



Chair Recruitment Pack Introduction to the charity

Introduction to Givin It Laldie

We are appointing a new Chair who will work with our Board and Manager to guide our organisation to achieve its vision:

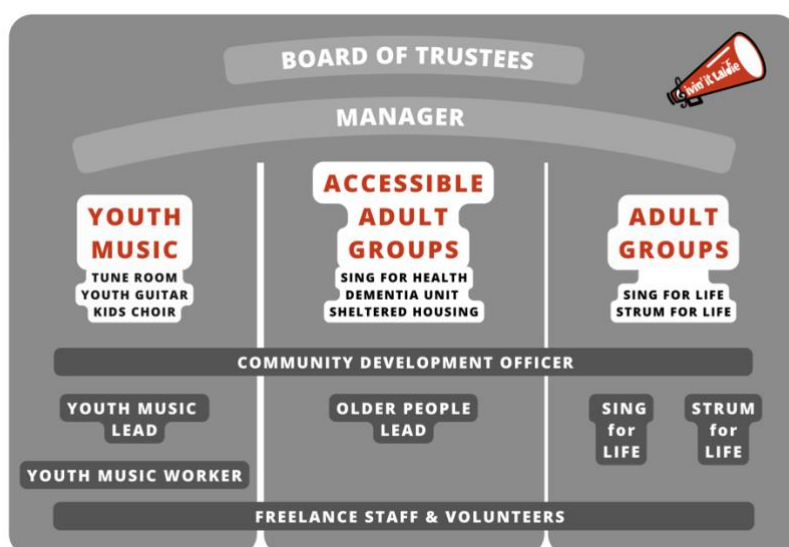
To bring people together through music in the Gorbals to create a sense of belonging, community and good health so that people feel pride and ownership of the place they live and confident to bring about positive changes.

Givin' it Laldie is a grassroots, community music charity based in the Gorbals, Glasgow. Established in 2010 by Gorbals Parish Church, we became an independent charity with no religious affiliation in 2012.

We bring people in the Gorbals from diverse economic, social, religious, cultural, health and age backgrounds together through group music making to:

- Build understanding, community and connections between people.
- Improve people's health and wellbeing.

Our annual budget in 2021-22 was £136,369 of which 95% came from grant funding sources. We have 4 part-time members of staff and 3 freelance staff who work with us. We also have on average 12 volunteers who work with us each year.





What We Do

The Gorbals is a diverse, talented, multi-cultural area in Glasgow and we love working there. We take great pride in being a part of the community. However, there are still some challenges including fuel and food poverty, unemployment, community division and social isolation. People are more likely to live with a life-limiting illness and/or have poor mental health than in other parts of Glasgow and Scotland.

Therefore, there is a need to bring people together across socio-economic divides in a relaxed environment to take part in regular activity that supports their health and wellbeing. We know from our own experience and research that music can improve physical and mental health, increase confidence and foster a sense of connection and belonging with others.

For the past 12 years, our evaluation activity indicates that we are having a positive impact on the lives of those attending our activities. We support around 200 people a year to improve their health and wellbeing; increase their social connections; increase their participation in their communities; improve their skills and learn new things. This has a wider impact on the local community as they bring these new found attributes to their friends, families, and/or colleagues.

We have three streams of work within which we run 9 weekly group music sessions.

Youth Music:
G5 Kids Choir
Youth Guitar
Tune Room

Adults:
Sing for Life
Strum for Life
Sing for Health

Older People:
Laldie Sessions:
Dementia Units x 2
Sheltered Housing

The sessions last two hours, are held in accessible venues and no prior music experience is required. They are run by experienced Community Musicians, supported by our Community Development Officer, who facilitate the sessions in a way that allows participants to socialise, develop friendships, create a sense of belonging and support each other through difficult times. Music is the vehicle by which participants improve their self-esteem by learning new skills, working with others to create a nice sound and trying new things. Each group is completely unique to the needs, strengths and interests of the people who attend them.

Our Board

The Board is composed of 8-12 unpaid volunteers who are elected yearly at the AGM or co-opted by the Board. Together we build a plan, deliver on the strategic goals of Givin' it Laldie and share in the satisfaction of seeing the end results.



Role Description

The Chair is responsible for the following:

Strategic Leadership:

- Provide leadership to the charity and its Board, ensuring that the charity has maximum impact for its beneficiaries.
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity.
- Ensure that the Board operates within its charitable objectives and provides a clear strategic direction for the Charity.
- Ensure that the Board is able to regularly review, manage and mitigate major risks and has the systems in place to do so effectively
- Work with the Treasurer to ensure sound financial health of the charity with systems in place to ensure financial accountability and stability.

Governance:

- Ensure that the governance arrangements are working effectively.
- Develop the knowledge and capability of the Board of Trustees.
- Encourage positive change where appropriate and address any conflicts within the Board.
- Ensure that the Board of Trustees incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively.
- Work within any agreed policies adopted by the charity.

External Relations:

- Act as ambassador for the charity and represent the charity at functions, meetings and events when appropriate.
- Seek out relationships that would benefit the charity.

Efficiency And Effectiveness:

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the Charity and that the Board takes collective ownership.
- Foster, maintain and ensure that constructive relationships exist with and between the Trustees.
- Work closely with the Manager to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees.
- Work with the Secretary to monitor that decisions taken at meetings are implemented.

Relationship with the Manager and Givin' it Laldie team.

- Establish and build a strong, effective and a constructive working relationship with the Manager within which each can speak openly about concerns, worries and challenges whilst ensuring s/he is held to account for achieving agreed strategic objectives.



- Support the Manager, whilst respecting the boundaries which exist between the two roles.
- Provide regular support and supervision meetings with the Manager and an annual appraisal.
- Ensure the Manager has the opportunity for professional development and has appropriate external professional support.

Other Responsibilities include:

- Holding the casting vote in the event of a split decision.
- Acting as a cheque signatory.
- Supporting staff recruitment.

More generally as a Board member/Trustee you will:

- Have enthusiasm for the power of music.
- Have an interest in the Gorbals.
- Help make decisions relating to HR, funding, promoting the charity and more.
- Use your networks and contacts to further the work of Givin' it Laldie.

Time Commitment

- Appointments are for a three-year term (which may be re-appointed)
- Meetings five times a year, including the AGM, the majority in person, at the Gorbals Parish Church, Errol Gardens, Glasgow, with the option of remote and/or hybrid meetings.
- Member of the Human Resource sub-committee meeting 3 times a year (may be remotely).
- 6-weekly line management and support of part-time Manager as agreed with the postholder.

We are particularly interested in hearing from folk who live or work in the Gorbals.

Passion for the work we do and how we do it, an understanding of community-based work and desire to support the needs of the organisation are the most important qualities we are looking for.

We strive for our Board of Trustees to represent the communities we work with as much as possible and therefore encourage applications from many different backgrounds with regards to race, gender, class, sexuality and ability.



Apply Now:

If you believe that you have the experience and commitment necessary to support Givin' It Laldie in our continuing journey, please email givin.it.laldie@gmail.com with an up-to-date CV and a cover note, explaining why you are interested in the role. Please provide us with your preferred method of communication and contact details.

If you would like to arrange an informal conversation with our retiring Chair, you can also let us know at hellolaldie@gmail.com.

We want to make sure that this opportunity is available to as many people as possible. If you have any specific access needs in regard to this role, please let us know and we will do our best to accommodate this.