



TRUSTEE

We are seeking to appoint new Trustees with substantial strategic leadership and governance experience to join our organisation. We are particularly looking for enthusiastic and motivated individuals with **strong accounting and financial expertise**, as well as experience in **digital communications, IT, fundraising** and/or **specialist therapeutic practice**.

We are keen to ensure diversity is represented on our Trustee Board, and we warmly welcome applications from individuals from minority ethnic backgrounds, the LGBTQ+ community, and people with disabilities or long-term health conditions.

We also value governance-level input from those with lived experience of the issues our organisation works with, including relationship breakdown and parental conflict.

Remuneration:	This is an unremunerated appointment
Location:	Central London
Time Commitment:	4 meetings per year (2 – 3 hours plus reading time) In total up to 8 meetings per year if also attending sub-committee meetings
Reporting to:	Board of Trustees

About Us

Formed in 1948, Tavistock Relationships is internationally renowned as an organisation delivering and developing advanced practice, training and research in therapeutic and psycho-educational approaches to supporting couples.

We deliver professional training to the next generation of couple therapists and provide clinical services to couples and parents throughout London. We provide a range of affordable counselling and psychotherapy services which support clients experiencing challenges in their relationships, their sexual lives and their parenting.



In addition, we undertake research, service development and policy activities which encourage the development and growth of effective and innovative relationship support interventions.

Courses and Training

We provide accredited professional trainings in Counselling, Psychotherapy and Psychosexual Therapy, from introductory courses to doctoral programmes.

We also offer a full programme of CPD courses and conferences which provide opportunities for professionals to further develop their expertise.

Furthermore, we work with local and national government, the health sector, education and other voluntary organisations who commission us to develop and deliver training as well as relationship support programmes.

Clinical Services

Our team of clinicians offer a range of affordable psychotherapeutic services to support individual or couple relationship problems.

Policy and Research

Tavistock Relationships undertakes service development, policy and research activities to encourage the development of effective and cutting-edge relationship support services. We raise awareness of the importance of relationships to the health and well-being of our society by influencing politicians and policymakers at the highest level.

We are committed to delivering the highest quality of service to all our clients and to a culture of continuous improvement. [Read more about our services and our commitment to quality.](#)

Our Vision

A world in which strong relationships provide stability and security for adults and children and form the foundation for the health and wellbeing of individuals and society, across the life cycle.



Our Mission

To improve practice and increase access to relationship support through the development of new methods, dissemination of knowledge and service provision to diverse communities.

Duties and Responsibilities

The duties of a Trustee are (this list is indicative only and non-exhaustive):

- To contribute to setting vision, values, mission, strategy and high-level policy in accordance with charity regulations and the governing document;
- To ensure that the organisation complies with its governing document, organisational law, and any other relevant legislations or regulations;
- To agree targets for the organisation's performance and monitor actual results achieved against these targets;
- To monitor and protect the financial stability of the organisation;
- To protect organisational property and investments;
- To ensure the organisation is properly insured against all reasonable liabilities;
- To review major risks and make provisions for the organisation to respond appropriately;
- To safeguard the organisation's reputation and values;
- To support the establishment and activities of board committees, ensuring that they are accountable and report properly to the board;
- To monitor conflict in the organisation, and helping the CEO, Staff, Trustees and others resolve conflicts to protect the organisation's reputation and preserve morale;
- To deal with and manage conflict on the board;
- To declare any conflict of interest while carrying out the duties of a Trustee;
- To advise in complaints and disciplinary processes, particularly where the CEO is the subject of the complaint or grievance;
- To abide by the Equality and Diversity policy;
- To attend sub-committee meetings as appropriate;
- To participate in other tasks as they arise from time to time, such as interviewing for new Chief Executive Officer (CEO) and Trustees;
- To proactively remain informed about the activities of the organisation and wider issues within the organisation's operating environment which affect its work.



Person Specification

Each Trustee must have:

- A commitment to the organisation and its objectives;
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship;
- Integrity;
- Willingness to devote the necessary time and effort to their duties as a Trustee;
- Strategic vision;
- Sound and independent judgment;
- An ability to think creatively;
- An ability to work effectively as a member of a team;
- An ability to take decisions for the good of the organisation;
- A commitment to promoting equality and diversity.

Our Values

- A belief in the importance of family stability and emotional security
- A commitment to social justice, inclusivity, and diversity in every area of our work
- A belief in the importance of intellectual curiosity and rigour
- An aspiration to be a learning community – growing understanding and being open to new ideas, developing new ways of working
- A commitment to promoting excellence in the delivery of our services

Our Aims

- The importance of couple relationships for our mental health and societal wellbeing is widely recognised and understood
- Support for couple relationships is a valued part of mental health and wellbeing provision for all our communities



- A diverse community has access to training and resources in the field of couple relationship therapy
- A range of interventions and therapeutic modalities are widely used to provide relationship support that is effective and accessible to diverse communities

Our Objectives

- Developing and disseminating research on the benefits of positive couple relationships, and how best to support them
- Promoting the value of seeking relationship help, particularly when going through life's transitions
- Training and supporting couple therapists to deliver the highest quality, expert help
- Providing low and no fee services to those who would not otherwise be able to access support
- Enabling front line practitioners to develop a strong focus on adult relationships and their impact on individual and family wellbeing
- Developing innovative intervention projects, applying psychosocial and clinical expertise to supporting families and sharing our learning.