our **mission** is to break the cycle of homelessness.

We **deliver** our mission through our Employment Academy, through which participants experience a holistic programme of long term support, helping them secure good work, a good home and a good network.

Underpinning our Employment Academy is our vibrant member's club based in our grade 1 listed building and our beautiful chapel, right in the heart of Soho. Our member's club further deepens our impact by:

- Providing a network for our participants of supportive mentors, employers and friends
- Offering a training ground for those returning to work through real-world work placements in hospitality and office-based roles
- Convening creative conversations across sectors and disciplines working to break the cycle of homelessness

We fund our work through the profit we make from membership and private hire, combined and matched with fundraising.

In order for our model to work, we aim to run an outstanding private members club; bringing together a diverse community of creative people who care about social change. We want them to experience high quality food and drink, a personalised service and an engaging offer of culture and events that entertain and enlighten.

Our **values** are to be Encouraging, Social, Creative and Inclusive.



OUR TRUSTEE

Jenny Watson –
Chair of Trustees



Rich Taunt – Deputy
Chair & Chair of
Events Ltd



Rachel Roxburgh –
Trustee



Mayuri Vachhani –
Trustee & Events Ltd
Director



Robi Sol Elsaway –
Trustee



Stephen Burns –
Trustee



Karen Everett –
Treasurer



Kate Swade –
Trustee



James Townsend –
Trustee & Events Ltd
Director



Esther Foreman –
Trustee



OUR IMPACT



Our academy participants and graduates are at the heart of all we do. We support people affected by homelessness into lasting paid work.

The journey starts with our referral agencies understanding about our 12-week Employment Preparation Programme (integrated in to our social business) and continues with at least 12 months of mentoring and ongoing support from the Academy team, a mentor and our Employer Partners.

We're building a network of hardworking talented individuals who are ready to thrive in work. Skills training includes the opportunity to gain accredited City & Guilds qualifications in Hospitality or Business and Administration.

Frances' story, Employment Academy Graduate

“At the beginning, 12 weeks seemed like a long time to retrain for employment. I had so many thoughts going through my mind, most of which were negative. But despite this I was focused on getting back to work and to being able to do things for myself, to not having to worry everyday about whether I'd have enough travel fare or if I would be able to have a proper meal during the week. As depressing as everything felt in my life, I was determined to turn it around.

The Employment Preparation Programme gave me the courage to do that. It gave me the opportunity to erase all of the negativity that plagued me by giving me something to focus on daily and, by the time the end of the 12 weeks had arrived, I was ready.

I was ready to take on the world and, in the end, to own it.

The House of St Barnabas set up a job interview with my current employer and whilst they loved me during the interview, they decided to go with someone else for the position I had applied for. However, they wanted to offer me another position which they thought I would be perfect for, and the funny part is, it's a better position that what I had originally set my sights on.

I have never loved a hotel as much as I love this one, and for them to see something in me that made them offer me a placement above and beyond what I had thought myself capable of, was an amazing feeling.

Everything I had been through before in my life became a stumbling block that I had climbed over, and The House of St Barnabas helped me to do that. From having to take baby steps for the second time in my life to being able to run into my future with a clear focus, they were there. I cannot be more thankful for what The House of St Barnabas has done for me.

By giving me the opportunity to participate in the Employment Programme, they helped me get back to the Frances I used to be.”

GENERAL RESPONSIBILITIES OF TRUSTEES

- To commit to the vision, mission and values of The House of St Barnabas
- To contribute actively to the Board's role in giving firm strategic direction to the organisation, setting overall strategy and policy, defining goals and setting targets and evaluating performance
- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure the financial stability and sustainability of the House and manage its assets as a social business and its effective and efficient administration
- To ensure that the organisation uses its resources in service to its mission and regular and appropriate reporting is in place. This includes the specific skills of the Trustee Board itself
- To safeguard the good name and reputation of the House and act as an ambassador for its work
- To understand the issues and challenges faced by those the organisation seeks to support
- Play an active part in review of performance both organisation and the board to maintain our high performing culture
- To act as a 'critical friend' to the organisation's Senior Management Team when necessary
- To scrutinise board papers, attend Board meetings and participate fully in Board decision making
- Ensure that the Charity complies with the Charities Act 1993 as amended by the Charities Act 2006



We encourage applications from candidates who have lived experience of homelessness or of these homelessness risk factors:

- Inability to pay rent
- Mental ill health
- Drug or alcohol addiction
- Relationship breakdown leading to loss of home
- Close Bereavement
- Gambling addiction
- Job loss leading to 1 year or more of unemployment
- Persistent debt
- Offending history
- Trauma e.g. abuse, care history

SPECIFIC REQUIREMENTS – WHO WE ARE SEEKING

We are seeking two individuals to join our board of Trustees. With a passion for social change and breaking the cycle of homelessness, we are keen that our Board should reflect London's diversity, and welcome applications from as wide a range of candidates as possible.

We also specifically encourage applications from candidates who have experienced homelessness, or risk factors associated with homelessness.

You will bring specific skills and knowledge within one or more of these key areas:

- Cyber security expertise, aligned with data and/or digital insight
- Marketing, including membership or customer experience
- Hospitality sector networks and knowledge

Commitment

- This is for an initial term of three years (with the option of extending for a second three-year term)
- We require a commitment of a minimum of four meetings plus one full day meeting a year, with additional meetings as required during periods of significant risk or change.
- We encourage Trustees to also join one of our three sub-committees, which is an additional four meetings a year commitment.
- Meetings are usually three hours and take place at the House of St Barnabas in Soho or online (often followed by an opportunity to socialise with other Trustees in the club).

Reward

- This is a voluntary unpaid role
- The postholder will be offered free membership of the House of St Barnabas

In addition, you will have the opportunity to shape a vibrant social enterprise, work with a capable team of Trustees and staff and impact our mission to break the cycle of homelessness.

HOW TO APPLY

If interested in the role, please submit a CV and expression of interest to amy.fitzgibbons@hosb.org.uk by 9am on 25th August 2022.

We specifically encourage applications from candidates who have experienced two or more of the homelessness risk factors on the previous page and invite you to specifically address this in your expression of interest.

Interviews and tours of the building will take place on 15th September with the Chair of Trustees and Chair of our Nominations Committee.

The successful candidates will be appointed to the Board in late September 2022, to commence their term from November.

For details of our privacy and use of data policy please see <https://hosb.org.uk/privacy-policy>.



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ENGAGE
ENCOURAGE
ENLIGHTEN



The House of St Barnabas

A poem by Greg E Harris, Employment Programme Graduate

House, not the music I listen to,
the one that sits on the edge of the square edifice to its
surrounding, it stays firm grounded
even though it took some pounding in many wars.

It has its flaws
but still gets a round of applause for its cause. Charity of course.

A well-run organisation consists of many nations and strangers, no longer
strangers or dangers to each other.
But more like sister and brother, huggers and lovers, that help each other find
their true
Self.

No stealth just true wealth
which is hidden so well it may take twelve weeks to open your
cell.

But once you do, you're more than brand new, not just a waiter,
bartender,
boss, ex-offender, vendor,
big spender or an office attender.

You're bourgeoisie, in control of it all,
somewhat like the paintings that control parts of the wall.

Big, medium, small, you'll get that attention, you're more than just you,
you're the house resurrection.