

TRUSTEES

INFORMATION PACK

OCTOBER 2026



DERBY
COUNTY
COMMUNITY
TRUST

NOT JUST
FOOTBALL

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WELCOME FROM THE CEO

On behalf of the staff and the Board of Trustees, thank you for your interest in joining the board of Derby County Community Trust.

The city of Derby and Derbyshire continues to be full of potential but like many other areas in the UK, it also faces many challenges. Aligned with the support of Derby County Football Club, our Board of Trustees and our funders, Derby County Community Trust is as robust and ready as ever to be able to respond to the needs of our communities. We are determined to collaborate with our key stakeholders to identify the areas where we are best placed to support and to maximise our impact through key campaigns and our supporter base.

Our Trustees play a pivotal role in setting the strategic direction of our organisation, as well as supporting our management team to ensure we are delivering our very best for the community we serve. The Board is extremely proud of all that Derby County Community Trust has achieved since its inception and the strong reputation it has achieved amongst professionals, external stakeholders, and the public. We are seeking a new Trustee to join our Board in the role of Finance Lead.

At DCCT, we recognise the value of diversity in all its forms at all levels of the organisation, including at Board level. We celebrate its role in the creation of an inclusive workplace culture and thrive on the range of experience and insight diversity brings to our organisation.

Paul Newman

Chief Executive Officer



WELCOME FROM THE CHAIR

It was a huge honour for me to be appointed Chair of this brilliant organisation in June 2024. In my previous role as CEO of the EFL Trust I spent 15 years overseeing the network of charities across the English Football League and throughout that time the work of DCCT has always been held in the highest regard.

A key part of my role was to identify best practise across the 72 clubs and share that learning and innovation so that we could grow the impact of football as a whole in developing communities across the country. Derby County always led that agenda and I am sure that as supporters, partners or whatever your connection is to the club and Community Trust, like me you will be blown away by the sheer breadth of work that DCCT delivers to improve lives in Derby and Derbyshire.

Mike Evans

Chair of Trustees



BACKGROUND TO DERBY COUNTY COMMUNITY TRUST

The team at Derby County Community Trust has a clear mission. We will harness and use the power of Derby County Football Club to improve the lives and communities of local people through sport, physical activity, health and education. We help more than 38,000 people a year and our work is respected and recognised at a national level. We have twice been named English Football League Community Club of the Year.

Derby County has played a major role in Derbyshire life since 1884. The club helps unite our community. It excites and it inspires. As a charity, Derby County Community Trust has built on that relationship since 2008 - encouraging participation and achievement in sport, improving health and wellbeing, providing and enhancing education and promoting equality and diversity.

We care about our community. We collaborate with local and national partners to help people fulfil their potential. We have an outstanding team of more than 70 full-time staff, supported by hundreds of volunteers, who are out there in our community every day, making a difference.

We are proud of what we do. We are proud of our people. And we are proud of the thousands of participants who are improving their lives as a result of their association with us.



BUILDING COMMUNITY PRIDE

We are building communities that people are proud of and are actively engaged in by creating spaces where everyone feels welcome. Whether it's on the pitch, in the classroom, or out in the community, we are supporting people to be proud of where they live and who they are.

Reduce social isolation: Through initiatives such as Community Meals, which has served 1,072 meals over the 2025/26 season, we are helping to reduce social isolation. We support 50 older people through our Forever Active programmes weekly, whether that be chair-based exercise, walking football or Extra Time Hub sessions. We have also been developing peer support networks across programmes such as our Parkinson's and Well-being For All programmes, empowering participants to support each other through diagnosis.

Secure funding and investment into community programmes: This year we have invested £3.8 million invested into community programmes that have supported 38,000 participants. Our fundraising events have raised £110,000 that has been invested back into our community programmes. This year we secured additional funding to help us begin delivery of new, vitally important, programmes such as Switching Formations - a personal development programme designed to challenge stereotypes, build emotional intelligence and support boys to thrive.

Increase cross-community interaction: The reach of the Trust goes beyond Derbyshire. Through the Rams in Kenya and Schools in Kenya projects we have supported 136 volunteers to travel to the slums of Nakuru, Kenya to help transform partner schools. This year, £103,000 has been invested by 20 partner organisations who form our Trust Partner cohort. Their support has enabled us to reach more communities and contribute to corporate social responsibility strategies across the city and county.



SUPPORTING GOOD HEALTH AND WELLBEING

We're helping people to live longer, healthier, happier lives. Central to our work is supporting people experiencing health inequalities. We're delivering a wide range of health and wellbeing programmes in response to the demands of the communities we serve across Derby and Derbyshire.

Improve health and wellbeing outcomes: Our long-standing health programmes have shown great results this year including; 78% of Cardiac Rehab participants lowering or maintaining their blood pressure at a healthy level, 78% of Pain Management clients reporting a reduction in pain rating scale and 69% of children on our Live IT, child weight management programme reducing their weight. The Summer, Christmas and Easter holidays saw us deliver the Holiday Activity and Food programme to 284 young people, providing activity and a healthy lunch during the break from school.

Foster long-lasting participation: Events like our International Women's Day and For Ewe Wellness event empowered and educated over 100 women on prominent women's health topics, fuelling them with knowledge for the future. The Active Schools programme has grown with the offer now spanning 12 local schools and working with 4,293 children to create lasting change. As a direct result of this work, 74% of targeted children improved their physical development.

Foster strong partnerships with health services: Many of our health programmes are delivered in partnership with local and national organisations, strengthening both reach and impact. Our Active Recovery programme, delivered in partnership with UHDB supported 248 people this year. The Macmillan Wellbeing for All programme delivered cancer awareness workshops to 151 clients, predominantly from ethnically diverse communities. In January, we launched our most recent health project, Community Pulmonary Rehabilitation as a direct result of respiratory disease being named a national clinical priority in the NHS 10 Year plan. So far, we have supported 37 patients through this service.



OPTIMISING LIFE CHANCES

We are raising aspirations, building resilience and positively influencing prospects for people across Derby and Derbyshire. This year we have engaged with those most at risk of being left behind, reaching individuals and communities who need us the most.

Improve confidence, skills and aspirations: Harnessing the Derby County brand, we use football as a tool to encourage young people to develop important skills. The Premier League Primary Stars programme has this year delivered 67 workshops to local pupils on topics such as World Book Day, World Maths Day, Anti-Bullying Week, and No Room for Racism. In addition, the Joy of moving programme has empowered 2,500 school children to develop lifelong healthy habits. The girls football pathway at DCCT has this year seen 5 players make international debuts and 4 make Derby County Women First Team debuts, demonstrating the high-level coaching players receive during their time with us. Our new programme, Switching Formations engaged 65 pupils from 6 secondary schools in a personal development programme specifically targeted at young males.

Sustain partnerships and referral pathways: Maintaining a strong referral pathway and partnerships with community teams has been key to the success of our Active Choices programme this year. The programme has supported 232 clients who are recovering from alcohol and substance misuse, to implement structure and positive lifestyle changes. Through funding from the Premier League, this year we have supported over 800 young people to reach their potential through Premier League Kicks and worked with 373 pupils to develop the personal skills and positive attitudes needed to succeed in life, through Premier League Inspires.

Support progression rates in education, employment and training: Our post-16 Football and Education programme, which delivers a wide range of academic opportunities alongside high-level football coaching across 5 venues, saw a 100% course completion rate with 94% of students exceeding their target grade. This year saw the Trust's first cohort of 12 participants who are Not in Education, Employment or Training (NEET) complete the King's Trust TEAM programme, with 100% progressing onto positive destinations.



DEVELOPING MORE ACTIVE COMMUNITIES

Improving the communities in which our participants live is fundamental to what we deliver as a charity, we're committed to helping people of all ages to move more and live healthier lives. Physical inactivity across Derby and Derbyshire remains a major challenge, we're creating environments where being active becomes easier and more enjoyable.

Increase the number of people participating in physical activity: Schools are integral parts of our communities, through strong relationships with local schools we are increasing the amount of young people engaging in physical activity, daily. Our schools' events supported 18,400 students to take part in and enjoy physical activity and sport in ways that suited them. Our out-of-school offer starts from a young age with 17 pre-school aged children taking their first steps in football at Rammies Little Dribblers weekly, 230 5–11-year-olds accessing Weekend Club coaching weekly and 255 boys accessing more competitive football coaching on our Talent Identification Programme (TIPs). Our popular Holiday Coaching sessions have provided over 3,000 attendees with fun football and multi-sports camps during every school holiday across multiple venues in Derby and Derbyshire.

Involvement of previously inactive participants: Our physical activity programmes aim to remove barriers and create supportive environments for participants to get involved. Over 50% of participants on our substance misuse programme, Active Choices, reported an increase in physical activity. This is something that will support them further through their recovery journey. Many people we work with on our Active Recovery programme have been through periods of inactivity due to treatments for cancer. After taking part in gym sessions, wellbeing walks, chair-based exercise and yoga, 89% of participants increased their physical activity levels. This is something that many participants didn't think was possible post-diagnosis. Additionally, our long-standing disability programmes provide access to football for those with physical and/or intellectual disabilities. This year we have seen 85 participants access this provision. A highlight being a tournament win for our DS Active squad in Norwich.



BOARD OF TRUSTEES

MIKE EVANS
Chair of Trustees

BALLY ATMAL
Partner, Dispute Resolution team at
Smith Partnership Solicitors

PAUL ROBERTS
Chair of People and Performance
Sub-Committee

PHIL ELLIS
Chair of Finance and Governance
Sub-Committee

RACHEL MORRIS
Chair of Fundraising, Communications
and Marketing Sub-Committee

STEPHEN PEARCE
CEO at Derby County Football Club

RICHARD GERVER
Educator

DEAN JACKSON
Founder of HUUB Design

DAMN SPENDLOVE
Founder of Love Marketing

DEBBIE WIDDOWSON
Safeguarding Lead

CORE

PAUL NEWMAN
Chief Executive Officer

CARLY BURNS
Finance Manager

LISA BRAITHWAITE
HR Manager

KULLY GREWAL-POLLARD
Safeguarding and
Compliance Manager

SHARON DALE
Head of Projects
and Development

CHRIS TOMLINSON
Head of Business
Development

EMMA PILGRIM
Events and Projects
Manager

KATHERINE WRAGG
Marketing and
Communications Manager

GEMMA BARROWCLIFF
Community Business
Administrator

ZOE GREEN
Finance and
HR Apprentice

DAISY FEENEY
Events and Partnerships
Officer

GURJIT BASI
Marketing Officer
(Graphic Design)

ELLA BARBER
Content and
Digital Officer

HEALTH

ADAM WOOLLEY
Adults' Health Manager

ARMEN GREEN
Childrens' Health Manager

DENISE CROUCH
Cancer Specialist Lead

ADAM ROWLEY
Health Team Leader

DENISE AUSTIN
Physical Activity and
Health Officer

CLAIRE CLARK
Physical Activity and
Health Officer

LEE FEARNLEY
Physical Activity and
Health Officer

BEN ASQUITH
Active Schools
Coordinator

SARA ADCOCK
Live IT
Lead Officer

LUCAS CARTER
Physical Activity and
Health Officer

JON FAIRBROTHER
Physical Activity and
Health Officer

KEITH FINDLAY
Physical Activity and
Health Officer

RAHUL SARDE
Physical Activity and
Health Officer

LILY KENT
Physical Activity and
Health Officer

SHANNON PARKES
Physical Activity and
Health Officer

EDMUND THOMPSON
Physical Activity and
Health Officer

KATIE MILTON
Physical Activity and
Health Officer

CARRIE HOLDCROFT
Physical Activity and
Health Officer

DAMN GODDARD
Physical Activity and
Health Officer

INCLUSION

VACANCY
Inclusion Development
Manager

VIC WARD
Inclusion Team Leader

HANIF ALASSANI
Premier League Kicks
Coordinator

LUKE FULLER
Youth Engagement
Coordinator



**DERBY
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SCHOOLS & COACHING

RICHARD MANSFIELD
Schools and Coaching Manager

JACK SOUTHWART
Physical Education and
Schools Lead

ED GARNETT
Schools Coaching Lead

SAM HOWARD
Community Coaching
Lead

ALEX BRENNAN
School Events Officer

TOMMY BOOTH
Lead Coach

FRED INASI
Community Coach

DANI GOMEZ
School Sport Officer

LIAM SUDBURY
Lead Coach

SHANNON PURDY
Community Coach

DANNY SADLER
School Sport Activator

TOM UNDERWOOD
Lead Coach

CALLUM TAYLOR
Community Coach

LAUREN WIGGINS
Community Coach

CALLUM HOUGHTON
Community Coach

EDUCATION

MICHAEL NOON
Education Manager

GARETH HOLMES
Head of Coaching and
Development

KIM BIRD
Head of Teaching and
Learning

JAMES CULF
Senior Education Officer

IAN DUCKMANTON
Sports Lecturer

ELLIS BRIGGS
Sports Lecturer

NEVE MCDERMOTT
Sports Lecturer

LEE CRANSTONE
Education Officer

JAMES TEW
Education Officer

OLIVER MALSH
Education Officer

BRYAN BENNETT
Education Support

GEORGE CARLINE
Further Education Officer

ANDY DALES
Further Education Officer

GABRIELLA TABBENOR
King's Trust Team
Programme Leader

ROSIE ROBERTS
King's Trust Team
Programme Leader

SEPTEMBER 2026

OUR VISION

A THRIVING, HEALTHY, CONNECTED COMMUNITY

OUR MISSION

**EMPOWERING COMMUNITIES TO IMPROVE LIVES THROUGH
SPORT, PHYSICAL ACTIVITY, HEALTH AND EDUCATION:
HARNESSING THE POWER OF DERBY COUNTY FOOTBALL CLUB**

OUR VALUES

INNOVATIVE

PURPOSEFUL

CARING

TRUSTED

COLLABORATIVE

INCLUSIVE

OUR PRIORITIES

BUILD COMMUNITY PRIDE

Foster communities that people are proud of
and actively engaged in.

OPTIMISE LIFE CHANCES

Raise aspirations, build resilience and
positively influence future prospects for people.

SUPPORT GOOD HEALTH AND WELLBEING

Help people to live longer, healthier, happier lives.

DEVELOP MORE ACTIVE COMMUNITIES

Support people of all ages to move more.

UNDERPINNING EVERYTHING WE DO

GOVERNANCE

We are committed to upholding the highest standards of governance and continually improving our approach, guided by Charity Commission and the Premier League Capability Code of Practice (CCOP) framework.

We will:

- Embed governance across our Board of Trustees and senior leadership team, with clear roles and responsibilities.
- Maintain up-to-date policies covering safeguarding, finance, risk, data protection, equality, and other key areas, with regular reviews to ensure compliance with legal and regulatory requirements.
- Identify, assess and monitor risks across all areas, keeping a live risk register and implementing effective mitigation plans.
- Promote transparency by publishing annual reports, communicating openly with stakeholders, and actively listening to the voices of our beneficiaries.
- Regularly review governance practices through board evaluations, external audits, and frameworks like CCOP, and taking action to strengthen performance.
- Strive for excellence in all aspects of governance and continuously seeking opportunities to improve and innovate.

SAFEGUARDING

Our safeguarding strategy sets out the Trust's commitment to create and maintain a safe environment for everyone. Its purpose is to prevent abuse and respond effectively to any safeguarding concerns. We instil robust policies, clear procedures, and a culture of care and accountability that supports the well-being of all vulnerable individuals.

We will:

- Continue to promote a culture where concerns can be raised openly, promptly, and without fear of reprisal.
- Ensure to create a safe, supportive, and inclusive environment where everyone feels valued and protected.
- Listen, respect, and take seriously anything that concerns your safety. We will act with care, integrity, and vigilance in everything we do.

FINANCE

We are committed to managing our finances responsibly, ensuring that every pound is used effectively to support our charitable objectives and maximise impact. To secure long-term financial sustainability, we focus on diversifying income streams, building strategic partnerships, and maintaining prudent financial planning.

We will:

- Maintain clear budgeting, reporting, and auditing processes to allow for transparency and accountability.
- Have an independent review of accounts by external auditors or examiners to ensure accuracy and compliance.
- Create annual budgets aligned with our strategic priorities, guiding the effective use of resources.
- Have defined financial roles and responsibilities across the Board of Trustees and senior leadership team.
- Regularly review policies and systems, adopt new technologies for efficiency, and benchmark against sector best practice.
- Identify and manage financial risks through a comprehensive risk register, with proportionate mitigation measures.
- Continue to invest Trust reserves into sustaining existing programmes and piloting new, in response to local need.

ENVIRONMENT/SUSTAINABILITY

We are committed to reducing our environmental impact, promoting sustainable practices and embedding environmental education and action across all operations and community programmes.

We will:

- Work in close partnership with the Club to ensure a shared vision and aligned approach.
- Create engaging and innovative ways to champion sustainability across our operations and within our community.
- Harness the influence of our brand to inspire greater awareness, empower individuals to make a difference, and highlight wider opportunities to contribute to a more sustainable future.

EQUALITY, DIVERSITY AND INCLUSION

We are committed to tackling all forms of discrimination, both on and off the pitch. We recognise our responsibility to promote diversity, equity, and inclusion across all areas of our work, ensuring these principles are embedded in everything we do.

We will:

- Lead by example and championing EDI at every level of the charity.
- Using data and insight to guide our decisions and shape our actions.
- Providing meaningful learning and development opportunities for staff and volunteers.
- Actively promoting inclusion and challenging discrimination wherever it arises

GOVERNANCE

TRUSTEE OFFICERS

Derby County Community Trust has a Chair, Vice Chair, Treasurer and Secretary as its officers.

TRUSTEE BOARD

Derby County Community Trust can have a minimum of 3 and maximum of 12 trustees. Currently there are 10 trustees. The Board is responsible for the governance of Derby County Community Trust and all its activities.

SUB-COMMITTEES

Currently Derby County Community Trust has three sub-committees which it uses to advise on certain aspects of its operations. We expect all trustees to play an active role in the sub committees as well as the wider board.

- Finance and Governance Sub-committee
(to be separated into two distinct committees)
- People and Performance Sub-Committee
- Fundraising, Marketing and Communications Sub-Committee



BOARD OF TRUSTEES

TRUSTEES AS OF SEPTEMBER 2026:

MIKE EVANS

- Chair of Trustees

Mike has a wealth of experience in the sector. He was CEO of the EFL Trust for 12 years, overseeing the national work of professional football club charitable organisations (CCOs). A qualified Executive Coach, he currently supports several CCOs currently around Board development, governance and organisational structure.

BALLY ATWAL

- Vice-chair of Trustees - Board EDI Lead

Bally is a Solicitor and Partner at Smith Partnership Solicitors, providing him with a wealth of legal, financial and management experience. Having joined the Derby based legal practice in 1996, Bally specialises in dispute resolution, helping businesses and private individuals resolve their differences.

As the Training Principal, Bally also helps to support and develop the firm's next generation of lawyers.

Being Derby born and bred, Bally has a close affinity to the city and its people. Away from work, Bally is a keen runner, taking part in several marathons, half marathons and the fantastic DCCT Derby 10k (slightly biased!).

PHIL ELLIS

- Chair of Finance and Governance Sub-Committee

Phil is the former Business Development Director at Bowmer and Kirkland, he joined the company in 1984 as a Trainee QS and then progressed through the company. He is currently taking a part-break and increasing his voluntary work.

PAUL ROBERTS

- Chair of People and Performance Sub-Committee

Paul is the Head of the Department for Education's (DfE) East Midlands Vulnerable Children's Unit, overseeing the department's improvement and intervention work in Children's Social Care (CSC) and SEND. The unit aims to bring about lasting improvements to local services for very vulnerable children.

Paul is passionate about education, firmly believing that everyone should strive to continue learning and developing throughout their lives and has worked in the Department for Education since 2001. As a Trust we have worked with Paul over the past three years in his DfE OA role and he was an integral part of the development of the "This is Derby programme" and has become a great advocate for the Trust locally, regionally and nationally.

BOARD OF TRUSTEES

RACHEL MORRIS

- Chair of Fundraising Communications and Marketing Sub-Committee

Rachel is Deputy Lieutenant for Derbyshire, CEO at SV2, Non-Exec Director at Derbyshire County Cricket Club and Founder at Friends of Derby 500 Club. She has held senior strategic roles across the city including at Derby Cathedral, the Diocese of Derby, YMCA Derbyshire, DHA, The Derby Law Centre and Relate. She has undertaken voluntary roles and chaired multi-agency forums in an attempt to improve the lives of those disadvantaged, vulnerable and marginalised in society. Rachel has either been the safeguarding lead or had overall responsibility for safeguarding during all her employment over the last 25 years.

She is passionate about Derby and Derbyshire, its people, and the use of meaningful, diversionary and sporting activities to promote health and wellbeing. She has delivered many projects across the city and is delighted to be on the board at DCCT helping to make a real difference to people's lives.

DEBBIE WIDDOWSON

- Safeguarding Lead

Debbie is the Assistant Director of Quality at NHS England Midlands region. With over 35 years' experience in healthcare management, she leads on strategic initiatives to oversee and improve patient safety and care standards across the region.

DAWN SPENDLOVE

Dawn founded her business Love Marketing in 2009 after working in marketing since 1989. Love Marketing specialises in mentoring to help develop the next generation of marketers.

STEPHEN PEARCE

Stephen Pearce, who has been part of Derby County's executive team since joining the club in 2013, was appointed as Chief Executive Officer in August 2018.

Pearce is a Chartered Accountant and a Fellow of the ICAEW, having trained with big four accountancy firm KPMG. He also has a Bachelor of Science with Honours degree from the University of Manchester Institute of Science and Technology (UMIST).

Pearce has 18 years of experience within the football industry starting life as an auditor with clients including Manchester City FC and Chelsea FC. Prior to joining Derby, Pearce held the position of Head of Statutory Reporting at Premier League side Chelsea for seven years between October 2006 and September 2013.

RICHARD GERVER

Richard came to prominence when, as a headteacher he turned around a failing school in the UK in under two years. Winning plaudits globally, Richard was labelled The Walt Disney of The Classroom by the UK media, and went on to win a multitude of international awards including a UNESCO award for leadership and innovation, Global Gurus Top 30 Thinker, and The National Teaching Awards, Headteacher of the Year. The author of four renowned books drawing on Richard's experience as an educator and consultant to business and organisations, he also has two hugely successful courses on LinkedIn Learning.

DEAN JACKSON

Dean Jackson is the founder and owner of Derby sportswear firm HUUB. He grew HUUB from the spark of an idea about using technology and research in clothing design to enhance performance.

TRUSTEE BOARD MEMBERS

DESCRIPTION OF THE ROLE AND PERSON SPECIFICATION

BACKGROUND

- **Salary:** Unpaid.
Expenses incurred while travelling to meetings can be reimbursed
- **Hours:** Four full board meetings a year.
Additionally, trustees are invited to the AGM, annual trustee away day and membership/attendance at any relevant sub-committee
- **Location:** Derby County Community Trust,
14 Pride Point Drive, Pride Park, Derby, DE24 8BX

1. WHO ARE THE CHARITY'S TRUSTEES?

The Charities Act 1993 defines charity trustees as those responsible under the charity's governing document for controlling the administration and management of the charity. This is the case regardless of the terminology used to describe the role. For Derby County Community Trust, the charity trustees are the board of directors of the charity known as the trustee board. The trustee board comprises:

- Chair
- Treasurer
- Secretary
- Up to nine appointed trustees

The trustee board appoints a vice chair from among the trustees.

2. THE ROLE OF THE BOARD OF TRUSTEES

At its simplest, the role of the trustee board is to offer governance, leadership and support of the charitable purposes of Derby County Community Trust. The trustee board must always act in the best interests of Derby County Community Trust, exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. The trustee board must act as a group and not as individuals.

3. DUTIES OF A TRUSTEE BOARD MEMBER

The duties of a trustee board member are to:

- Ensure that Derby County Community Trust complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations.
- Ensure that Derby County Community Trust pursues its objects as defined in its governing document.
- Ensure Derby County Community Trust applies its resources exclusively in pursuance of its objects. For example It must not spend money on activities which are not included in the objects, however worthwhile they may be.
- Contribute actively to the board of trustees by giving firm strategic direction to Derby County Community Trust, setting overall policy, defining goals, setting targets, and evaluating performance against agreed targets.
- Safeguard the good name and values of Derby County Community Trust.
- Ensure the financial stability of Derby County Community Trust.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the trustee has particular expertise.

TRUSTEE BOARD MEMBERS

4. MINIMUM COMMITMENT

- Trustees are invited to attend an induction session with the Head of Community and team at Derby County Community Trust prior to their first board meeting.
- Trustees are expected to attend all board meetings. These are held four times a year. The meetings last approximately two hours and are held locally in Derby. Papers are distributed one week in advance of meetings.
- Trustees will be asked to join at least one of the board sub groups, each of which meets up to four times a year, for approximately two hours.
- Trustees are invited to the annual general meeting (AGM), which takes place prior to the May board meeting. Trustees may attend events to represent Derby County Community Trust.
- Trustees can claim out of pocket expenses incurred in travelling to meetings.
- This is a nine year term, consisting of three cycles of three years.

5. ROLE PURPOSE

- To provide leadership and direction to the Board of Trustees.
- To facilitate and enable the Board to fulfil their responsibilities for the overall governance and strategic direction of the charity.
- Set an example in the values and behaviour expected of Trustees.
- Primary responsibility and the leadership role for actively championing safeguarding good practice.
- To ensure that the charity pursues its objects as defined in its governing document, charity law, company law and all other relevant legislation and/or regulations.
- Set the Board's agenda with input from the CEO.
- Chair Board meetings and facilitate the Board of Trustees in stimulating excellent, well-rounded and carefully considered strategic decision-making.
- Manage the Board's effectiveness - which includes the Board's conduct at meetings.
- Monitor the effective implementation of Board decisions.
- Promote a culture of openness and debate - as well as constructive relations - between the Board and the Management Team - particularly with the CEO.
- To work in partnership with the CEO and Management Team, as well as supporting staff members, in helping them to achieve the aims of the charity.
- Manage any conflicts of interest.

RECRUITMENT OF FINANCE TRUSTEE

We are looking to strengthen our already experienced and committed Board of Trustees through the recruitment of a new **Finance Trustee**.

The Finance Trustee will bring financial expertise and strategic insight to the Board, supporting Derby County Community Trust in maintaining strong financial governance, sustainability, and accountability. Working alongside fellow trustees and the executive leadership team, the Finance Trustee will help ensure that the Trust's financial resources are managed effectively in support of its charitable objectives. Key responsibilities to include:

- **Chair a new Finance Committee** (*following a period of support and transition*)
- **Financial Oversight:** Providing scrutiny and oversight of the Trust's financial performance, budgets, forecasts, and long-term financial planning to ensure continued financial stability and sustainability.
- **Governance and Compliance:** Ensuring the Trust complies with relevant financial regulations, charity governance requirements, accounting standards, and reporting obligations.
- **Risk Management:** Supporting the Board in identifying, understanding, and managing financial risks, helping to ensure appropriate controls and mitigations are in place.
- **Budget and Strategic Planning:** Contributing to the development and review of annual budgets and strategic plans, ensuring financial considerations are appropriately reflected in organisational decision-making.
- **Monitoring Financial Performance:** Reviewing financial reports and management accounts, providing constructive challenge and guidance to help the Board understand the Trust's financial position and performance.
- **Support and Accountability:** Acting as a trusted source of financial expertise for the Board, helping trustees fulfil their collective responsibilities and ensuring that financial matters remain a key component of effective governance.
- The Finance Trustee plays a vital role in supporting Derby County Community Trust's mission, helping to safeguard the organisation's financial health and ensuring that resources are used effectively to maximise impact for the communities we serve.
- Supporting the Finance Manager and the wider finance team.

HOW TO APPLY AND RECRUITMENT

Send a CV and covering A4 letter indicating why you are interested in joining the board and what skills and experiences could make you suitable for the role of **Finance Trustee**, to Paul Newman (CEO) at paul.newman.dcct.co.uk

Please use the email above to clarify any aspects of this application or the recruitment process.

The appointments will be made subject to satisfactory references and clear enhanced DBS

For further information about Derby County Community Trust please visit our website: www.dcct.co.uk

CLOSING DATE FOR APPLICATIONS: 1ST NOVEMBER 2026

SHORTLISTING COMPLETED BY: 6TH NOVEMBER 2026

INTERVIEW DATE BY: TBC



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DerbyCountyCommunityTrust



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