

Charity Trustees

1. Introduction

This Trustees Policy is designed to set out the key responsibilities, duties, and procedures for the trustees of Goodwill. The charity is committed to improving mental health and preventing suicide in our community. The policy outlines the role of trustees and ensures governance that is effective, transparent, and accountable in delivering the charity's mission.

2. Mission and Purpose

The mission of Goodwill is to reduce the incidence of suicide through education, outreach, support services, and advocacy. Our work is grounded in evidence-based practices and aims to support individuals who are at risk and reduce the stigma associated with mental health challenges. Trustees are expected to work towards the achievement of these goals.

3. Role and Responsibilities of Trustees

Trustees are responsible for ensuring the charity meets its legal, ethical, and financial obligations. The main responsibilities of trustees include:

- **Governance:** Ensuring that the charity operates within the law and its governing documents.
- **Financial Oversight:** Overseeing the charity's financial health, ensuring funds are used for their intended purposes and in line with the charity's objectives.
- **Strategy and Planning:** Helping to set and review the charity's strategic direction, making sure the charity's activities align with its mission.
- **Risk Management:** Identifying and managing potential risks to the charity's work, including reputational, financial, and safeguarding risks.
- **Fundraising:** Ensuring that fundraising practices are ethical and transparent and that funds are used effectively.
- **Advocacy and Outreach:** Promoting the charity's message and advocating for policies that support suicide prevention and mental health.

4. Trustee Duties

Each trustee must:

- Act in the best interests of the charity, ensuring its activities and resources are used for its intended purpose.
- Avoid any conflict of interest and declare any potential conflicts as soon as they arise.
- Maintain confidentiality regarding sensitive charity matters.
- Attend and actively participate in trustee meetings and events.
- Be aware of and comply with all relevant laws, including safeguarding policies and charity regulations.
- Support fundraising activities and help to raise awareness of the charity's mission.

5. Safeguarding and Well-being of Beneficiaries

As a suicide prevention charity, it is critical that trustees are aware of the potential psychological risks of engaging with beneficiaries. Trustees will:

- Ensure that all staff, volunteers, and partners are trained in safeguarding protocols, including mental health first aid and suicide prevention training.
- Ensure the charity has robust procedures for identifying, reporting, and responding to any safeguarding concerns.
- Monitor the charity's services to ensure that they are meeting the needs of vulnerable individuals in a safe and supportive way.
- Support an open culture where staff, volunteers, and beneficiaries feel safe in raising concerns.

6. Decision-Making and Ethical Considerations

All decisions made by trustees must reflect the charity's mission to promote mental health and prevent suicide. Trustees should:

- Consider the ethical implications of all decisions, particularly regarding the well-being of vulnerable individuals.
- Always prioritize the dignity, respect, and rights of the individuals the charity serves.
- Engage in regular training to stay informed on best practices in suicide prevention, mental health, and related areas.

7. Trustee Meetings and Reporting

Trustees will meet regularly (e.g., quarterly or bi-monthly) to review the charity's activities, finances, and strategic direction. Meeting agendas will include:

- Review of financial statements and budgets.
- Updates on key projects and services, including outcomes and impact assessments.
- Discussion of any emerging risks or challenges.
- Review and approval of policies and procedures.

All trustees are required to contribute to these discussions and make informed decisions. Minutes will be recorded and made available for transparency.

8. Training and Development

Trustees are encouraged to engage in ongoing professional development related to governance, charity law, suicide prevention, mental health, and safeguarding. The charity will provide opportunities for training and support to ensure that trustees have the knowledge and skills needed to perform their duties effectively.

9. Conflicts of Interest

Trustees must declare any personal, financial, or professional interests that may conflict with their role as a trustee of the charity. A conflict of interest policy will be in place to guide trustees in managing any such conflicts.

10. Evaluation and Review of Trustees' Performance

The charity will conduct an annual review of trustee performance to ensure that trustees are meeting the expectations of their role. This review will include self-assessment by trustees and feedback from staff and other stakeholders.

11. Conclusion

This policy is intended to provide clarity on the roles and responsibilities of trustees in supporting the mission of Goodwill. Trustees should always act with integrity, transparency, and a commitment to the charity's objectives. Their work ensures that the charity remains focused on preventing suicide and supporting those affected by mental health challenges in our community.

	Date reviewed	Date to be reviewed
Approved by Trustees	01/01/2025	01/01/2026