



withyou

Appointment of Clinical trustee

September 2025

Saxton Bampfylde

3	About us
4	What we do
5	Our Strategic Priorities 2025–2030
6	Our Board of Trustees
7	Our impact in numbers
8	Our finances and EDI priorities
9	Our stories
12	The role of Trustee
13	Person specification
14	Terms of appointment
15	How to apply



About us

Why we exist



There are almost 100 drug-related deaths every week in the UK – that's over 13 deaths per day

Scotland currently has the highest drug-related death rate in Europe

82% of dependent drinkers in England are not in treatment

Each week 700 people are hospitalised and 24 die in Scotland as a result of alcohol use

We exist to change this.

Our mission

What we do, the business we are in, who we serve, the services we provide.



To be there for **anyone** experiencing challenges with drugs and alcohol.

To work with people on their **unique** journey, whether it's staying safe and healthy, making small changes, or completely stopping a harmful habit.

To **reduce stigma** associated with drug and alcohol use so that everyone feels able to reach out for help.

We will do this by delivering **specialist, free-to-access** services to anyone who needs support, working in partnership with other experts.

Our vision

The difference we'll create in the world



A future where **everyone** lives a life free from the harm associated with drugs and alcohol.

What we do

We provide a free and confidential service without judgement to more than 100,000 people a year. We use our expertise to improve the help available and raise awareness around drugs, alcohol and mental health so that more people can get support.

We provide 36 community-focused services across England and Scotland, in the following areas:



Adult drug and alcohol services

We are commissioned to run drug and alcohol services across England and Scotland. This includes many different services from engagement and advice, to harm reduction, treatment (including clinical, nursing, psychological therapy and trauma approaches), recovery/community support, to supporting the Armed Forces communities. As our core work, this is the largest proportion of our work and the majority of our staff are employed in drug and alcohol services.

Mental health support

We run NHS Talking Therapies in Surrey and Kent for adult anxiety disorders and depression. We also integrate a trauma-informed mental health approach to all of our services.

Young people's services

We run stand alone young people's services and a number of others that are integrated within the adults' services, across the country. Services are developed locally around the needs of the young people and provide a holistic and CBT based approach to support, focusing on reducing risk-taking behaviour, building resilience, self-esteem and well being in order to make positive change.

Digital services

We provide confidential online support via a Webchat service for anyone in the UK, alongside creating connections and referrals for clients who need support. Our website also includes digital interventions and information about drugs, alcohol and mental health.

Our Strategic Priorities for 2025–2030

To help realise our vision, we're focused on three key priorities:

- **Develop our core client support offer and operating model.**
- **Deliver high performing services and sector-leading client outcomes.**
- **Be a confident and bold voice in the sector and proactively work to tackle stigma for our clients, in the system and in society.**

We have transformed how we work, updating our operating model and clinical approaches to deliver more consistent, person-centred care. A major milestone was the launch of our Treatment Pathways – a clear, organisation-wide framework that guides clients through their recovery journeys while providing enhanced support for staff. Another significant development is our ongoing commitment with partners to eliminate hepatitis C, with several of our services declaring micro-elimination.

Looking to the future, our 2025–2030 strategy is bold and transformative. With a strong focus on deepening and enhancing our core offering, we aim to be the leading provider of drug and alcohol services in the UK. We will strengthen and deliver services that set the standard for excellence and use our voice to challenge stigma and drive change so that everyone can access the help they deserve. Our ambition is to expand our reach and impact, empowering regional services to innovate and respond flexibly to local needs, while building a stronger, more sustainable organisation for the future.

Our Board of Trustees



James Pow
Chair of Trustees



Rod Day
Trustee & Chair of the Audit,
Risk, Finance and Income
Committee



Yaw Nsarkoh
Trustee & Chair of the
Quality, Safety and Service
Performance Committee



Jeremy Cohen
Trustee & Chair of the
Governance, People and
Remuneration Committee



Shirley Cramer CBE
Trustee



Harpreet Sarna
Trustee



Melinda Knatchbull
Trustee



Jeremy Fish
Trustee



Birthe Mester
Co-optee/Advisor to the Board



Jane Pateman
Co-optee/Advisor to the Board

“We want to see a world where anyone experiencing challenges with drugs, alcohol or mental health gets support, when and where they need it.”



Our impact in numbers

We worked with

81,991

adults in England and Scotland to overcome challenges with drugs and alcohol

We supported

6,692

 young people aged 11-24 with drug, alcohol and mental health challenges

128

volunteers gave 16,002 hours to support our work and role model recovery

12,013

people began treatment with us in our mental health programme

We received

£2.4m

in grants and donations from supporters, donors, trusts, and foundations

Our social media content was viewed over

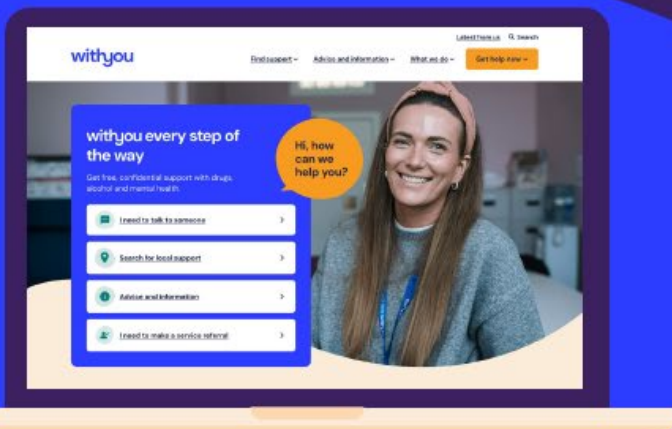
1 million times

and we grew our follower base by **25%**

We completed

12,592

dry blood spot tests in our mission to micro-eliminate hepatitis C in our BBV commissioned services



Our finances and EDI priorities

Our finances

2023/24 saw us build on our review of tendering processes and benefit from additional government support through the **'From Harm to Hope' ten-year drug strategy** and **DATRIG (Drug and Alcohol Treatment and Recovery Improvement Grant) funding**. This allowed us to expand our service provision, invest in staff training and development, and deliver new initiatives such as our Treatment Pathways programme.

Our income for the year was **£80.6m** and our expenditure was **£79.7m**. We maintained our reserves and cash positions above our minimum requirements, with unrestricted reserves increasing from **£11.8m to £12.3m** and free reserves at **£9.2m**, remaining within our target range of £7.5m–£9.5m.

We continue to consolidate towards our core business and charitable purpose and expect to see our overall income increase in the year ahead. We will continue to develop our service model in line with our strategic goals. In turn, this will support the continuation of a targeted approach to business development in the year ahead, focusing on areas that are aligned with our wider strategic plan and goals.

You can read more in our [2023–24 Annual Report and Accounts](#)

EDI initiatives

During 2023/24, alongside developing our long-term EDI priorities and action plan, we set out to focus on building a strong foundation, with an emphasis on four key areas of EDI: increasing the collection and scrutiny of people-related EDI data, enhancing our inclusive recruitment practices, updating our equality impact assessment processes, and expanding the range of EDI learning resources available.

Our stories

Kelly



"I can't change anything that happened but it's not what defines me – today is what defines me."

Read Kelly's story [here](#)

Shaun



"It took 'me' away. I have recovered my old self. That's what I see recovery as – recovering yourself."

Read Shaun's story [here](#)

Louise



"Before, I couldn't see life, it was all dark. Now it's amazing. I can see how bright the world is."

Read Louise's story [here](#)



Jamie

Jamie comes from a long line of soldiers, with family ties tracing back to Crimea.

He joined the Army Air Corps to gain practical skills, but after leaving the army, he struggled with drug dependence, worsened by personal losses, including the death of his long-term partner in 2015. Despite working various semi-skilled jobs, his challenges persisted until he found support from We Are With You in Cornwall. Support from Lucy, a Recovery Worker, and other members of our team, were crucial in his recovery journey. Now, Jamie finds solace and purpose at sea, embracing a new life.



Scan the QR code to watch Jamie share his story from his new life at sea.

I wouldn't be here if it wasn't for We Are With You. Everything they do is awesome. It was their prescribing that kept me out of the hospital and out of the morgue. It diverted me away from what I was doing and made me focus on something else to sort myself out. My Recovery Worker, Lucy, steered me in the right direction.

Jamie, Client

“We're working towards a future free from harm caused by alcohol, drug and mental health challenges, where anyone seeking help feels welcomed, not judged. ”

The role of Trustee

WithYou is now looking to appoint a new Clinical Trustee to its Board. This is a pivotal time to join, as we embed our Treatment Pathways programme and continue to expand our reach and impact under our renewed strategy.

As a member of the Board, you will contribute to the overall strategic direction of WithYou, ensure effective oversight of clinical governance and act as a critical friend to the Executive Team. The Board of Trustees benefits from a breadth of professional experience, and the new Clinical Trustee will bring additional depth of clinical insight and expertise, ensuring that the care and support we provide remain safe, effective and of the highest quality.

Key Responsibilities

- Provide independent clinical expertise to the Board on matters relating to quality, safety, risk, and service development.
- Contribute to strategic discussions, bringing a focus on clinical governance, evidence-based practice, and client outcomes.
- Support the Board in monitoring performance against regulatory and commissioning standards.
- Act as a sounding board for the Executive Team on clinical issues, innovations, and workforce development.
- Champion person-centred, trauma-informed care and the reduction of health inequalities for marginalised groups.
- Ensure that risk management processes relating to clinical services are robust and proportionate.
- Promote a culture of learning, openness and continuous improvement across the organisation.
- Fulfil the statutory duties of a charity trustee under the Charities Act, ensuring that WithYou is well-governed and financially sustainable.

Person specification

We are looking for a compassionate and strategic leader with significant clinical expertise, who can bring insight and challenge to the Board, champion evidence-based practice, and help us deliver the very best outcomes for our clients. You will be collaborative and collegiate, willing to work closely with fellow Trustees and the Executive Team. Above all else, you will share our values and our commitment to ensuring that everyone who needs help and support for issues with drugs, alcohol and their mental health, is able to access it.

The following experience, skills and attributes would be advantageous to the role of Trustee:

Essential Experience and Skills

- Senior clinical background in a relevant field, such as psychiatry, psychology, addiction or substance misuse services, or public health.
- Strong understanding of clinical governance, safeguarding, and risk management frameworks.
- Deep experience of working with people affected by substance misuse, mental health challenges, or other complex needs.
- Strategic leadership experience – for example, serving on a Board, clinical committee, or senior management team.
- Commitment to reducing stigma and inequalities in access to treatment and recovery.

Desirable

- Experience of working across both statutory and voluntary sectors.
- Knowledge of commissioning environment in England and/or Scotland.

Personal Attributes

- Strong alignment with WithYou's mission, values, and person-centred approach.
- Collaborative and collegiate, able to build effective relationships with fellow trustees and the Executive Team.
- Commitment to good governance, transparency, and diversity, equity & inclusion.

Terms of appointment

Time commitment

The time commitment is typically around 1-2 days per month and includes the following:

- Quarterly Board meetings take place at our head office in Farringdon, London, and are scheduled for the following dates in 2026:
 - 26 March 1-4.30pm
 - 25 June 1-4.30pm
 - 24 Sept 1-4.30pm
 - 17 Dec 1-4.30pm
- Trustees are expected to be members of 2 committees. Committee meetings take place on a quarterly basis 1-2 months ahead of Board meetings and are scheduled virtually from 2-4pm (dates available on request)
- Around 3 service visits per year as part of annual cycle of visits by Board/Executive team to regional services
- AGM – 22 October 2026 (virtual)

Remuneration

This is a pro bono role, all reasonable expenses will be covered.

Term in office

Three-year term (renewable once for a maximum of six years in office).

Equality, Diversity & Inclusion

WithYou is fully committed to maintaining the diversity of its Board. To this end, we welcome applications from candidates with different skills, life experiences and different backgrounds. We particularly welcome applications from candidates from underrepresented communities and those with lived experience.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to WithYou on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **YBOLB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is **Thursday 16th October 2025**.

WithYou is proud to be part of the **Disability Confidence Employer Scheme**. WithYou actively encourages applications from people from a variety of backgrounds with different experiences, skills and stories to join us and influence and develop our working practice. We are particularly keen to hear from candidates from Global Majority backgrounds and candidates who self-identify as disabled and neurodiverse.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

UK privacy notice

In line with UK GDPR provisions, we will only process your special category data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your explicit consent. You will be asked to complete a consent form when you apply and please do not include any special category data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees or any other third parties without their prior agreement. We will only retain your personal data for as long as it is necessary to meet the purpose for which it is collected.





withyou

“WithYou
every step
of the way”

Saxton Bampfylde