

Information for Trustee Applicants

About Impact Initiatives

Impact Initiatives (Impact) vision is for Sussex people of all ages to reach their potential whilst living healthy and fulfilling lives.

Impact was set up over 40 years ago through a partnership that wanted to support local people in need and knew this could be most effectively done through pooling skills and resources. Our original remit of 'filling the gaps in statutory services and pooling resources to support local people are as relevant today as they have always been.

We work with over 10,000 people each year supported by over 30 volunteers and 90+ staff, whose energy and commitment are essential to the development and success of our diverse and forward-thinking organisation. Our annual turnover is approx. £3,000,000.

We continually build and develop the organisations work, to provide exceptional quality support for people at times in their lives when they need it most.

Our Diversity and Inclusion Statement

Impact is committed to providing an anti-discriminatory environment across the organisation, based on an open discussion with staff, volunteers and users' regarding perceptions of discrimination.

Impact recognises that certain groups and individuals in society are disadvantaged because of discrimination experienced, for example because of race, colour, nationality, belief or religion, sexual orientation, gender, marital status, physical or mental disability, trade union activity or age.

Impact is committed to increasing diversity, equity, inclusion, and fairness across our organisation and in the world around us; and to eliminating discrimination. To achieve this, we will lead by example, work with others, and listen and act when people tell us how we can do better. We will promote and support good relations and cohesion between all people and communities we work with. We will support people to feel part of, fully engage in, benefit from and be able to contribute to our organisation.

Our Commitment to Trustee Applicants

Impact strives to be an Equal Opportunities Employer; We are committed to ensuring our recruitment and selection process for staff and trustees is inclusive, fair, consistent, and transparent, and that all opportunities are accessible to as wide and diverse an audience as possible. We will take positive action where needed to increase diversity and build a workforce and Board of trustees reflective of the people and communities we work with, and which reflect the demographics and geographical areas we work in.

We will take all reasonable steps to employ, train and promote employees and trustees based on their experience, abilities, and qualifications, without discriminating. We may provide additional support, adaptations, or training to enable people from under-represented groups to have equal opportunity.

How We Select Applicants for Interview

We aim to ensure that our selection processes are conducted in a fair and professional manner. We focus on the specific experience, skills and abilities required and Shortlisting staff or trustees do not have access to personally identifying information, e.g. names, address, age so shortlisting is fair and objective.

We recognise some people need support to complete the application form e.g. with writing or spelling. Please inform us of any support you may need so that we can make arrangements and consider your application fairly. All applicants who identify as having a disability and who meet the essential criteria will be offered an interview.

Completing Your Form

Your completed application form will contain all the information we will know about you. Please give as much relevant information as possible. Our decision on whether to shortlist you for interview will be based solely on your application form.

All the information you provide is confidential. Please type or write in black pen, and please try to confine your application to the space allowed. If you run out of space you may attach a continuation sheet, but please do not stick on pieces or fold the form.

What Happens Next

Your completed application form will be used to decide whether you are asked to attend an interview. We contact all applicants by email or telephone to let them know if they have or have not been selected for the interview stage.

If you need any specific support to attend an interview, we will discuss how we best provide this at the invitation to interview stage. If you have any queries related to this, please contact us on **01273 322940** or recruit@impact-initiatives.org.uk.

Please return your application form by email to: recruit@impact-initiatives.org.uk Or alternatively you can return a printed or completed by hand copy to: Impact Initiatives 69 Ship St, Brighton, BN1 1AE.