



Connecting the old & the young
to shine **Brighter Together**



TRUSTEE INFORMATION PACK

TREASURER



WHO WE ARE

Brighter Together is an award winning intergenerational charity that connects two vulnerable groups: older people and early years children, to participate in shared activities, for mutual benefit to well-being and development.



Founded in 2020, Brighter Together works with care homes and day centres and links them with their local nursery school. The groups meet weekly to participate in meaningful, shared activities.

Our programme sets out to tackle social isolation and improve social and emotional wellbeing of all participants.

We aim to:

- Improve the social and emotional wellbeing of vulnerable older adults and children;
- Support the children's development against the Early Years Foundation Stage (EYFS) characteristics of effective learning.



The Brighter Together programme gives older adults a purpose and responsibility. By bringing a group of young children into their lives on a regular basis to participate in structured and meaningful activities, they share in the children's development and create strong relationships that will have a mutual benefit.

Our small team has a huge impact. You can find out more by viewing our [video](#) on our homepage and reading our [latest impact report](#).



WHY WE EXIST

THE UK IS FACING A CRISIS



UK society is increasingly age-segregated, with stark and concerning generational gaps creating more social isolation and less social cohesion.⁽¹⁾



Loneliness and depression are on the rise and the number of over 70s experiencing depression has doubled since the start of the pandemic.⁽²⁾ The leading cause of depression is social isolation and lack of purposeful activity.⁽³⁾



Children with fewer opportunities to have regular connections with those over 65 are at a disadvantage in terms of confidence, communication skills, concentration, and school readiness.⁽⁴⁾

WHY INTERGENERATIONAL WORK IS ESSENTIAL TO TACKLING THIS



Wellbeing – spending time engaged in meaningful activities in intergenerational groups has proven benefits to the wellbeing of participants.⁽⁵⁾



Life chances – children's life chances are significantly enhanced through regular interaction with those over 65.⁽⁶⁾



Social cohesion – intergenerational learning encourages greater understanding and respect between the generations and helps to bridge the 'generational divide'.⁽⁷⁾



OUR VISION & AMBITION

The last year was a very important year for Brighter Together. We have consolidated our approach through a process of testing and refining our programme. We now have a model that has proven impact and is ready to scale.

Our vision is that the UK is a country where every older person has the opportunity to benefit from regular connections and interactions with children.

Where we go from here...

From our solid foundations we see the next 3 years as being focussed on growth and scaling our programme delivery to reach more older people and early years children. We are fortunate to have received grants from City Bridge Foundation and Betty Messenger Foundation, totalling £135,000, to help us expand the programme to 20 projects over the next two years. Our focus will be prioritising those areas that have the highest levels of social isolation and where our programme will make the greatest impact, particularly in improving children's life chances.

As we implement our new growth strategy, we will be expanding the knowledge and expertise of our Trustee Board and staff team.





IMPACT SNAPSHOT

IN 2021-22:



More than **doubled** the number of sessions we ran this year, delivering **115 sessions**.

"It's so nice to feel **useful again.**"

Resident, Lynde House care home



91% of older adults participating had **no regular contact with children** of any age before Brighter Together sessions.



58% of children participating reported having **no regular contact with grandparents**.



"The positive impacts are **immeasurable**"

Leila, Head of Pre-School



Key impact...

100% of our partners (care homes, day centres, schools & nurseries) **reported** that the programme made a **significant difference** to the children and older adults across **all areas assessed**:



- **Social wellbeing**
- **Emotional wellbeing**
- **Development*** (*assessing only children*)
- **Physical Health*** (*assessing only older adults*)



HOW WE DO IT

We aim to maximise the benefit from the time that the children and care home residents spend together. To do that, we are rigorous about our programme planning which is built around the following 4 aspects:



DESIGNED BY EXPERTS

Our sessions are designed with input from an Advisory Board. This board consists of a range of experts from fields including Occupational Therapy, dementia care, physiotherapy, and Early Years education.



SESSION STRUCTURE

Each session is based on the approach of Cognitive Stimulation Therapy which has well-documented success in improving and maintaining cognitive functioning in older adults.



BESPOKE TRAINING

Our Session Facilitators and the pre-school practitioners supporting the children in the sessions are provided with professional training on how best to engage with older people, working in the care home environment, and accredited dementia training.



COMMUNITY INVOLVEMENT

The activities build up to a celebratory end-of-term event to showcase the work of the group to friends, family, and staff. This is an essential part of including the community, bringing a much wider range of people into the care home.



When asked if they'd recommend Brighter Together's programme to a colleague, **100% of partners** gave **10 out of 10** (where 10 is extremely likely).



BACKGROUND TO THE ROLE

We're a young, bold, charity that has ambitious plans for tackling social isolation and improving wellbeing for early years children and our older people. We're fortunate to have received two significant grants that will enable us to build our team and expand our programmes to new parts of London over the coming two years. As we do, we are eager to expand the knowledge and expertise of our Trustee Board.



Polly van Marken
Chief Executive

This role will be critical to helping Brighter Together take our next big step forward, ensuring that our financial management continues to meet the scale of both our programme and ambition. The Treasurer will be a critical member of the Board, offering the expertise needed to deliver on our commitments to our beneficiaries and funders. They will serve as a key partner to our staff team, coaching and guiding them to build the most effective systems for the charity.



Andy Melia
Chair of Trustees

As a small organisation, we are very much in the startup phase, and we are looking for someone who is excited to take a hands-on approach and contribute to building the charity and its systems and processes. We are dynamic and agile, have a great track record, and want to build on our success to create a truly impactful organisation.

If this excites you and you've got the skills, energy, and enthusiasm to be a key part of our growing Board of Trustees, then we'd love to receive your application.





ABOUT THE ROLE:

We have seen great impact from our programme, particularly from the connections made between care home residents and children. We are now growing so that we can enable more older people and children to experience the benefits of intergenerational activities. Integral to our continued growth is the need to evolve and enhance our financial systems and processes, and we are seeking a new trustee to join the Board of Trustees and lead this work in collaboration with our Chief Executive.

This is a fantastic opportunity to join, develop and support a growing organisation as it scales and builds its long-term sustainability and impact. We are looking for an inspiring, collaborative individual who can build on our excellent performance to date as we seek to grow our impact.

ROLE SUMMARY:

The Treasurer will work closely with the Board of Trustees and the Chief Executive to:

- monitor the financial standing of Brighter Together and report to the Board regarding the overarching strategic management of the charity's financial resources, including budgeting and cash-flow forecasting, income and expenses.
- oversee Brighter Together's financial risk-management process and, in collaboration with the Chief Executive report on the financial health to the Board of Trustees at regular intervals.
- act as a counter signatory on financial transactions and applications to funders, as needed, and ensure that statutory and regulatory reporting requirements are met in a timely fashion.
- liaise with external auditors on financial issues and ensure that Brighter Together's finances are responsibly managed/invested for the betterment of its work and for the beneficiaries it serves.

Term of appointment:

- Three-year term
- Subject to a vote of the Board of Trustees



DUTIES & RESPONSIBILITIES:

In Relation to Finance:

Budgeting and strategic financial planning:

- Ensure all strategic plans are financially appraised and budgets are aligned to both short-term and long-term objectives each year.
- Oversee planning/budgeting processes in collaboration with the Board and constructively challenge where required.
- Suggest alternative scenarios while evaluating strategic plans as a part of the risk management process and as a part of performance and reporting scenarios.

Management Reporting:

- Ensure a high standard of management accounting is maintained in order to safeguard assets.
- Liaise with the Chief Executive and Trustees to prepare and produce management accounts regularly.

Statutory Financial Reporting:

- With the Chief Executive, identify and recommend an appropriate independent examiner/auditor to the Board
- At Board-level, have responsibility for overseeing the preparation and review of the Annual Report and Accounts
- Liaison with external auditors on specific issues in the auditing process and related Board representations.
- Guide and advise fellow Trustees to formally approve the annual report and audited accounts.

Financial policies and processes:

- Support the maintenance of appropriate policies, processes and systems to underpin the management of Brighter Together's finances.
- Keep the Board informed of free reserves position regularly and advise how to cope with changing circumstances.

In Relation to Governance:

- Lead compliance with the Board's duty to ensure proper accounting records are kept, financial resources are controlled, invested and economically spent in line with governance, legal and regulatory requirements.
- Where appropriate, chair any sub-committees as identified by the Board in line with terms of reference and reporting findings/developments back to the Board of Trustees.
- Advise on the financial implications of Brighter Together's strategic plans and oversee its financial risk-management process.
- Lead the development and implementation of financial reserves, cost management and investment policies.



PERSON SPECIFICATION

Essential:

- Qualified accountant with demonstrated commercial awareness and knowledge.
- Competent IT skills.
- Proven ability to communicate and explain financial information to the Board and other stakeholders.
- Analytical and evaluation skills, demonstrating good judgement.
- Understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.
- Good communication and leadership skills.

Desirable:

- Demonstrated knowledge and experience of charity finance practices.
- Dedicated to Brighter Together's cause and objectives and willing to act as its ambassador to external bodies, charities and companies.
- Knowledge of charity SORP and impending changes preferred but not required.
- Skills and experience in one or more areas of non-executive governance and management e.g. strategic planning, business management, financial/accountancy, understanding of HR issues, experience of Trusts or other grant giving bodies particularly fundraising and legal knowledge.
- A team-oriented approach to problem solving and to management.

Time Commitment:

- Board meetings take place every eight weeks, for 2 hours. Most meetings are remote, although it is possible to attend some board meetings in central London.
- Ad hoc meetings and engagement with other trustees and the Chief Executive as required.

We are an equal opportunities organisation and are committed to building a team with diverse voices and experiences. If you have any specific requirements (e.g. access, communication etc.) we should be aware of as part of the recruitment and selection process then please let us know when you submit your application (andy@brightertogether.org.uk).and are committed to building a team with diverse voices and experiences. If you have any specific requirements (e.g. access, communication etc.) we should be aware of as part of the recruitment and selection process then please let us know when you submit your application (andy@brightertogether.org.uk).



HEAD OF PROGRAMMES

HOW TO APPLY

If you've read this and think you'd be a good fit as Treasurer at Brighter Together, then we'd love to find out about you and what you can bring to our organisation.

Please submit your CV and a supporting statement (no more than 2 pages) telling us:

- About you – your skills, experience and personal qualities;
- Why you're interested in the role and what you want to get out of it.

Then please send either as a Word doc or PDF to: andy@brightertogether.org.uk by 23.59 on Sunday, 26 November 2023.

If you'd like to discuss the position further before applying, please contact Andy Melia via e-mail (andy@brightertogether.org.uk).

APPLICATION TIMELINES:

Applications close 23.59 on Sunday, 26 November

We will arrange conversations with suitable candidates the week beginning 4 December, with the potential for a further conversation the week beginning 11 December.

