

COSGROVE

supporting independent lives

Cosgrove Care Board Member Application



Dear potential Board member

Thank you for your interest in becoming a member of the Board of Cosgrove Care. We are a forward-thinking organisation, committed to helping children and adults with learning disability, autism, mental illness and related conditions achieve the best possible quality of life. We strongly believe in the principle that everything we do is based on the wishes and preferences of the people we support. “Supporting you to be you” is our mission statement. That is what Cosgrove Care is all about.



The enclosed information pack will tell you more about the organisation, and outlines the skills, knowledge and experience we are looking for in Board members. Cosgrove Care has its roots in the Jewish community, however, as you will see, it now provides culturally sensitive services to everybody who may benefit across the wider community. Our most recent [impact report](#) will give you a sense of our day to day work and you can find out more about Cosgrove Care by visiting our website or following us on social media.

We are a diverse organisation, committed to inclusion in all our work and will continue to develop a diverse board in terms skills, experience, background and identity and ask you to demonstrate these in the knowledge, skills and experience section of the enclosed application form.

We would be particularly pleased to hear from people who have skills in the areas of disability rights, senior leadership in the third or public sector, finance and/or fundraising/income generation.

As a Board member, you will contribute to the strategic direction of the organisation, as well as scrutinise performance, support the management team, and hold them to account. You will also be asked to participate in one of two subcommittees (Care and Governance or Finance and Investments) depending on your relevant skills and experience.

Please complete the short application form, outlining why you believe you meet the essential and, if relevant, desirable criteria for Board membership. After you have applied, you may be invited to an informal meeting with representatives of the Board and the Chief Executive, following this any final recommendation would be made to the full Board for confirmation.

Thank you again for your interest. I look forward to your application. Should you wish an informal discussion, please contact either; Heather Gray, CEO - hgray@cosgrovecare.org.uk, 07712 867 295 or myself - dlyons4758@hotmail.co.uk, 07837 305054.

-Dr Donny Lyons, co-chair

About Cosgrove Care

At Cosgrove Care we believe that vulnerable people deserve the best opportunity to live the life they choose, and to thrive as equal citizens. Our focus is on providing services for children, adults and older adults with learning disabilities, autism, and additional needs. This includes intensive housing support, supported employment, respite and short breaks as well as flexible outreach support, clubs and groups designed to build skills, confidence and help people with additional needs take up their place in society.

Our values are core to everything that we do, through recruitment and induction to the support and development of our team. Our values, derived from Jewish family values, reflect how we work with the people we support and are embodied in everything that we do.

RESPECT

We are respectful of the people we support and each other. We put people first, we look after the people we support and our staff.

INTEGRITY

We hold ourselves to high standards, the way in which we work is as important as the work we do.

COMPASSION

We care about the people we support and each other. We act with compassion.

EXCELLENCE

We pride ourselves on our reputation for delivering high quality services. We are driven to continually improve our service.

These values underpin our strategy and align with the direction of modern social care services in Scotland. Our 2021-2024 strategy identified three strategic pillars which guide all our work:

1. Committed to quality and innovation.
2. Being the employer of choice.
3. Remaining sustainable and financially healthy.

You seek to join us at an exciting time as we review our progress and prepare our new strategic approach for the next 3 years, we are ambitious for the future.

[You can read our current strategy here.](#)



The organisation is led by a talented, effective Board of Directors from a range of professional backgrounds in Business, Education and Medicine and with caring family experience of learning disabilities.

The Board is co-chaired by Colin Black who is a former chairman of an SME with extensive charity trustee experience and Dr Donny Lyons, a former Director of the Mental Welfare Commission in Scotland, Psychiatrist with a special interest in human rights.

Cosgrove's CEO, Heather Gray is a qualified Occupational Therapist with extensive health, Local Authority commissioning and third sector leadership experience, David Pryde is Director of Finance and Corporate Services, a qualified accountant with extensive international and private sector experience and Clare Armstrong, Head of Services, is a qualified nurse with extensive operational and commissioning experience across the public and third sector.

The organisation has ambitious plans and is looking for energetic, committed Board members who can support Cosgrove to achieve these ambitions.

Our Vision:

Every Person is supported to live the life they choose.

Our Mission:

Supporting you to be you.

Who we are looking for

We are looking for someone who will share the purpose, mission and values of the organisation and our commitment to collaborative decision-making.

You will ideally have experience in a leadership or governance role in private, public or third sector organisations; and have an understanding, through professional or personal experience, of the Health and Social Care environment. You must not be disqualified from acting as a charity Trustee.

However, if you have a background in an alternative area, but are interested in the work of Cosgrove Care and believe you could bring energy and value to our organisation, please get in touch.

Cosgrove Care Board Member Application Form

If you require this application form in another format, for example, in large print, or if you are disabled and require any adjustment to the application process to be able to submit an application, please contact Jac Blair on recruitment@cosgrovecare.org.uk

Post: Board Member

Please complete this form in type, or write clearly and then scan

To help ensure equal opportunities, this page will be separated from your application when we receive it. **These pages will not be seen by the panel who shortlist applicants.**

Your contact details

Initials or forename:

Surname:

Preferred pronouns:

Address:

Phone:

Email:

Please complete this declaration after completing the rest of the form.

The information in this application is a true record of my personal situation

(Insert a scanned copy of your usual signature)

Signature:

Date:

Cosgrove Care is committed to ensuring that disabled people are able to make an application on equal terms, including at the Zoom meeting with two of our Board members and CEO. We will make any reasonable adjustment necessary to make this possible. This could involve for example taking account of factors which may affect you at that meeting, to ensure that you are not disadvantaged.

Do you need any special provisions or facilities for the meeting? If yes, please give details in the box below

Yes

No

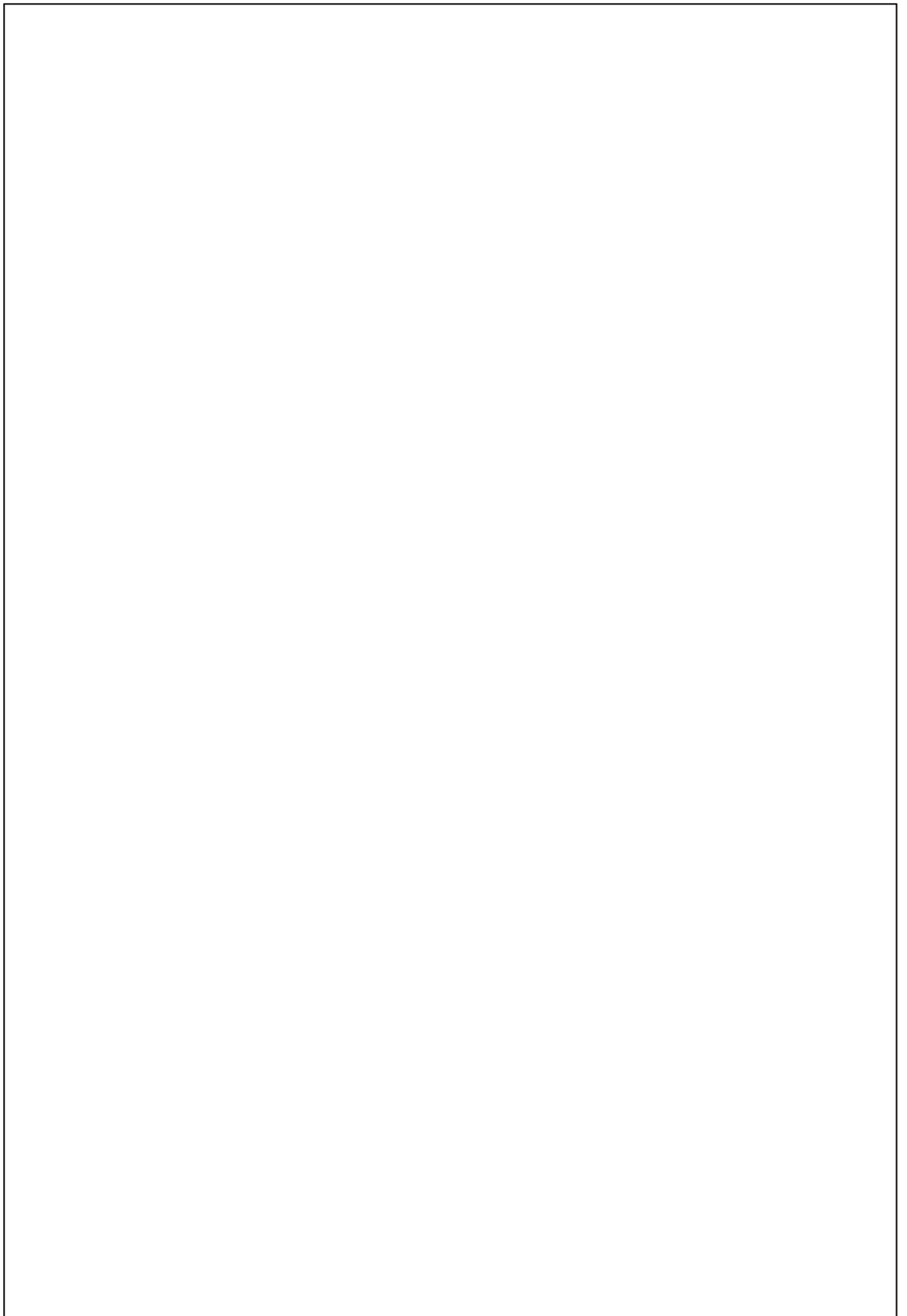
Application Form

Knowledge, skills and experience

Please use the space below to tell us how your knowledge, skills and experience match who we are looking for. Continue onto more pages if you wish. (More space over page)

Please return both your application and diversity monitoring form to:

recruitment@cosgrovecare.org.uk





EQUAL OPPORTUNITIES MONITORING FORM – CONFIDENTIAL

Cosgrove Care is committed to equality of opportunity in employment/volunteering. The information you are providing on this page will be kept anonymous and is used for monitoring purposes only. It is not used in the selection process. This form should be returned with your application form, but will be removed from your application prior to short listing.

PERSONAL DETAILS

Marital Status: Single Married Separated Widowed Divorced

Gender: Male Female Other Prefer not to say

Age: 16 -23 24-30 31-45 46-60 Over 60

DISABILITY

The Equality Act 2010 defines disability as a 'physical or mental impairment which has substantial and long term adverse effect on the ability to carry out normal day-to-day activities'.

Do you consider yourself to be disabled? Yes No

NATIONALITY AND ETHNIC ORIGIN

Please specify nationality: _____

ETHNIC ORIGIN

White

- British
- Irish
- Scottish
- Welsh
- Any other white backgrounds

Asian, Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

Chinese

- Chinese
- Any other Ethnic background

Mixed

- White and Asian
- White and Black Caribbean
- White and Black African
- any other mixed background

Black, Black British

- Caribbean
- African
- Any other Black background

Prefer not to say

WHERE DID YOU SEE THE ADVERTISEMENT FOR THIS POST: _____