



**GAMBLING
EDUCATION
NETWORK**

Charity Trustee

Role Application Pack

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Thank you letter from our trustees (Chris Gilham)

Gambling Education Network CIO

Welcome to our new impact-driven lived experience led charity!

Like the rest of the team, I know gambling harm. I've experienced it from birth through my father's undiagnosed gambling disorder. My family lived in payday poverty for over 15 years, with both parents working long hours to pay the gambling industry their wages and borrowings. In my eyes, as a child, life had become not worth living for my family and me. I grew up so angry. By the time I was a teenager, I increasingly empathised with my father, who was alone in suffering from a gambling disorder.

When my father passed away suddenly at work at 52, I felt so lost and so guilty. After looking into neglected issues as part of my medical school learning, I was in disbelief to see such a clear and major public health crisis hidden and ignored. From this, I've realised that my family were not the only ones to experience gambling harm and that it was all preventable.

We (Chris, Ryan, Kelly, and I) came together first through the All Bets Are Off podcast to help share voices of lived experience to help others. When we first started, we recognised that if we could help one person towards recovery, it could be life-changing or life-saving for that person and their family and loved ones. Although the scale of our efforts has since grown, this underlying philosophy remains as strong as ever.

In our first year, we've targetted meaningful impact, pioneered efforts across disproportionately neglected issues, and recruited a diverse, committed, and talented team built on lived experience and authenticity towards our shared vision, mission, and goals.

We still find it highly uneasy to think of the injustices involved in gambling harm. We are at a point where the UK has not yet begun to appreciate the significance of gambling harm on the population nor yet train medical professionals to identify and tackle gambling harm. The journey ahead does not deter us but reminds us of the need for the work we do.

As we move forward as a newly formed charity, we're excited to grow our team and help accelerate our efforts to spearhead and pioneer impact across gambling harm research, education, and treatment.

Yours with gratitude,



Kishan Patel

Trustee of Gambling Education Network CIO

Introducing Gambling Education Network



Gambling Education Network is a charitable incorporated organisation (CIO, charity number: 1196538) that is built independently and by individuals with lived experience. Our purpose is to utilise lived experience of gambling-harm to help guide gambling-harm prevention strategies.

We established as C.I.C in 2020 following the success of the All Bets Are Off Podcast. Since then, the team has grown, and so has efforts and our commitment to spearhead impact across research, education, and treatment transparently.

Right from the outset, Gambling Education Network has strived to challenge stigmas, stereotypes, and neglect of individuals who have suffered gambling harm. Our lived experience focus exemplifies part of our effort to tackle stigma and stereotypes. We strive to highlight that individuals who gamble are not just 'gamblers' and that those who suffer from a gambling disorder are not 'problem gamblers'.

The Gambling Education Network team is a dedicated one with a deep-rooted value of integrity. A vision of change drives the team. We recognise that even if we can help and prevent harm in one person, that can be life-changing or even life-saving for that individual and their loved ones.

As a charity with a vital social purpose and need, we prioritise altruistic virtues and ethics over personal benefit. These values have helped Gambling Education Network to thrive, bring about significant, meaningful impact, and paved the way for us to employ its first team members with lived experience on a full-time basis from June 2021 as part of the Preventing Gambling Harms in Diverse Communities Initiative.

Our Purpose

'The relief of those who are in need as a result of a gambling addiction or gambling-related harm and their families through:

- a. Improving and providing education towards matters relating to gambling harm and addictions by using an evidence-based public health approach, with a focus on discussions on recovery of those suffering harm;
- b. Improving the health of those suffering from gambling harm by promoting addiction recovery, the mitigation of harm, and preventing harm in the first place through the development and dissemination of insights, advice and support;
- c. By engaging with and/or conducting evidence-based research that helps to further understand gambling harm and addictions'.

Introducing Gambling Education Network



What is our mission?

We believe in people with lived experience and the change they can bring through research, education, and treatment (RET). Therefore, Gambling Education Network is lived experience led and lived experience focused.

What is our vision?

We want to eliminate the devastating effects of gambling harm in the current generation of those suffering and prevent the effects from reaching future generations.

How are we funded?

Gambling Education Network is on the Gambling Commissions' published RET list of approved charities to which licensed operators must direct their annual contributions for research and treatment. To be on this list, organisations must demonstrate their impact, independence and contribute to the National Strategy to Reduce Gambling Harms.

Gambling Education Network has otherwise received funding from the gambling industry through regulatory settlements applied for socially responsible purposes. This funding has facilitated the novel 'Preventing Gambling Harms in Diverse Communities Initiative'.

PeaceFirst and Bolton Borough Council have also awarded Gambling Education Network grants.

We're proud of how far we've come, but we've got to go much further. We're looking for people to join us and help us achieve even more meaningful impact towards tackling gambling harm.

Our Journey



Gambling Education Network successfully works with Geeky Medics (one of the largest Medical Education platforms) to embed gambling as part of a range of medical education articles

August 2020

Gambling Education Network publishes results from a survey of 133 individuals with lived experience to have a say towards the Gambling Commission's call for evidence into remote customer interactions

January 2021



April 2020

The All Bets Are Off Podcast is launched. Season 2: September 2020, Season 3: January 2021, Season 4: June 2021



October 2020

Gambling Education Network releases a ground-breaking review that raises attention that gambling harm has repeatedly been shown to disproportionately affect individuals from ethnic minority backgrounds



March 2021

Gambling Education Network collaborated with Future Proof Project C.I.C to create the most comprehensive review on gambling harm to date.

Co-launched the 'Preventing Gambling Harms in Diverse Communities Initiative' to deliver novel workshops to 14-24 year olds in Greater London and the Home Counties.



Our Journey

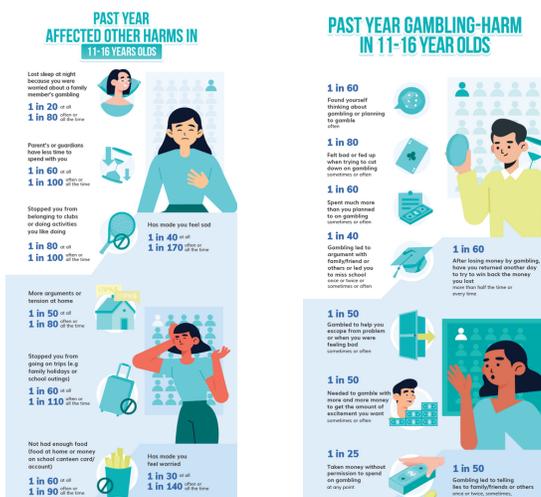
April
2021

Gambling Education Network helped directly facilitate and remove barriers for over twenty individuals with lived experience to have their independent say across over the 45 questions asked through the Gambling Act Review: Call for Evidence



October
2021

Gambling Education Network uncover the Gambling Commission's statistics on Affected Other Harms in Young People which were published as part of the Young Person's Gambling Report 2020 but have now been omitted out of public access



July
2021

The All Bets Are Off Charity Football Event brings the gambling harms/recovery community together for the first time for a charity football game between the community and the Peoples FC which raised £2370 for NHS Northern Gambling Service, Gamvisory's Hardship Fund and Rosie's Legs



November
2021

As part of the novel Preventing Gambling Harm in Diverse Communities initiative, we commissioned Fully Focussed & Million Youth Media to produce 'Do it for her' - a film to highlight gambling harm in diverse communities





Role Description

Role Specifics

Closing date: Rolling

Remuneration: The role of trustee is not accompanied by any financial remuneration, although travel and other expenses may be claimed.

Location: England

Time commitment: 5 trustee meetings per year.

A trustee taking the role of chair would also be expected to have regular meetings with the chief executive, and also represent the charity at various events and meetings with key stakeholders.

Role Purpose

As a charity trustee, you will have a strategic role that is involved with representing the vision and mission of our organisation. You will be responsible for strategic matters and setting high governance standards.

Trustees play a pivotal role in increasing the effectiveness of the executive team and the broader organisation, both inside and outside the board room. Trustees will hold the executive team to account and be on track for the organisation's mission and vision. Trustees will help build inclusive collaboration such ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the organisation.

The chair will also support and, where appropriate, challenge the CEO and ensure that the executive team functions as a unit and works closely with the entire executive group to achieve agreed objectives. They will act as an ambassador and the public face of the charity in partnership with the CEO.

The Treasurer will also support Gambling Education Network to be of sound financial health and help support the growth of our efforts by helping to secure funding



Role Details

Key Responsibilities and accountabilities

Strategic Leadership

- Provide strong leadership to the charity, ensuring that the charity has maximum impact on its beneficiaries
- Ensure that executive team fulfil their duties and responsibilities for the effective governance of the organisation
- Ensure that the executive team operates within its charitable objectives and provides a clear strategic direction for the organisation
- Ensure that the executive team can regularly review major risks and associated opportunities and satisfy itself that systems are in place to take advantage of opportunities and manage and mitigate the risks
- Ensure that the executive team fulfils its duties to ensure the sound financial health of the charity, with systems in place to ensure financial accountability

Governance

- Ensure that the governance arrangements are working in the most effective way for the organisation
- Develop the knowledge and capability of the executive team
- Encourage positive change where appropriate and address and resolve any conflicts within the organisation
- Appraise the performance of the executive team and the organisation on an annual basis
- Ensure that the organisation incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively, and which also reflects the wider population
- Work within any agreed policies adopted by the organisation

External Relations

- Act as an ambassador for the cause and the organisation
- Act as a spokesperson for the organisation when appropriate
- Represent the organisation at external functions, meetings and events
- Facilitate change and address any potential conflict with external stakeholders



Role Details

Key Responsibilities and accountabilities

Efficiency and Effectiveness

- Chair meetings of the board of trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Ensure that trustees are fully engaged and that decisions are taken in the best, long-term interests of the organisation and that the Board takes collective ownership
- Foster, maintain and ensure that constructive relationships exist with and between the trustees
- Work closely with the chief executive to give direction to board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees
- Monitor that decisions taken at meetings are implemented

Relationship with the Chief Executive and the wider management team

- Establish and build a robust, effective and constructive working relationship with the CEO, ensuring they are held to account for achieving agreed strategic objectives
- Support the CEO whilst respecting the boundaries which exist between the two roles
- Ensure regular contact with the CEO and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges
- Liaise with the CEO to maintain an overview of the organisation's affairs, providing support as necessary
- Conduct an annual appraisal and remuneration review for the chief executive in consultation with other trustees
- Ensure that the chief executive has the opportunity for professional development and has appropriate external professional support



What we're looking for

Personal Qualities

- Demonstrate a strong and visible passion and commitment to our organisation and its strategic objectives and cause
- Personal gravitas to help steer a fast-incoming significant national organisation
- Exhibit strong interpersonal and relationship building abilities and be comfortable in an ambassadorial and networker role
- Demonstrate tact and diplomacy, with ability to listen and engage effectively
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including travel and attending events out of office hours

Experience (desirable)

- Expertise in the areas of HR, Commercial/Entrepreneurial/Finance, Health, Research, and Education
- Lived experience of gambling harm
- Experience of operating at a senior strategic leadership level
- Successful track record of achievement through their career
- Experience of charity governance and working with or as a trustee
- Experience of external representation, delivering presentations, creating funding proposals, and managing stakeholders
- Experience of chairing meetings and events

Knowledge and skills

- All: Broad knowledge and understanding of the gambling harm prevention and treatment sector and current issues affecting it and understanding of charity governance requirements
- Chair: Strong leadership skills, ability to motivate staff and volunteers and bring people together
- Treasurer: Financial management expertise and a broad understanding of fundraising and charity finance issues



Applying for the role

How to apply

Completed expressions of interest should be submitted by email to admin@talkgen.co.uk, Subject Heading: Trustee Application

Please include:

- A supporting statement that addresses the criteria in the Person Specification and outlines your motivation for applying
- Your CV

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, then don't hesitate to get in touch with the recruitment team in the first instance at: admin@talkgen.co.uk.

Safeguarding

All members should ensure that they are aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding the welfare of vulnerable adults and young people. This will include completing a standard DBS check.

Equal Opportunities

Gambling Education Network is fully committed to eliminating discrimination and promoting equality and diversity in our workforce and employment practices, in the work we undertake, and in the provision of all our services. We, therefore, expect all of Gambling Education Network's team members, regardless of status, to be willing and able to make a positive contribution to the promotion and implementation of Gambling Education Network's Equality and Diversity policy.

Gambling Education Network CIO

Hello and thank you for your interest in joining us!

At the start of November 2017, I attended my first Gamblers Anonymous (GA) meeting and my first Alcoholics Anonymous (AA) meeting the following night.

The previous weekend I had planned to take my own life. This is where nearly six years of disordered gambling and 22 years of alcohol dependence took me. I could see no way out other than to end my own life.

I had a plan though and it went wrong. I planned to win enough money to leave my family on that final night before ending my own life. I did not win though, not financially anyway. I spent every penny that I had as well as every penny I could borrow from my bank in the early hours of that Sunday morning.

I was faced with a decision that I was not aware of previously. The decision was to end my life, even though I had not won the money for my family, or asked for help. I asked for help and it was there in abundance. Losing that night was a miracle.

Fast forward to early 2020 and I wanted to share my experiences with others. There is an unnecessary stigma associated with addiction and in my view, particularly with gambling. I hoped by sharing my story of harm and then recovery it would help to break that stigma and also offer some hope.

I feel privileged to have co-founded both All Bets Are Off and Gambling Education Network.

In a short space of time, we have delivered meaningful and impactful research, education and support.

I am incredibly proud of the work we do at Gambling Education Network and am excited about what we can achieve going forward. There is so much more to do and I hope you consider joining us on this exciting journey.

Thanks for taking an interest in this role.

Yours with gratitude,



Chris Gilham

Trustee of Gambling Education Network CIO



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