



# Trustee Recruitment

**EVERY  
STORY**

# An opportunity to join our Board of Trustees

EveryStory is a fast-growing, forward-thinking charity, supporting people with learning disabilities and autistic people to live lives full of choice, opportunity and purpose.

Following a recent rebrand and the launch of a new three-year strategy, EveryStory is entering an exciting new phase. With clear ambitions for growth and impact, this is a unique opportunity to join an organisation that is evolving, reflective, and open to new ideas.

We are now recruiting new trustees to join our Board, playing a key role in shaping the future direction of the charity.



**“I've been truly inspired by the impact EveryStory makes through its person-centred approach. I believe in our potential to reach further and make an even greater difference.**

James Radford, Board Chair

# Our Story

EveryStory was born from a shared belief that people with learning disabilities and autistic people deserve lives full of choice, opportunity and purpose.

We were formed in 2021 from the merger of two long standing charities, rooted in South East London, and with a strong history of supporting people in local communities.

In August 2025, Aurora Nexus became EveryStory- a new name that better reflects who we are and what we stand for today.

EveryStory has ambitious plans to expand its reach and support more people in the years ahead.



# What We Do



We provide a range of support, including supported living, outreach, and day services. Support ranges from a few hours a week to 24-hour, one-to-one support, depending on what each person needs. All supported living services are rated Outstanding by the CQC.

The organisation has an annual income of over £10 million and employs over 250 staff, supporting around 180 people.

We are governed by a Board of Trustees responsible for setting the organisation's strategic direction and ensuring effective governance. Day-to-day operations and delivery of the strategic plan are led by the Executive Team.

Building on the strong history and culture of the two legacy organisations, we remain firmly committed to our beliefs. We recognise the need to continue evolving and will explore future growth opportunities carefully, ensuring financial sustainability while maintaining our focus on delivering Outstanding support.

# Our Vision



To set the standard for a world where people with learning disabilities and autism are defined by their personalities, encouraged to take bold steps, and free to be whoever and whatever they want to be.

# Our Mission



At EveryStory we want to create supportive environments where people feel safe and confident enough to be themselves, letting their personalities shine beyond any label or limitation.

Our mission is to support people with learning disabilities and autistic people by offering personalised care that respects their individuality, encourages them to try new experiences, and helps them face challenges without fear. Whether it's building confidence, improving mental wellbeing, finding meaningful employment, or pursuing activities they truly enjoy, we are there every step of the way.

Through a family-like approach, we create safe spaces where everyone feels secure, valued, and free to express their true selves.

At **EveryStory** we believe

## **Everything centres around people**

We shape every decision, action, and interaction around the people we support, their families, and the people who make that support possible. We tailor our care to reflect each person's unique needs, preferences, and aspirations while also guiding their families. We create a positive environment for employees, recognising their vital role in helping individuals live fulfilling lives. We put people first – whether those we support, their families, or those who support them – and create a culture of respect, care, and shared purpose

## **Everyone has a place to belong**

Belonging is a fundamental human need, so we create environments where every individual feels seen, valued, and included. We focus on each person's individuality, ensuring they are recognised for their true selves, not by stereotypes or assumptions. This commitment is reflected in every action we take and every word we say.

## **In positive risk taking**

We support individuals to step outside their comfort zone in ways that build confidence and encourage self-discovery. By creating opportunities to try new things, we help people develop independence, pursue their ambitions, and realise their potential. Positive risk-taking allows individuals to take meaningful steps toward living a fuller and more rewarding life.

## **In thinking beyond the ordinary**

We know that standard routines and activities aren't enough to create the best opportunities. That's why we design support plans that reflect each person's individuality, focusing on their unique interests, strengths, and needs. By refusing to use a generic approach, we help people live richer, more personalised lives filled with experiences that truly matter to them.

# What We're Looking For

We are looking to recruit **up to four new trustees** to join our Board. These appointments will help to strengthen and diversify the skills and experience of our existing Board as we deliver our new strategy and support the charity's continued growth.

This is an opportunity to play a meaningful role in shaping the future direction of the organisation, supporting strong governance and helping us deliver outstanding support.

We are particularly interested in candidates with experience in one or more of the following areas:

- **Health and Social Care**
- **Marketing and Communications**
- **Charity Fundraising**
- **Financial / Commercial**



# Responsibilities

As a Trustee, together with the Board of Trustees, you will:

- Help set the direction of the charity and make sure it is run well. The decisions you take can have a real impact on people's lives, so the role carries both responsibility and purpose.
- Ensure that the charity is doing what it was set up to do, delivering public benefit, and meeting its legal and regulatory responsibilities.
- Act in the best interests of the charity, use sound judgement, and contribute to a culture of accountability and good governance.
- Bring your skills, experience and perspective to board and committee discussions, supporting informed decision-making and the delivery of the charity's strategy.

# Terms of Appointment

Trustee terms run for three years, with the opportunity to be reappointed for a second term.

The role is not accompanied by any financial remuneration, although expenses for travel and childcare or other carers responsibilities may be claimed.

Board meetings last approximately three hours and are held four times per year, in person, in South London. There is also an annual full-day strategy meeting.

Sub-committees are in place, and trustees who are members of a sub-committee will be expected to attend additional meetings, which are held virtually.

Trustees are encouraged to attend key events and any additional meetings where needed.

You will also have an annual one-to-one meeting with the Chair.

# Equality, Diversity and Inclusion

EveryStory is an inclusive and diverse organisation and we are committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

If you require assistance due to a disability or neurodivergence during the application or recruiting process, please send a request to  
[ceooffice@everystory.org.uk](mailto:ceooffice@everystory.org.uk)



# Applications



## Informal conversations

For an informal conversation with either the Chair or the CEO, please contact:

Chair: [james.radford@everystory.org.uk](mailto:james.radford@everystory.org.uk)

CEO: [ceooffice@everystory.org.uk](mailto:ceooffice@everystory.org.uk)

## Formal applications

To make a formal application, please send a CV and covering letter to [ceooffice@everystory.org.uk](mailto:ceooffice@everystory.org.uk)

### Key Dates 2026

- **16<sup>th</sup> March**- Trustee Applications Close
- **30th March**- Trustee Interviews
- **24<sup>th</sup> April**- New Trustee Induction
- **6<sup>th</sup> May**- Board Meeting
- **11<sup>th</sup> September**- Board and Strategy Meeting
- **26<sup>th</sup> November**- Board Meeting

