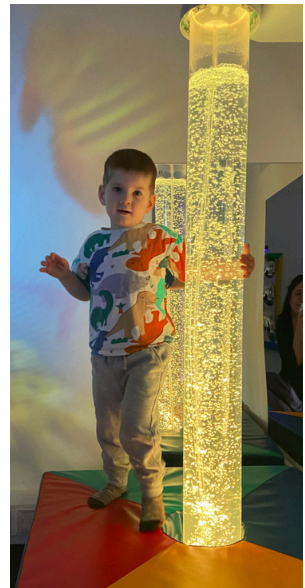




Transforming lives through
developmental therapy

Trustee Recruitment Pack



About bibic – Background and Context

Our Mission

We offer holistic therapy to children and young adults, with neurological, behavioural and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

History

Established in 1972 by Keith Pennock a parent trying to seek support for his daughter, Alison, who had an acquired brain injury. Keith travelled to the USA in search of therapies to support her. He returned following extensive training in clinical work and set up British Institute for the Achievement of Human Potential. In 1980 after developments and changes in therapies it became the British Institute for Brain Injured Children and started delivering therapy which changed families' lives.

Over the last 52 years our team has continued to grow, develop and learn which has led to us towards our holistic therapeutic approach for children and young adults with a variety of needs and as a result, we are now known as bibic.

Who we are:




We are a national charity supporting children or young adults with brain injuries, disabilities, neurological and/or developmental difficulties. We are the only organisation in the UK providing bespoke and holistic therapy through sensory, cognitive, emotional, developmental and physical programmes that support an individual's specific needs. We work closely with the family to develop a therapy plan to support the individual's development, as well as strategies to support independence, communication and self-esteem.

Who we see:




Individuals we work with may have hidden, profound or multiple disabilities, including less understood conditions. These may include behavioural, sensory, developmental and communication difficulties. We support individuals with neurological and developmental difficulties and disabilities. These conditions may include; Autism, Brain injury, Cerebral palsy, Attention Deficit Hyperactivity Disorder (ADHD), Global Developmental Delay (GDD), Dyslexia, Dyspraxia, Dyscalculia, Down's Syndrome, Sensory processing difficulties and many more.

How we help:

At bibic we look at the whole individual, rather than one specific area. Our team of highly experienced Developmental Therapists provide assessments and design tailored therapy programmes for every child and family to help:

-  Children and young adults to manage their difficulties and to thrive in the world around them.
-  Parents and carers to understand their child's behaviour and needs.
-  Teachers to support struggling children and young adults emotionally and educationally.

Our Impact

-  96% of parents say they have a better understanding of their child's needs.
-  84% said their children feel happier.
-  81% of families said the bibic report has helped them to get a diagnosis.

"After years of not feeling listened to, when the bibic therapist said 'you guys are doing a great job', we cried because nobody had said that to us before."

What our families say:

"We finally have a better understanding of our son! Thanks to bibic we are now able to confidently address his needs and provide the support and tools he requires. We are leaving very happy"

"I can't thank the staff here enough. The last two days I have learnt so much about why my son can't cope and most importantly how we can help him to cope. I feel empowered to help him instead of powerless."

"bibic have offered us strategies and support that no other professional has been able to do. They have been an absolute game-changer."

"Released my child from the confinement of disability to being able to express in her own way and me understanding it."

"bibic is such a freeing place and we learnt a lot about ourselves; we felt safe and understood."

Structure, Governance and Management

bibic's Board currently comprises of eight Trustees and all biographies of all our Trustees can be found on our website www.bibic.org.uk














The role of the Board of Trustees is to administer the Charity. It ensures that the Charity complies with legislative and regulatory requirements and acts in accordance with its governing documents to fulfil its charitable purposes. The Board determines the overall direction and development of the Charity through good governance and clear strategic planning and always acts in the best interest of the Charity, managing its resources responsibly and acting with reasonable care and skill.

The CEO is appointed by the Trustees to manage the day-to-day operations of the organisation supported by the Head of Therapy and Business Development. To facilitate effective operations, the CEO has delegated authority, within the terms of delegation approved by the Trustees, for finance, employment and operational activity.

Role Description

Collective Responsibility

A bibic Board Member will be expected to work effectively with fellow Board Members to:

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-  Ensure that the Charity complies with legislative and regulatory requirements, and acts in accordance with its governing documents to further its charitable objects.
 -  Determine the overall direction and development of the Charity through good governance and clear strategic planning.
 -  Uphold the values and objectives of bibic.
 -  Enable the achievement of those objectives through appropriate delegated authorities, operational procedures and the provision of paid employees with the appropriate skills and competencies.
 -  Take professional advice (as appropriate) in matters where there may be a material risk to the Charity, or where the Trustees may be in breach of their duties.
Measure and review the performance of bibic.
 -  Exercise sound financial management and maintain financial viability whilst meeting bibic's objectives.
 -  Ensure that robust systems are in place for internal financial control and the protection of the Charity's funds and assets. Approve annual budget and accounts prior to publication.
 -  Ensure the effective management and use of Charity resources so as to optimise its social impact and future potential.
 -  Avoid undue financial risk and protect the public funds invested in the Charity.
 -  Ensure that bibic's affairs are conducted lawfully and are in accordance with generally accepted standards of performance and propriety.
 -  Promote the accountability of the Charity through open and transparent conduct and contact with communities, representative bodies, regulatory and strategic authorities.
 -  Commitment to supporting equality, inclusion and diversity in every aspect of the charity's work.

Skills specification:

Commitment		Essential	Desirable
1.1	Demonstrate a strong and visible passion and commitment to the charity's aims and strategic objectives, bibic values and mission statement.	<input type="checkbox"/>	
1.2	Willingness to devote the necessary time and effort to engage with the Charity and its activities	<input type="checkbox"/>	
1.3	Willingness to gain knowledge of the work of bibic, and an interest in its activities	<input type="checkbox"/>	
1.4	Dedication to the Charity's cause and objectives and willing to act as an ambassador to external bodies, charities and companies	<input type="checkbox"/>	
Knowledge, skills and experience		Essential	Desirable
2.1	Experience at a senior level within the education, SEND, Charity or fundraising sector.		<input type="checkbox"/>
2.2	Understanding of medical or charity Law and the voluntary sector or willingness to learn.		<input type="checkbox"/>
2.2	Ability to communicate and explain information to members of the Board and other stakeholders..	<input type="checkbox"/>	
2.5	Skills and knowledge of how work effectively as part of a strategic decision making team and ability to take responsibility for decisions made.	<input type="checkbox"/>	
2.6	Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship or willingness to learn.	<input type="checkbox"/>	
2.7	Analytical and evaluation skills, demonstrating good judgement	<input type="checkbox"/>	

Time Commitment and Location

The full Board meets six times a year. Board meetings are held virtually, and usually last around 2 hours. We aim to meet in person at least once per year to hold the AGM. This is usually held at bibic's centre in Langport.

How to Apply

Please send a CV and cover letter stating why you are interested in applying for the role to our CEO, Pip Buckley: philippa.buckley@bibic.org.uk

Please also provide the details of two referees. Please let us know whether you would be happy for us to contact them as part of the process. Referees will not, of course, be contacted without your prior consent. All applications will be acknowledged, and we will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

bibic has a rigorous pre-employment checking process and we are committed to safeguarding the welfare of the children and young people we work with and expect all staff and volunteers to share this commitment. Trustees are therefore required to take a DBS check.