

All One Collective & Lab CIC Director Information Pack

Our Big Ask

All One Collective & Lab CIC is looking for new organisational Directors (voluntary positions similar to charity trustees) to take the organisation to the next level in organisational development, from a start-up staffed by freelancers with a range of small project funding to an organisation with robust governance and accountability, salaried positions, increased profile, connections and networks and a sustainability plan. All1C is in the process of submitting the second phase of a National Lottery funding bid for a 4-year project, which means we are in exciting times and it feels as if an initial scale up of our work is just around the corner! And so we are looking for inspirational people to help us with the next phase of our development and journey as an organisation.

Introduction: All One Collective & Lab CIC (ALL1C) is a social enterprise established in 2017 and based in Todmorden, West Yorkshire. Since 2017, All1C has delivered a number of projects and activities around Calderdale that have focused on building the knowledge and skills of community members to take social action on issues they care about and want to change. Our approach focuses on the following:

- Increasing political literacy and an understanding of the systems impacting on communities
- The development of practical skills needed to influence policy and practice
- The development and exploration of well-being and self-care tools to support sustained community action.

At the heart of all of our work is the promotion of positive relationships between people from different backgrounds, and so within our programmes we always work hard to bring people together who may not have natural contact points.

Our strategic Priorities

Since 2017, All1C has focused on the development and promotion of active citizenship for any issues communities want to take social action on and this continues to be a key strategic priority. In 2020, All1C added climate justice as a strategic priority. Communities experiencing poverty and inequality are and will face the brunt of the impact of climate change but are currently not involved in the dialogue or the development of solutions around these issues. This is important as the needs of these communities need to be recognised and addressed as part of the wider work on climate action and need to be at the forefront of local, regional and national climate action plans (CAP's). If climate justice is not fully integrated into CAP's, the result will be the development of solutions that meet the needs of people with both economic means and political voice. This can be exemplified by the development of electric charging infrastructure (useful for people that can afford electric cars) versus the development of a free or subsidised integrated public transport systems (necessary for people living on low incomes).

In Calderdale, the majority of organisations working on climate change or climate action are focusing on behaviour change. Whilst All1C recognises that we all need to change our behaviour from over-consumption to sustainable living, poorer communities consume less and already face considerable economic and social challenges and so our focus is specifically and explicitly on climate justice rather than behaviour change.

Our Values

- **Reflective Practice:** We are a learning organisation and believe reflective practice is integral to our personal and professional development. As an organisation we want to ensure time is properly allocated to reflecting and learning and we expect our Director's to support this work.
- **Pro-caring/family-friendly:** The world of work remains designed on a model where there is a permanent care giver in the home providing care for dependents and support within the house and/or where employees live close to extended family members who can also provide additional support with care giving. Or that families have the economic means to pay for caring support. School hours and holidays also do not reflect the working day or the normal allocation of holiday within most employment.

All1C as an organisation recognises that a lack of flexibility or pro-caring organisational policies can make it extremely challenging for many people to take up employment, often having to choose between caring and work. We are fundamentally committed to designing an organisation where employees do not have to make this choice and so we will be designing operational delivery and policies to reflect this. As an example flexible working will be the default, and as we are not delivering frontline services the organisation may close at certain holiday periods (ensuring that we continue to meet funder requirements). We expect any Director who comes on board to understand, respect, promote and help to develop the organisation along these lines, even if this is new practice to them.

- **Diversity:** All1C's work focuses on communities experiencing poverty and inequality and so it can only benefit the organisation if a number of our Directors have the lived experience or a deep understanding of the communities we support. As an organisation we have an explicit commitment to equity, diversity and equality of opportunity and also believe diversity is integral to our success as an organisation, as multiple and different experiences and perspectives can only improve and inform our work. For these reasons, we are actively encouraging applications from people with experience of poverty and/or inequality around any issue to apply to be an All1C Director. If you do not have lived experience of these issues but have the skills and experience we are looking for, we would encourage you to still apply.

Time Commitment

We will hold 3 Director meetings a year, with an AGM once a year. We will also need more informal support around specific organisational development areas at different points in the year. We would hope that a Director with relevant expertise would be able to meet with

staff members to provide more targeted support, as needed, but this would be at a time and date that is convenient for all involved. We hope that the Director providing financial management support would be able to meet once a month with the relevant staff member to provide both advice and sign-off support.

Travel Required: To facilitate participation from people living outside of West Yorkshire, our board meetings will be online with our AGM being face to face (travel expenses paid). We envisage much of the informal support to staff members may also be delivered online, unless a Director lives in the local area and is happy to provide face to face support. If Director's attend meetings or events on behalf of the organisation we will reimburse any travel costs.

Remuneration: The positions are voluntary (non-executive Directors), but we will ensure that any travel expenses incurred are refunded.

The Role: We need our Directors (with other Directors) to:

- Formulate & review strategy.
- Ensure policy & practices keep to the organisation's aims.
- Ensure the organisation functions within its legal and financial requirements, and strives to achieve best practice.
- Promote the objectives of the organisation.
- Provide support and guidance to staff members whilst also holding them to account.

Additional skills and experience required:

In addition to these standard requirements, we are also looking for specific skills and experience that can genuinely support our work and organisational development. These include expertise around:

- Communications – we need to build our profile and visibility as an organisation and to communicate our vision and values.
- Fundraising and income generation – we are a social enterprise but need to diversify our income streams which includes moving from a reliance on grants to the development of our trading, selling our services.
- Financial management – if successful with the National Lottery bid our income will increase considerably and so we need to ensure our financial management processes are robust and that we have ongoing accountability checks.
- HR and employment law and experience of developing good practice employment policies that promote equality and equity.
- Climate action and justice – an increased and more nuanced understanding of the intersection between poverty, inequality and climate change would help to inform the design and development of our climate justice content.

Person Specification

We are looking for Director's to be able to demonstrate the following values, skills and experience:

- A strong commitment to the organisation and its strategic objectives of facilitating active citizenship and climate justice
- Strong leadership skills with an overarching commitment to working effectively and harmoniously with other board members and the staff team
- An understanding of and commitment to the principles of Equality, Equity, Diversity & Inclusion
- An explicit commitment to developing pro-caring and family friendly operational delivery and policies
- Exhibit strong inter-personal and relationship building abilities and networking capabilities that can be used for the benefit of the organisation
- Demonstrate the ability to listen and engage effectively promoting a collaborative team environment and a commitment to promoting organisational-wide reflective practice
- Broad knowledge and understanding of the voluntary and community sector, and an understanding of (or commitment to learn) Community Interest Company governance issues, including the legal duties, responsibilities and liabilities of a CIC Director
- Bring relevant additional skills (see list above) that will support staff to develop the organisation effectively and sustainably
- Ability to commit time to conduct the role well

Apply: An application can be made by sending the following to roisincavanagh@all1collective.org.uk:

- Your CV
- Answers to the application questions below (maximum 2 pages of A4 but can be less!)

Application Questions:

1. Please tell us why you would like to be a Director of All1C.
2. Please tell us how your skills and experience can support the organisational development of All1C going forward.
3. Please describe one idea you already have that can either support our organisational development or help to inform the design and development of our climate justice work.

If you would prefer to film your response, please do. And please don't worry about the quality of the film, a short informal film done on your phone is totally fine!

Find Out More: If you would like to have an informal chat about the organisation or role, please email roisincavanagh@all1collective.org.uk to organise a time and date.

Our website: www.all1collective.org.uk

Deadline for applications: Monday February 20th, 2023 (midnight)