

# MOVE Europe Trustee Pack



Enabling disabled children to gain independent mobility



## Welcome from Louise Huddleston

Thank you for your interest in becoming a Trustee for MOVE Europe at a pivotal time in our development.

After a very successful couple of years developing our independence as a charity, and continuing to develop strong, sustainable foundations, we remain ambitious for the growth of our organisation. We are seeking to recruit new trustees with either Physiotherapy or charity Law expertise, or family experiences of the MOVE program. These experiences will be critical in developing our board expertise, which in turn will help us to continue to increase our reach, influence, and positive impact on people's lives. We hope to broaden the diversity of our board to ensure we have a wide range of skills and attributes that will lead us to more effective decision-making and innovative solutions, which in turn will improve our financial performance, and our ability to effectively serve our community. If you feel you have the experience and passion that we need to MOVE forward, then we would love to hear from you.

**Louise Huddleston**

**Chair of Trustees**



## What we do

**Our vision** is for every disabled young person to have choice and opportunities by learning independent movement.

**Our mission** is to enable disabled young people to gain independent mobility.

We work towards our vision and mission through these **activities**:

- **Training:** we deliver high-quality training that empowers teams across the UK to use the MOVE Programme with the disabled individuals they support.
- **Support:** we provide high-quality support services for the teams that use the MOVE Programme to ensure best practice and great outcomes for the disabled individuals they support.
- **Growth:** we develop the MOVE Programme across the UK and Europe to reach as many disabled young people as possible who could benefit.

## What we stand for

Our values underpin everything that we do and how we do it. They truly embody everything that MOVE stands for.



### Dare to dream

We set our sights and expectations high, placing no limits on disabled young people, the people who support them or ourselves as an organisation.



### Better together

We believe in the power of the team to achieve great outcomes, valuing everyone's input and working holistically.



### Pursue excellence

We strive to deliver the best possible services, empowering teams to develop their MOVE Programme provision and achieve best practice.

## Our work: The MOVE Programme

The MOVE Programme is an activity-based practice that enables disabled young people to gain independent movement. It uses the combined approach of education, therapy and family knowledge to teach the skills of sitting, standing, walking and transitioning between. We currently predominantly deliver the MOVE Programme to special schools across the UK and are expanding our work to deliver an adapted programme to mainstream settings.

The programme's central philosophy is that **movement is the foundation for learning**. In early development, children learn about their environment and gain skills to navigate the world by moving, exploring, and practicing repeatedly. A disabled child who uses assistive equipment and relies on others for much of their movement is generally provided fewer opportunities to independently move and learn. The MOVE Programme ensures that disabled young people are provided these vital opportunities to develop their mobility and independence.

The MOVE Programme puts the **disabled young person and their family at the centre** of everything, and unites all of the individuals who support them to work towards the same meaningful goals. To keep everyone on the same page, the programme is built around 6 collaborative steps:

1. **Assessment:** What skills does the individual already have?
2. **Goal Setting:** What achievements would make the biggest difference to their life?
3. **Task Analysis:** What skills are needed to get there?
4. **Measuring Prompts:** What support is needed now? What equipment do they need?
5. **Adjusting Prompts:** How will we reduce the support to achieve the goal?
6. **Teaching the Skills:** How do we incorporate movement into everything the child does?



## Why our work is important

There are currently over 150,000 physically disabled children in the UK, with almost 11,000 of these having profound and multiple learning disabilities. The number of children with complex disabilities continues to rise dramatically due to advances in medical care and “new survivors”. **Schools are having to do more for less, providing education and care for the growing population of children with more complex needs on ever decreasing budgets.**

This situation has been made more challenging by the ongoing effects of COVID-19 because disabled children’s physical development has been significantly negatively affected. **Thousands of disabled young people across the UK have had their education, therapy and medical routines entirely disrupted, which has restricted their opportunities to practice movement skills and had a knock on effect on their physical health and wellbeing.** Further, physiotherapy teams are more stretched than ever before, which leaves education settings and families with less support to ensure that their children continue to develop their skills and stay healthy.

In the aftermath of the pandemic, the MOVE Programme continues to provide an invaluable way of ensuring disabled children regain and continue to develop their movement skills. Our work has never been more important.

## Our impact 2024

**Over 165** education and therapy settings use the MOVE Programme across the UK, supporting a combined total of **over 1,500** disabled young people.

**90%**

of children and young people on the MOVE Programme learned new skills, or maintained motor milestones

**61%**

of children and young people with degenerative conditions benefitted from the MOVE Programme



**93%**

Improved their health and wellbeing

**76%**

Improved their communication skills

**91%**

Improved their engagement with

# Our strategic focus

Our strategy until 2028 focuses on three key aims: Strong Team, Big Impact and More Awareness. We have built a solid foundation over the past few years enabling us to grow and extend our reach, however we are determined to reach even more disabled children and young people ensuring they have the opportunity to Dare to Dream through the MOVE Programme!

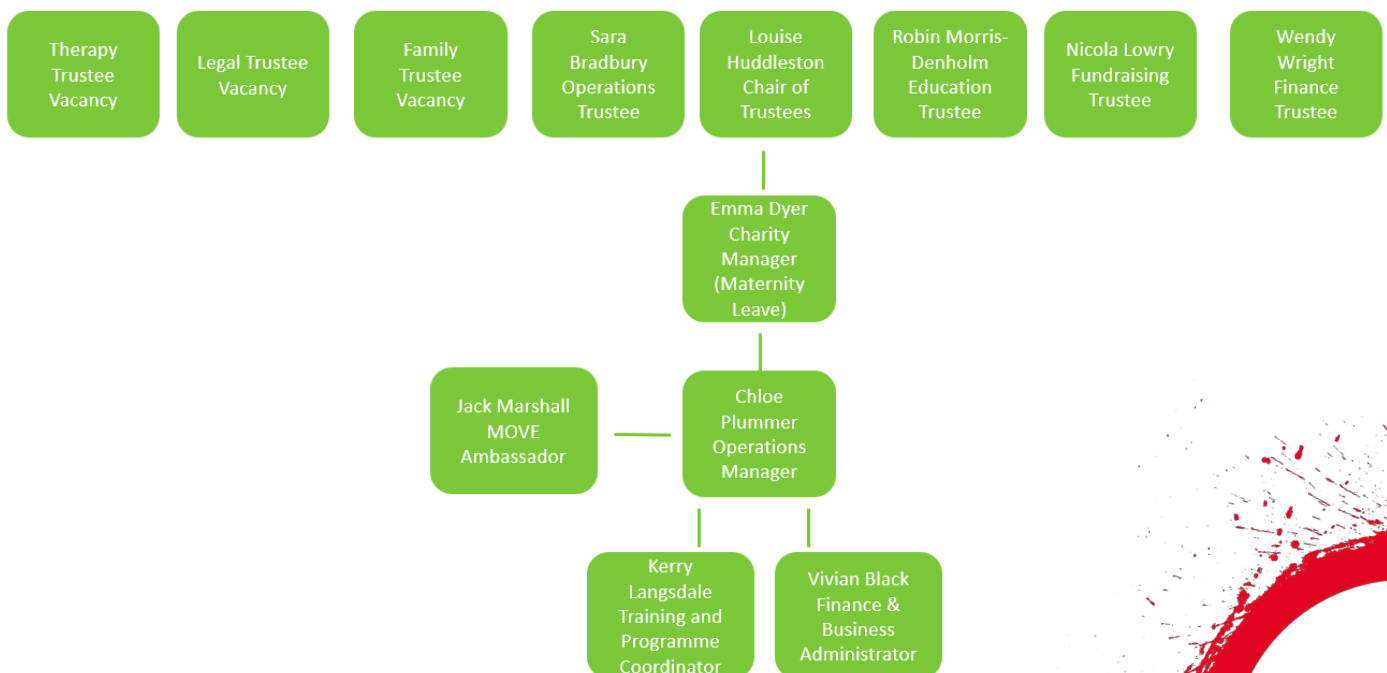
**More Awareness:** we need to grow awareness of the MOVE Programme, its evidence base and its perceived credibility across the education and health sectors, specifically within the physiotherapy and occupational therapy professions.

**Big Impact:** we are determined to reach over 200 settings by the end of 2028. Additionally, we want to develop and roll out our new project - Mini MOVE – a condensed version of the MOVE Programme for early years and mainstream settings, in order to significantly grow our presence in these sectors.

**Strong Team:** to achieve our goals we need a strong internal team with the right skill sets and tools to succeed, supported by an effective trustee board. We also need to bring our external team of Associate Trainers and advisors on the journey with us.

# Our Team

We are driven forwards by a fantastic team



# Trustee with Family/Lived Experience

This Trustee will have lived experience of the MOVE program and its valuable impact on individuals and their families. It is a pivotal time for developing an evidence base to support our MOVE program and to continually update and improve its current effectiveness. This trustee will be a critical part of the team in reviewing our current program and offering support in its ongoing development, providing critical feedback on the impact we are having to our MOVE community. This trustee will be able to provide an insight into family engagement and help us direct and market our ethos and values to those that need it. You will be able to signpost and support the MOVE team to network with a wider group of families so that we can extend our reach as far as possible. You will be able to support the board of trustees to make decisions about the future growth of the charity, sharing their knowledge of health and education systems, and how best to work with and support families that would benefit from MOVE.

The Family Trustee responsibilities will include:

- Participation in and engagement with the Board, particularly around the topics of family engagement, health and education access and experiences;
- Supporting the team to improve the current program and its delivery, specifically to other MOVE users and their families;
- Providing expertise, oversight and guidance to the team and trustees in relation to what aspects are important to the MOVE user and their family;
- Working with the team to explore new opportunities for research and development in relation to mobility and movement and what matters to individuals and their families;
- Working with the team to explore partnerships with families and networking opportunities;
- Working with the team to review training materials to ensure they are accessible and family centred;
- Support the board of trustees to make decisions around the impact future projects /or programs may have on the service users;
- Support the team and trustees to have a better insight into family engagement and service user impact;
- Triaging strategic family engagement queries, and referring to the board as necessary;

## Your time commitments

The trustee role typically requires between 4-8 hours of commitment a month. The Board meets virtually at least 4 times a year, and usually has an annual strategy day, which we will hope to run in person.

In addition to board meetings, other contact through phone calls and emails will be necessary, as well as occasional participation in virtual meetings with the fundraising and management team.

The position is unpaid, but reasonable business expenses, travel costs and childcare expenses will be paid in line with MOVE Europe's policies.




# Roles and responsibilities

## Your statutory duties

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure the organisation uses its resources exclusively in pursuance of its objects for the benefit of the public
- To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation including having appropriate policies and procedures in place
- To ensure the financial stability of the organisation
- To protect and manage the assets of the charity and to ensure the proper investment of the charity's funds
- To follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive.

## Your overall qualities

- A commitment to MOVE's vision, mission and values
  - A sufficient devotion of time to carry out responsibilities
  - A commitment to safeguarding
  - Strategic and forward-looking vision in relation to the charity's objectives and aims
  - Adherence to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
  - Good, independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment
  - Good communication and interpersonal skills and the ability to respect the confidences of colleagues
  - Balancing tact and diplomacy with willingness to challenge and constructively criticise.
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## Apply to join our team!

If you're on board with our charity's work and want to support us to grow, we'd love to hear from you. To apply, **please submit a CV and supporting statement detailing why you would make a great addition to the trustee board**. If written format doesn't work best for you, please let us know and we can facilitate a phone or video application.

### Not sure if the role is right for you?

We are seeking people who can contribute fresh ideas and perspectives, not necessarily people with a lot of previous Board experience. We encourage applications from people of colour, disabled people (including 'invisible' disabilities and neurodiversity such as autism and dyslexia), LGBTQIA+ people, people from lower socioeconomic backgrounds and young people in particular—**we want diverse voices on our board of trustees!**

If you're unsure about whether this opportunity is for you and you'd like to talk to us about what the role involves, please contact us via [contact@moveeurope.org.uk](mailto:contact@moveeurope.org.uk) or call **0203 327 1553**.

We look forward to hearing from you!



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