

Likewise

Trustee information pack



Community. Connection. Care.



Likewise exists to create compassionate, human-centred relationships and spaces where people feel valued, accepted, and connected. We support often isolated, marginalised or excluded people by building authentic relationships and community together. Through these connections, we nurture wellbeing and inspire systemic change toward a more human, empathetic, and inclusive health and social care system with people at the heart.

We love the idea of a vibrant, welcoming community where everyone feels at home. A place where people from all walks of life come together—as neighbours and community members—building real connections, sharing support, and growing alongside each other. Our dream is a space that runs on the energy and care of the people who fill it, where the community truly owns it. By sharing what we do and standing for change, we hope to spark a shift toward a kinder, more human way of supporting each other. Together, we're rediscovering what it means to belong, connect and be there for each other.

Over the years we've supported people experiencing homelessness, people who are refugees or seeking asylum, people experiencing mental health challenges or who have social care needs and people feeling lonely, isolated or excluded.

Today much of our focus is on supporting people facing enduring mental health challenges, ongoing social care needs, and those who feel socially isolated or vulnerable.

We offer a programme of freely accessible activities at our hub and a range of one-to-one support in the community, all designed to support mental health, wellbeing and social connection.

Our approach is preventative, community-based, and holistic, in a landscape that can be reactive, clinical, or highly specialised.

We're here for people if they want to connect over a cup of tea, join a group, see an art therapist or sit quietly in our community garden.

Shaping the future of Likewise

Likewise is looking to recruit two Trustees to our Board.

New Trustees will be valuable friends offering insight, fresh perspectives, varied expertise and opinion to help us achieve our goals. They have the opportunity to be part of an organisation ahead of the curve in terms of working practices and person-centred support, to experience our genuinely values-led culture, and to contribute towards something with real potency. Trustees will be part of our learning and development as we keep finding the balance between service provision and community ownership.

Our current board brings expertise and experience in health and social care policy, strategic finance, as well as community asset development, urban regeneration, and mental health services. Our chair has a long history with co-production, community based mental health and roles within the Green Party.

We want Trustees to shape their own role just as a staff member would - we recognise that getting the best out of you means working with your individual strengths. Like a staff member, though, there are distinct and important parameters and expectations for this role:

TO UNDERSTAND AND WORK ACCORDING TO OUR VALUES

Our values – learning, doing, and belonging – are at the heart of our work. It is important that Trustees take the time to examine and consider our values in their decision-making processes. This is not always easy, and all of us at Likewise grapple with them from time-to-time, but the

willingness to do such grappling is essential to keeping us person-centred and aware of our own power. We're exploring and evolving our approach to decision making to support voice, participation and develop consensus, across the organisation and on the board.

TO BE WILLING TO REFLECT ON YOUR OWN FEELINGS AND MOTIVATIONS

All of us here spend a lot of time picking apart what we feel and how it influences our actions in order to enhance our decision-making and keep us person-centred. A willingness to be reflective and open is essential to operating as part of our culture.

TO HOLD US TO ACCOUNT AS A CRITICAL FRIEND

We are very active with our questioning and challenging of each other, using our values as accountability mechanisms. As a Trustee, you have the opportunity to provide a supportive but external perspective on this, highlighting areas you think we might be missing or where we could improve. This is done in the spirit of a community rather than a hierarchy - we expect you to speak your mind but doing this through a mutual relationship is a far more effective way of bringing positive change. We are an organisation in which leadership comes from all levels, and we are actively exploring ways of embedding our community-led approach into the Board.

TO ATTEND OUR BOARD MEETINGS ALONGSIDE OUR STAFF MEMBERS

We will be having four Board Meetings a year, along with involvement in working groups that arise for specific projects, challenges, or areas of focus. The frequency and structure of these meetings will be evaluated continually, with the aim of ongoing seeing and sensing of 'the whole'.

Meetings will focus on:

- Finance, funding, and risk
- People and wellbeing
- Programmes, services, and partnerships
- Strategy, learning, adaptation, and dynamic steering
- Board and organisational dynamics
- Sharing, noticing, reflections and tension points

Meetings will be attended by our two Directors and other representatives from the Likewise system. We will also invite partners, funders, clients, and other stakeholders to meetings where relevant, providing what we hope will be a richer and more fruitful experience for everyone involved.

TO CONTRIBUTE YOUR SKILLS, EXPERTISE, AND NETWORKS

As we bring new people onto the board, we're ideally looking to bring in experience of some of these areas:

- Self-managing organisations and evolving governance
- Human Learning Systems thinking and practice
- Fundraising
- Community development
- Communications, marketing

We would like our Board members to take advantage of opportunities to contribute further to our work with their own assets. Supporting our fundraising efforts through your networks and representation would also be really useful.

More generally, we are looking for people to offer advice, reflection, and a critical eye over our plans, thinking and strategic direction.

We also encourage applications from people who:

- Live in the locality of our Community Hub, Camden
- Have experience of accessing mental health and social care services

Our hope is that every person who joins our community – whether as a trustee, staff member, client, volunteer or supporter – can feel safe to be themselves and our commitment is to creating working spaces and relationships where this is possible.

We're passionate about creating a workplace that promotes and values diversity, inclusion and belonging. Organisations that are diverse in age, gender identity, race, sexual orientation, physical and mental health, ethnicity and perspective are vital to our communities.

TO CONTRIBUTE TO OUR ENJOYMENT OF OUR WORK

We are serious about what we do and take the time to reflect about how to do it as best as we can. However, we combine this with an enjoyable and playful space in order to think openly and creatively about our work. We would like our Trustees to be able to be comfortable in and contribute towards such a space in order for our experiences to be both productive and enjoyable.

Our values

In our work at Likewise we are:

Optimistic

We see opportunity in challenge, trust each other and know that we will learn from our mistakes.

Honest

It's important that we are straightforward and honest with each other, our clients and funders. We don't gossip, denigrate or exclude.

Supportive

We know that we impact each other and seek to create an environment that energises. We're conscious that maintaining energy requires good self-care and regenerative practices as part of our culture.

Authentic

We bring our humanity to work, try to be open and truly see each other beyond our roles, professional identity or labels. We're inclusive, accepting of difference and do our best to listen with presence and communicate in straightforward ways.

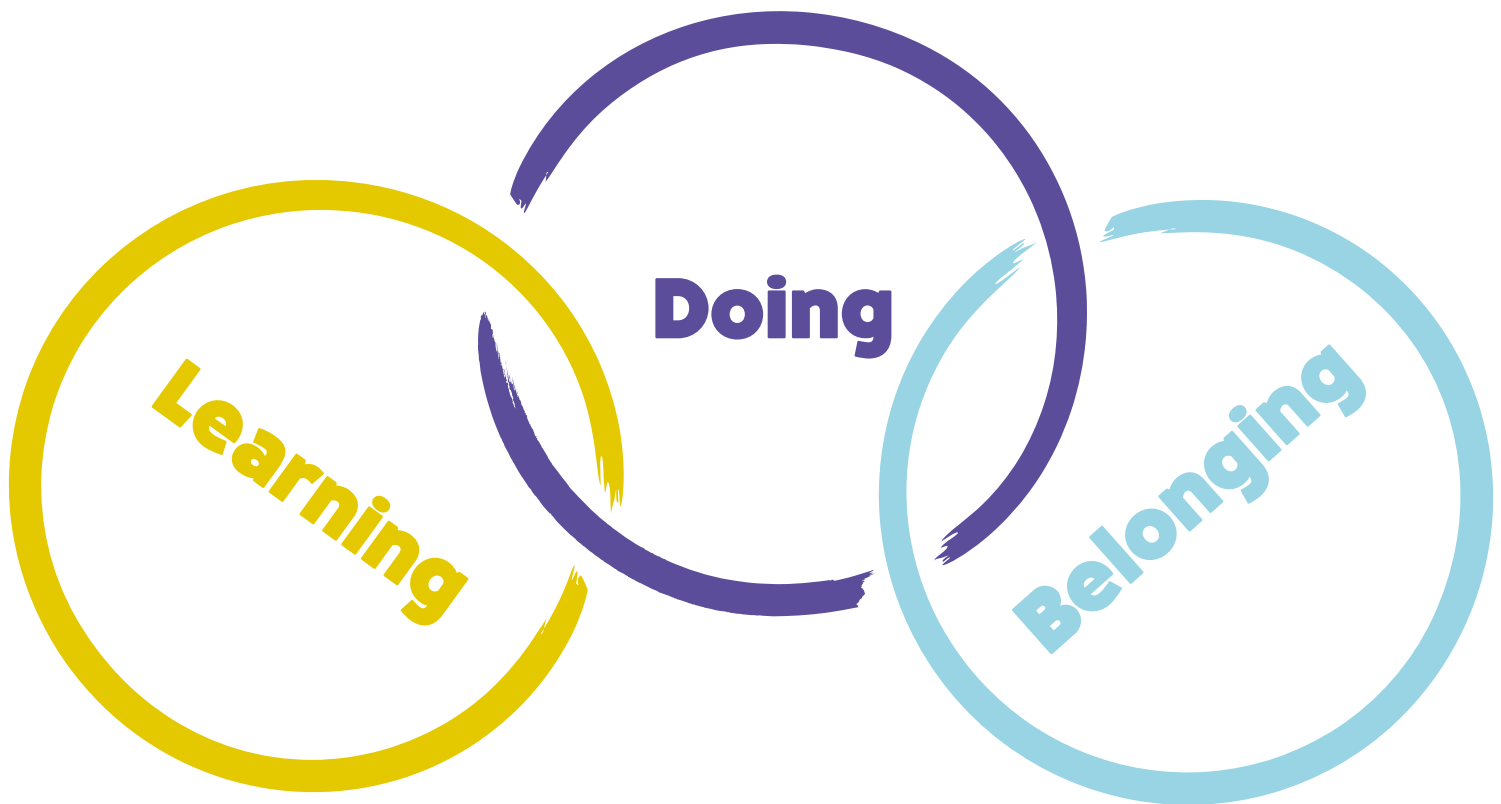
Open

We don't bury thoughts and feelings about each other or our work. We seek to be non-judgemental and accepting of ourselves and each other, listening and responding in service of an open culture. We love supporting each other's enquiries, helping to dig deeper, see and understand more.

Playful

We take our work seriously, but we don't take ourselves too seriously. Lightness, humour and humanity mean we enjoy our work and stay grounded.

Pillars of the Likewise approach



Learning

Learning summarises our entire approach to the work. We believe everyone – staff and clients alike – are engaged in a constant process of learning. The learning frame of mind is an open one – for staff, it means we are always open to our clients and community members rather than fitting them into our pre-conceived notions. It also means we can be open about mistakes – a learner is not tied to the expectation of expertise, and is more inclined to accept and build on their mistakes rather than hide or dismiss them.

Doing

Doing refers to the active role our clients and community members play – not as passive recipients, but as doers themselves. We recognise our community and clients for what they can do rather than framing them by their problems. This doing is vital for change – we only learn and discover our capacity to feel and act differently through doing.

Doing also refers to our approach to pragmatism – where we can do something we will.

Belonging

At Likewise, we aim to create a real sense of belonging: people feeling genuinely valued as they are so that they can better and more sustainably engage with learning, discovery, and opportunity. We practice acceptance of ourselves and others, making space for difference, noticing when we are judging or excluding.

How to apply

To apply please send us your CV and up to 800 words reflecting on these questions to contactus@likewise.org.uk.

- Why are you interested in taking on a trusteeship at the moment?
- What is at the heart of your offer to Likewise and this particular role in terms of skills, competencies and interests?
- Tell us about some of the values that are most important to you and how they influence you/your life and work.

We'll be looking at applications on a rolling basis until April 25, 2025.

For a more in-depth look at what we've been doing as an organisation, check out our 2024 Learning Report:

[Link to 2024 Learning Report](#)

There's more on our values and approach too:

[Link to Our Values and Approach](#)



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