

Beat
Eating disorders

Treasurer
Candidate Pack
May 2025



WHO WE ARE

Beat is the UK's eating disorder charity. We exist to end the pain and suffering and loss of life among people affected by eating disorders:

- We help them to understand their illness, support them to get treatment and help them towards recovery.
- We help families and carers know how best to support a loved one into, through and out of treatment.
- And we train teachers, health professionals and other key individuals to spot when someone is showing the early signs of an eating disorder, how to talk to them and how to encourage them to seek and get treatment as quickly as possible.

We use our experience to campaign for better government policy and health service practice that addresses the challenges faced by people with eating disorders, always guided by the experience of our beneficiaries and the expertise of clinicians. We work both nationally and locally, focussing on three priority areas: early intervention, family empowerment and prevention & cure.

Beat is a company registered as a charity in England and Wales and separately, in Scotland. Its registered name is the name Beat (formerly Eating Disorders Association).

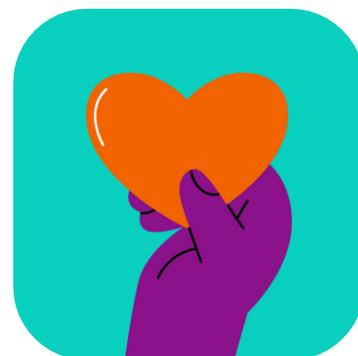


WE HAVE A STRATEGY FOR 2019–25 WITH THE GOALS OF:

- Reducing the delay between someone falling ill and starting treatment from over 3 years at present to less than 12 months, and shortening current waiting times from months to days;
- Ensuring that all family members and carers are fully informed about their loved one's illness and empowered to support their recovery;
- Achieving an increase in the funding and priority given to eating disorders research so that there is a chance of effective cures and prevention strategies being discovered.

We are now developing a new five-year strategy which will take us to 2030. This retains our current goals but with an additional focus on ensuring equity of access to treatment for anyone affected by an eating disorder, and achieving better outcomes for people with longer term illness.

Beat has been working for people with eating disorders for almost 50 years. Anorexic Aid was formed in Manchester in 1974 while Anorexic Family Aid was created in Norwich in 1976. The two organisations merged in 1989 to become the Eating Disorders Association. We have been known as Beat since 2007. Our registered name changed to Beat (formerly Eating Disorders Association) in October 2018.



OUR VALUES

At Beat, we share the vision of an end to the pain and suffering caused by eating disorders. We are inspired by the people we serve, by the difference we can make, and by our commitment to each other.

To make our vision a reality, we need to be bold. It takes a particular courage for our beneficiaries to ask us for help. And we need to be courageous in return – being proactive in seeking new opportunities, embracing new ways of working, and challenging things that are preventing our vision from becoming a reality.

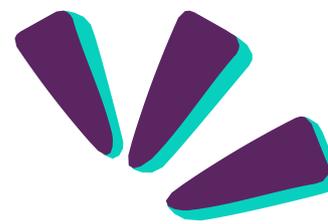
Central to our success is our commitment to building and maintaining supportive and mutually empowering relationships with our colleagues, supporters and beneficiaries. In turn, these relationships provide us with unique experience and learning, which we use to speak with both compassion and authority about the realities of eating disorders.

We also believe that people performing at their best are happier in their work and that happy people perform at their best. So we create and protect a trusting and collaborative environment where people can experiment, learn and flourish.

We all have the responsibility of ensuring our behaviours and relationships reflect these values on a day-to-day basis and for holding ourselves and each other accountable when they do not.

When we get this right, we will achieve brilliant results together, making Beat a truly inspiring and enjoyable place to work.





OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

We cannot succeed in our mission to end the pain and suffering of eating disorders unless we are able to help everyone affected by eating disorders and address inequalities in experience and outcomes.

We take equality, diversity and inclusion seriously at Beat and we are committed to ensuring EDI is embedded in our service provision and our individual behaviours.

We recognise that there are still significant barriers that deny equal access to the information, support and treatment that everyone affected by eating disorders deserves. As an organisation we will reduce barriers to those seeking our support and use our voice and influence to tackle inequalities and drive change.

We know that we need a diverse, passionate workforce to deliver our mission. We are committed to recruiting, retaining, and promoting a diverse mix of individuals who are representative of the communities we serve.

We believe that everyone should be able to be themselves, feel respected and be empowered to give their best and reach their full potential. We will create a safe and inclusive culture where everyone can progress and thrive, and has a sense of belonging. It is all of our responsibility to make Beat a fair and equal place to work, where we all promote equality, value diversity, and work inclusively.

We expect all of our third-party suppliers and partners and everyone involved in Beat's activities to act in line with our EDI policy. We do not tolerate disrespectful behaviour towards each other, supporters or members of the public. Any breaches of this policy are taken seriously by the organisation.

We know that eating disorders do not discriminate. They can affect anyone, of any age, background or circumstance. We also know that it is only by actively working to eliminate discrimination and create equality that we will be able to end the pain and suffering of eating disorders for good.

ROLE DESCRIPTION

- To monitor the financial administration of the Charity and report to the Board of trustees at regular intervals on its state of financial health, in line with best practice, charity law, and compliance with our governing document.
- To chair the Finance and Risk Committee as well as contributing to the strategic development and good governance of the Charity as a trustee.

MAIN RELATIONSHIPS

- To work with the Board collaboratively and through sub-committees. To maintain good relationships with the CEO and executive team notably supporting the Director of Finance and Finance Manager.
- To hold the relationship at board level with Financial auditors and any other professional advisors.

KEY RESPONSIBILITIES

1. As Treasurer:
 - To oversee and present budgets, internal management accounts and annual financial statements to the Board.
 - To lead on the Board's duty to ensure that proper accounting records are kept, financial resources are properly controlled in line with good governance, legal and regulatory requirements.
 - To oversee the development and implementation of financial reserves, cost management and investment policies.
 - To liaise with the appropriate members of staff responsible for the financial activities of the organisation.
 - To chair the Risk and Finance committee in line with its terms of reference, and reporting back to the Board.
 - To advise the Board on risk and the financial viability of the Charity; overseeing the implementation of and monitoring specific financial controls where required.
 - To act as a counter signatory on charity cheques and important applications to funders; and as a Board-level liaison with our external auditors.
2. As a trustee:
 - Ensure that Beat has ambitious and focused strategies that deliver the greatest impact for our beneficiaries

- Ensure that all activities are compliant with the governing document, charity law, company law and any other relevant legislation or regulations
- Provide support to the Chief Executive in the management of the organisation where requested or in areas of considerable risk.
- Approve and monitor the implementation of policies and procedures
- Monitor and evaluate the performance of the Charity.
- Act as an ambassador for our work.

PERSON SPECIFICATION

The successful candidate will bring all of the following:

- Be a qualified Chartered Accountant (e.g., ACA, ACCA, CIMA) with experience of working in a business, social enterprise or charity.
- Strong empathy and engagement with the work of Beat and a desire to bring energy and determination to its mission
- An ability to understand and contribute to Beat's strategies and plans
- Willingness to attend and engage actively and constructively in Board meetings, and conversations between meetings, combined with an understanding of collective responsibility for decisions reached
- Ability to chair the Finance and Risk Committee and to support all trustees in meeting their fiduciary responsibilities
- Keenness to support and be actively involved in fundraising activities
- Willingness to make use of their own networks and connections with relevant others specific to their particular areas of experience and expertise

Additionally, the Treasurer may bring the following skills and experience:

- Knowledge and experience in financial strategy and planning
- Knowledge of relevant regulations, e.g., Charities Act 2011, tax law affecting charities, Gift Aid.
- Experience of the production and audit of statutory accounts

We want the Board to be as representative as possible of the people we serve and we are therefore keen to hear from a diverse range of applicants.

The role is voluntary with a time commitment of 1 day per month to cover the following:

- Preparation and attendance at 5 Finance and Risk Committee Meetings per annum (these are online).
- Preparation and attendance at 4 Board Meetings per annum (weekday mornings in London)
- Attendance at events on an adhoc basis and support to the finance team and executive as needed

Additionally, the Board holds occasional awaydays in Norwich or London to focus on strategy.

This post has a 3-year term with the option to renew for a maximum of two terms.



THE BOARD OF TRUSTEES –

The Trustees are accountable for the work of the Charity. All authority to act in the name of the Charity rests with the Trustees and together they act collectively, as The Board of Trustees. Without the consent or delegated authority of the Board, no individual Trustee or group of Trustees may bind the Charity to any course of action.

The Board has a number of key responsibilities. The most important of which is to approve the overall strategic direction of the Charity, along with annual Business Plan and Budget. It is also responsible for monitoring performance against these plans and to keep risks, opportunities and threats to the Charity's success under review. The Board makes decisions on receipt of guidance and information from those appointed to manage the day to day work of the Charity.

While the members of the Board are jointly responsible for the operation of the Charity, up to five trustees are appointed to senior roles ('Officers'). Currently, there are three officers: the Chair, Treasurer and a Vice-Chair.

The Chair is responsible for leading the Board and the organisation to enable the Charity to fulfil its purpose, primarily through the strategic and business plans and oversight of their implementation. They support the Chief Executive and ensures an effective relationship between the Board and the Executive. They play a leading role in fundraising and acts as a spokesperson and figurehead for the Charity.

The Board delegates certain of its functions to sub-committees which oversee activities and take decisions within the terms of the authority delegated. The committees report regularly to the Board on their activities through the circulation of minutes and through providing formal reports to each Board meeting.

The current Committees are the Finance and Risk Committee, Human Resources Committee and Services Committee. The Board may close or amend the terms of the delegated authority to these Committees at any time. Beat is also supported by a multi-disciplinary Clinical Advice Group of senior clinicians who provide guidance and support on our services.

THE SENIOR MANAGEMENT TEAM –

To enable the Board to fulfil its role, it appoints a Chief Executive and delegates the day to day responsibility for the Charity to him/her. In turn, the Chief Executive, appoints a Senior Management Team. This currently comprises Directors of Finance, Fundraising, External Affairs and Services. All appointments to the Executive Team are approved by the Board and Trustees are involved in the recruitment process.

THE BOARD OF TRUSTEES



Chris Martin – Chairman

Chris is a consultant working in AI and technology adoption for non-profits. He is the former CEO of The Mix, a multi-issue advice service for young people, that he merged with Mental Health Innovations in 2024 to create the UK's largest early intervention service online for mental health. He is passionate about technology for social good and sits on a variety of advisory panels related to youth, mental health and digital as well as various government APPGs. Chris is an advisor to Brook Young People and also serves on the Boards of The Mental Health Foundation and his local youth club, Harrow Club W10.

Valerie Jolliffe – Treasurer

Valerie has been a trustee and treasurer of Beat since 2012. She has extensive experience of the charity sector, with a particular focus on health and mental health. She is currently a trustee, and chairs the finance committee of the Royal Free Charity and the Institute of Physics and Engineering in Medicine. She previously worked in corporate finance and early stage venture capital. She has a masters in Charity Finance and Accounting and a Diploma in Charity Accounting. Valerie has personal experience of living with an eating disorder.

Malika Bouazzaoui

Malika has spent the past decade working in digital health and medtech, with a particular focus on digital mental health. She currently provides strategic consultancy to support the inclusive development and broad adoption of health technology products. With a background as a clinician in the NHS, Malika has extensive experience in conducting clinical trials. She has also worked closely with teams in the NHS and the charity sector to enhance service inclusivity by reducing access barriers, integrating lived experience advisors into organisations, and tailoring services to diverse cultural, neurodivergent, and socioeconomic backgrounds. Based in Scotland, Malika is well-connected within the mental health and technologies sectors.

Danielle Glennon (Twitchell)

Danielle Glennon (Twitchell) is a consultant psychotherapist and nurse. She started work at Maudsley in 2005 and was clinical lead at Maudsley NHS Trust until 2022, went on to launch Maudsley private care as managing director till 2024, and works privately. She is co-founder and Head of FREED, the first evidenced based model for early intervention for eating disorders and supported the development of the PEACE Pathway (Autism and Eating Disorders). She is also deputy curriculum lead of national NHS-E whole team training for eating disorders.

Angela Hind

Angela is the CEO of the Medical Research Foundation which supports vital research in underfunded areas, giving hope to people with overlooked health conditions. She is passionate about the need for more research to understand better the causes of eating disorders, to improve treatment options and develop preventative measures. Angela has over 30 years' experience of research, people and organisational management. She is an experienced trustee supporting a global health research charity and, formerly supporting an African charity that is developing the next generation of health researchers.

Emily Rothwell

Emily joined Beat in early 2017 as an Ambassador. At the time she was completing an MSc by Research, investigating a digital treatment for those affected by binge eating difficulties. Emily then began working as a Research Officer and as a Senior Helpline Advisor for Beat, and in 2018 began working as Beat's Clinical Advice Co-ordinator, which later became Clinical Advisor. She left Beat's staff in 2020 to begin her training on the clinical doctorate in psychology programme.

David Smart

David worked in the investment management field for 34 years for Barings, County NatWest and Fiduciary Trust, which was subsequently taken over by Franklin Templeton. He served on a number of the subsidiary boards of the last two and chaired the board of Fiduciary's Swiss Bank for a number of years. He currently serves on the investment committee of Beazley plc and of UNRWA, the UN agency that looks after Palestinian refugees in the Middle East. David was elected to the National Trust Council in 2012 and appointed to the Board of Trustees in January 2015.

Dr Selma Stafford- Vice Chair

Selma is a Clinical Director for NHS Sussex with a special interest in children's and young people's mental health. She has worked as a GP for 24 years and works with asylum seekers. She has been vice chair of governors at a local school and was recently awarded the Nye Bevan certificate in Executive leadership from the NHS leadership academy.

Selma has personal experience of caring for a young person who has been very unwell. Selma graduated from Manchester Medical School in 1996 and became a member of the Royal College of GPs in 2001.

HOW TO APPLY

If you are interested in joining Beat and believe that you have the skills and experience that we are looking for, please apply with the following:

- An up-to-date CV.
- A supporting statement of no more than 2 sides of A4, detailing why you would like to be considered, your relevant experience and expertise and what you think you can bring to the role.

All applications are being handled by our recruitment partner, Trustees Unlimited (part of the Russam group).

For an informal discussion about the role or further information, please contact: Melissa Baxter, Managing Partner - Charities on: melissa.baxter@trustees-unlimited.co.uk / 07789 985229.

All applications should be sent to: applications@trustees-unlimited.co.uk with your full name and Beat Treasurer in the subject heading.

Closing date for applications: Monday 9 June 2025

Interviews with Beat: w/c 23rd June 2025 (dates TBC)