



**Scottish Commission for People
with Learning Disabilities**

TRUSTEE RECRUITMENT

Information Pack



SCLD is looking for new trustees who can help make Scotland a fairer place where people with learning disabilities live full, safe, loving and equal lives. This is a pivotal and exciting moment for our organisation. As we approach our 25th anniversary, SCLD is proud of its history, its values and its contribution to improving the lives of people with learning disabilities across Scotland.



Introduction from the Chair of SCLD

Thank you for considering joining the Board of the Scottish Commission for People with Learning Disabilities. Whether you are an experienced non-executive or this is your first board role, I am confident the SCLD Board has a lot to offer.

You will be stewarding the work of a national charity which has a clear mission to end the inequalities that people with learning disabilities face in every area of their lives.

You will be working with a talented, expert and values driven team who are relentlessly driving for the changes that matter to people with learning disabilities.

You will be helping SCLD to optimise its' influence across the legal, policy and practice landscape in Scotland. And you will be contributing your unique expertise to sustaining SCLD's capacity and capability so that it can add the greatest value.

If you want to have an impact on something that really matters then we look forward to hearing from you.

About Us

About Us. A rights-based, person-centred approach.

For almost 25 years, the Scottish Commission for People with Learning Disabilities (SCLD) has worked to ensure that people with learning disabilities are included, respected and able to live good lives, with the same rights, opportunities and choices as everyone else.

We exist to influence change at all levels, informed always by the lived experience of people with learning disabilities. Our work sits at the intersection of policy, practice and people's real lives. We focus on shaping systems, strengthening capability, and championing approaches that lead to better outcomes for people with learning disabilities across Scotland.

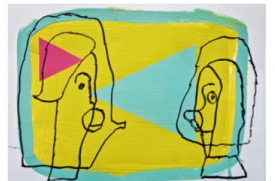
At the heart of SCLD's work is a rights-based, person-centred approach. We believe that people with learning disabilities must be actively involved in decisions that affect their lives. This commitment is reflected in our strong culture of co-production, with people with learning disabilities, whose insight and challenge are central to our thinking, priorities and influence. We work collaboratively with national and local government, public bodies, third sector organisations, and people with learning disabilities, their families and allies. Our role is to bring clarity, evidence and challenge to complex issues, supporting improvement in policy and practice across areas such as health and social care, housing, employment, community inclusion and human rights.

Like so many charities in Scotland, SCLD operates in a complex and evolving landscape where expectations are high, resources are constrained, and the agenda for change is broad and interconnected. Our impact depends on knowing where to focus, how to use our voice effectively, and how to work in partnership to achieve lasting change.

As we approach our 25th anniversary, SCLD is proud of its reputation as a trusted, credible and collaborative organisation within Scotland's third sector and public policy community. Looking to the future, we are committed to strengthening our influence, while remaining true to our core purpose and values.

Find out more at:

- ☐ [The Scottish Commission for People with Learning Disabilities - SCLD](#)
- ☐ [Include For Good | Scottish Commission for Learning Disabilities](#)



About You

The SCLD board is keen to hear from people who can bring new perspectives and experiences, and who are motivated to help drive positive change. We welcome applications from people of all abilities and backgrounds. You do not need to have previous board experience. What matters most is the skills, knowledge or lived experience you can bring.

We are particularly interested in hearing from people with experiences in areas such as:

- Supporting people to overcome inequalities and realise their human rights
- Supported living, or inclusive community living
- Operational leadership in health, social care, or learning disability services
- Supporting people with disabilities to live full and meaningful lives
- Generating income for a charitable organisation
- Raising awareness of social issues through communications, public affairs or campaigning
- Managing the financial performance or governance of an organisation
- Digital, IT or data, particularly where technology is used to improve services or people's lives
- Legal, regulatory or compliance expertise, ideally in the charity, public, or health and social care sectors
- Senior leadership experience in a charity, social enterprise, or purpose-driven organisation
- Leading or contributing to meaningful change
- Strategy development and helping organisations plan for long-term impact and change

You will be joining a supportive board that is passionate about helping SCLD have a positive impact on the lives of people with learning disabilities. **You will help the board guide SCLD by:**

- Being interested in the lives of people with learning disabilities
- Learning about how SCLD operates and has an impact
- Committing the necessary time to play your part in the board
- Supporting collective board decisions

You will help the board think differently by:

- Using your own lived experience
- Bringing your own perspective to board discussions
- Being willing to challenge others in an objective, constructive and respectful way
- Making suggestions about how to improve the way the board works
- Making sure the voice of people with learning disabilities is at the heart of our work

You will use your communication, reasoning and influencing skills in support of all of the above.





Responsibilities

Governance

- Actively contribute at board meetings and help to monitor the implementation of decisions taken at Board meetings.
- Contribute to the setting of plans, policies, and objectives, and assess delivery and performance.
- Ensure the financial stability of the organisation
- Appoint independent auditors and approve audited accounts.
- Ensure the organisation complies with its governing document, charity law and other relevant regulations.
- Provide support and constructive challenge to the Chief Executive and Senior Leadership Team (SLT).

Leadership and strategy

- Contribute to the development of the charity's mission and vision.
- Raise the public profile of the organisation.
- Provide leadership which supports the Senior Leadership Team.
- Represent SCLD externally as necessary
- Develop and approve the organisation's mission, vision and values.
- Promote the reputation of the organisation.
- Provide the leadership necessary for all staff to deliver high quality services at all times.
- Review and agree any major changes to the organisation in accordance with the scheme of delegation.
- Regularly assess the external environment, develop the organisation's strategy and monitor its implementation.

Risk Management

- Maintain a robust overview of the principal risks facing the charity.
- Exercise scrutiny over the charity's risk management system

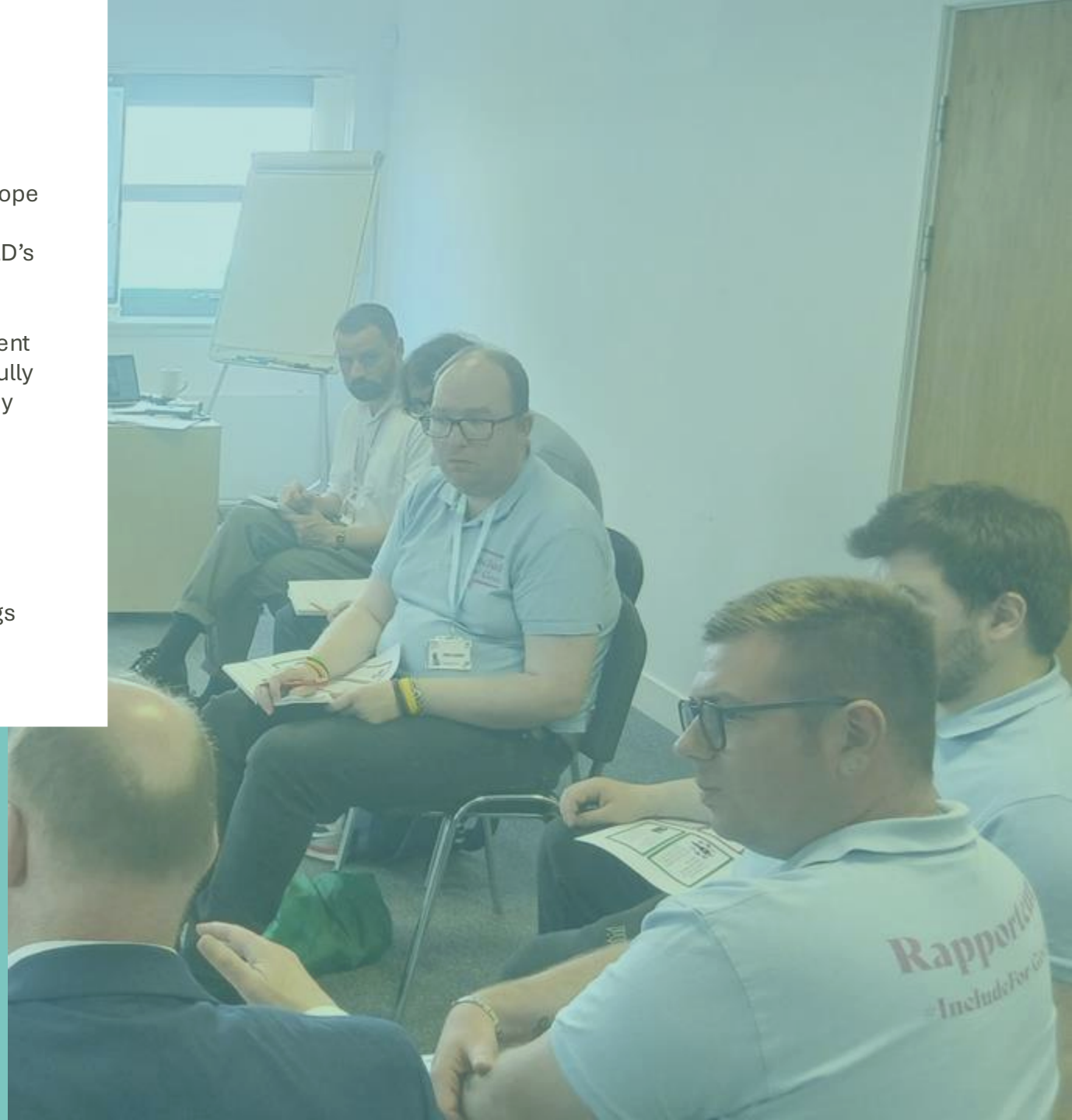
What you will get

New Trustees will join the SCLD board at a time when there is considerable scope to make a real difference to the lives of people with learning disabilities. SCLD will be a leading actor at this time, you will have the chance to help shape SCLD's role.

New Trustees will be offered a detailed induction process, including engagement with staff members and people with learning disabilities themselves. We are fully committed to being accessible and will support reasonable adjustments in any way that we can.

The Board currently meets four times a year, with additional sub-committee meetings taking place. Additional time will be required for board strategy and development sessions.

SCLD meetings currently take place in a hybrid format, with in-person meetings taking place in our Glasgow office and online.



Selection Process



There will be an open virtual information session with the chance to hear from people with learning disabilities and representatives from SCLD's board and Senior Leadership Team). This will take place on the evening of **Thursday 21 May**. You can sign up here: [SCLD Trustee Information Session – Fill in form](#).

We would like candidates to show us how they fit the requirement outlined in the role description. This can be through a CV and covering letter, but we are also happy to make reasonable adjustments, including candidates submitting audio or video applications. Please e-mail TrusteeRecruitment@sclد.co.uk to discuss.

We welcome trustee candidates from all backgrounds, experiences, and identities, particularly those whose perspectives are underrepresented on our Board.

SCLD will be running two rounds of recruitment in 2026. The first round will take place in April-May. A second round will take place in September-October.

For the current round of recruitment, applications should be sent to TrusteeRecruitment@sclد.co.uk no later than **May 31**. Interviews will be held in early June.

If you would like to have an informal discussion about this role, please contact Fiona.W@sclد.co.uk.

