



Join us to share your expertise
- Apply now to become a Trustee.

A chance to make a difference.

Deadline: Ongoing process throughout 2026

Who we are:

- Our mission - To support and care for people and communities so they can learn, develop and thrive.
- [Our Annual Report 2025 \(and previous editions\)](#).
- A charity (Oaklea Trust) and a Community Interest Company (Right2Work).
- Together we work to support people across the North of England.



*"It's so great to see how **Ammar** has progressed. Looking back over the years ...He's a great example of what we aspire to do when working with young people – he's a true success!" **Matthew Douglas, R2W Young People's Manager***



Front cover photo: Garth Brow Supported Living – Niamh (former apprentice now team member) and Terry, Customer.

A few words from our Chair:

On behalf of our Board, I am delighted that you are considering applying to join us as a Trustee. Our charity exists to make a real difference in the lives of those we serve, and trustees play a vital role in shaping our direction, ensuring good governance, and safeguarding our people and resources.

We are looking for individuals who share our passion, bring diverse skills and perspectives, and are committed to helping us achieve our mission – to help people to learn, develop and thrive. Being a trustee is both a meaningful responsibility and a rewarding opportunity to make a tangible impact in our community across the North of England.

I hope this pack gives you a clear sense of the role and the difference you could make. We would be thrilled to welcome you to our Board and to work together in driving our charity forward.

With best wishes,

Robin Talbot

Robin Talbot
Interim Chair of Trustees





Left: Chief Executive Officer, Jenna Hall meeting Interim Chair, Robin Talbot



Above: Customers, Learners and Team Members from across the Oaklea Group

What we do:

As a Group we deliver a wide range of programmes – a snapshot of which can be captured as follows:

- Supported Living – support for people in their own homes. Helping to build independence. (Oaklea)
- Care Homes – care for people in people in homes we run and manage. (Oaklea)
- An alternative to residential college for young adults. (Oaklea)
- Employment support programmes. (Right2Work)
- A whole foods café and furniture warehouse (Right2Work)
- Supported Internships and Access to Work / Employers Support (Right2Work)
- Holiday programmes and year-round Day Opportunities programmes for children, young people and young adults. (Right2Work)

Where to find out more:

- Do you like a short single page overview?
 - Then email Laura.Moore@OakleaTrust.co.uk and ask for a copy of our quick fact sheets for both Right2Work and Oaklea Trust.
- Do you prefer a longer read and more detail? Then visit:
 - www.oakleatrust.co.uk
 - www.right2work.org.uk

The role of a Trustee:

- To ensure the charity is carrying out its purposes for the public benefit.
- To comply with the charity's governing document and relevant laws and regulations – ensuring its Duty of Care is fulfilled at all times.
- To act in the charity's best interests by making informed, collective decisions.
- To work effectively as a Board, avoid conflict and act collaboratively.
- To manage the charity's resources responsibly, including overseeing finances and safeguarding assets.



Above: Maxine Denoual and Linda Adey – Oaklea Trust Trustees

“Whilst carrying out the role you also receive the support to develop your skill set, learning more about the organisation and what makes it tick, and also looking at more ways in which you can contribute. I’ve recently taken on the Role of Chair to the Remuneration Committee.” Maxine, Trustee and Safeguarding Lead

What we need:

- We are seeking to recruit two or more new Trustees to join the Board of the Oaklea Group.
- Following a review of our current Board members and their skills, we are particularly interested in applications from people with the following skills:
 - Introducing digital transformation within or related to health/charitable settings.
 - Strategic investment into building profile and brand through marketing and communications.
- You do not necessarily have previous Board or Trustee experience and your trusteeship could contribute towards your studies or an accreditation for volunteering.
- Whilst we are keen to recruit Trustees from the North of England, if you've the right skills don't let geography put you off. applying.



Left: Staff and Customers from Foundry Street meet a star of Emmerdale...

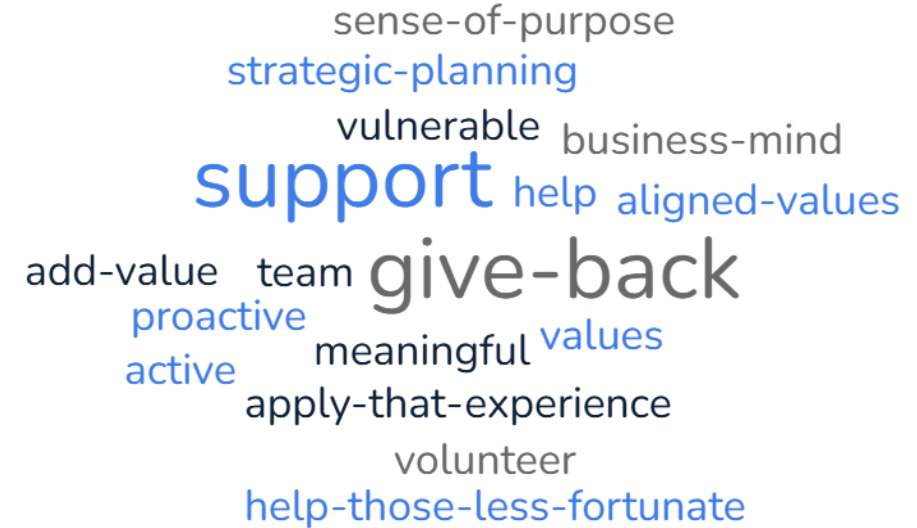
The qualities we look for:

- Demonstrates integrity and sound judgement in all decisions.
- Works collaboratively while contributing independent, constructive, challenge.
- Shows commitment through regular engagement and preparation.
- Understands governance, legal duties, and financial oversight.



Above: Customers and staff team with our partners, the Shaw Trust CiC

Why our current Trustees have become involved:



In a recent survey, our eight current Trustees told us more about why they wanted to join the Board and what they hoped to gain from their involvement. The above word cloud captures the common hope to give something back and add value. Below are some specific responses:

"I'm motivated by a desire to give back to the community in a meaningful way. After many years in business advisory roles, I'm keen to apply that experience to support an organisation whose mission I genuinely admire."

*"A cocktail of caring, payback and keeping the brain working."
What do you hope to share? "My experience of senior leadership."*

Where we are going:

Our Strategic Plan to 2028 focuses on:

- **Growth:** We are keen to expand and develop our partnerships, our income streams and our work to enable us to support more people each year.
- **Modernisation:** We are eager to improve by building on our strong foundations and identifying and embracing new ways of working, including AI and digital transformation.
- **Profile:** To build our profile and reputation, we need to refresh our approaches to marketing and communications. Internal, external and brand.

In addition to the above, long-term ambitions, the Board and the Senior Team have identified the six areas to the right as the key areas of operational priority for the coming year.



Roles, responsibilities and accountabilities



Income generation and diversification



Stability, culture, morale



Clear remuneration principles



Contract and Lease Review/Database



Planning for Digital Transformation

How it works:

- The Board meets, in person, at least four times a year. Occasional additional meetings will happen online, as needed.
- Meetings are typically 2.5 hours in length, plus lunch.
- They typically take place in Cumbria. (Often Kendal or Appleby.)
- We also offer a social event once a year and the chance to visit and support our operational programmes.

Rewards, remuneration and benefits:

- Your skills, knowledge and experience will be welcomed, respected and valued and you will know that your contribution is making a difference to the lives of our learners and customers.
- You will be offered a full induction, training and development, relevant to your previous experience and the needs of the Board.
- Lunch and/or refreshments will be provided.
- Mileage will be paid for all in-person events and meetings.



Above: Customer James in Calstock, Murton

Dates of our meetings in 2026:

- 26th February 2026 – in person, Cumbria
- 10th June 2026 – in person, tbc North of England
- 9th September 2026 – in person, tbc North of England
- 9th December 2026 (AGM) – in person, tbc North of England

The format for the meetings tends to be:

- 10am Tea/coffee/informal welcome
- 10:30am Meeting starts
- 1:00pm Meeting closes
- 1:00pm Lunch for those who can stay

How to apply:

If you would like a confidential and informal conversation with the Interim Chair or Group CEO before you apply contact: 01539 735025 / Jenna.Hall@OakleaTrust.co.uk

If you are ready to apply, send a short (200-300) word bio sharing who you are, what you care about, whether you have experience in our priority areas (see above) and why our work resonates with you. If you've an up to date CV, please include it.

We will review all applications to create a shortlist. At that point, if you've not already shared it, we will ask for your CV and to meet you either in person or online in February.

Deadline for applications: Ongoing throughout 2026



Above: Chris (left) and Ben (right), The Furniture Warehouse, Kendal

Thank you for your interest in our work, sharing your expertise and becoming a Trustee.

We look forward to hearing from you, Robin, Jenna and all at Oaklea.