

Recruitment Pack

Trustee

Engage with Age

February 2026



Empowering older
people to live happy,
healthy, independent
and more connected
lives

Closing Date for Applications:
4.00pm, Monday 2nd March 2026

info@engagewithage.org.uk
www.engagewithage.org.uk

WELCOME

Dear Applicant,

Thank you for your interest in Engage with Age and this exciting role. Engage with Age is a small charity that has succeeded in punching above its weight since its inception, thanks largely to the efforts of its committed staff team and volunteers.

It is a great time to be joining us at Engage with Age. We are just coming to the end of a three year strategic plan, we have great relationships with our core funders and are in a good position financially, despite the challenges facing all organisations in the charity sector, which are not to be underestimated.

If you think you might fit the bill, we will be delighted to hear from you. I look forward to receiving your application in due course.

Best wishes,
Marianne Skelcher
Chair of Trustees



An Introduction to Engage with Age

Formed in 2000, Engage with Age (EWA)'s priorities are to work with older people to address the impact of loneliness, promote improved health, support older people's groups and forums across South and East Belfast, and enable older people to influence decisions affecting them. EWA is a "boots on the ground" organisation, delivering activities at a grass roots level, while also working to empower older people to influence matters that affect their lives. A community development approach is fundamental to EWA's ethos.

In 2023-24 EWA delivered 15,000 engagements. Regular EWA activities include: annually supporting c. 100 groups and forums across East/ South Belfast, the PAL Project addressing isolation and loneliness through activity groups and telephone befriending, dementia friendly work and campaigns, health promotion programmes, support of the Greater Belfast Seniors' Forum, consultations, campaigns, and research with universities.

EWA works in partnership with many agencies including Age Friendly Belfast/ Belfast City Council, public health bodies, peer charities, and NI Assembly reference groups. Half of EWA trustees are older people; forums, groups and PAL project groups are run by older people; EWA facilitates steering committees and a consultative forum led by/ composed of older people. EWA routinely facilitates media interviews and features on radio, television, online and in print media. Since 2015 Engage with Age has Co-Chaired the Dementia Friendly East Belfast Campaign.

EWA is funded by Belfast Health and Social Care Trust, the Public Health Agency and Belfast City Council. In September 2023 EWA commenced a three-year programme called the PAL Project, funded by the Community Fund of the National Lottery.

<https://engagewithage.org.uk>

<https://www.facebook.com/EnageWithAgeBelfast>



Mission, Vision and Aims

Our Mission: To empower older people to lead happy, healthy, independent and more connected lives.

Our Vision: All older people are valued, included and listened to in society, and actively involved in shaping the world.

Values: Older People-led; Empowerment; Respect; Partnership; Fun.

Strategic Aims for 2023-26



- 1** To empower older people to reduce the impact of loneliness and isolation on peer individuals within their communities and neighbourhoods.



- 2** To empower older people to improve their own health and wellbeing.



- 3** To strengthen communities and neighbourhoods by supporting and empowering older people's groups and forums.



- 4** To empower older people so they can shape matters that affect their lives.

Supporting Aim

To develop Engage with Age as an organisation so it is capable of delivering its strategic aims 2023-26.



Impact

In 2024 Engage with Age introduced a new impact framework to evaluate its work and assess its effectiveness and impact. Results included:

Addressing Loneliness:

100%

of participants surveyed agreed that they felt better (92% strongly agreed)

100%

made new friends

95%

have a bigger social circle

75%

met outside the groups

45%

met new people

Participants said:

"It's great having someone to share your feelings with."

"Everyone asks how you've been... you feel that people care."

"My husband says I'm a different person."

Improved Health

88%

feel physically better

84%

had improved knowledge of health issues

70%

of participants surveyed do more physical activity

68%

say they will change their diet

Participant living with dementia:

"This lady who came in to teach us and stuff, she is super-duper, she walked in to three or four big tables of people and everyone said we can't do that, we won't be able to do that, and by the time she was finished we were all doing it, and making things."

Stronger Groups and Forums

100%

of group members asked agree or strongly agree their group is healthy

98%

agree or strongly agree their group is able to do the things it was set up to do

65%

of forum members surveyed believe their forum is stronger

60%

strongly agree their forum addresses issues important in older people, 36% agree, (96% in total)

56%

strongly agree their forum improves lives of older people, 40% agree (96% in total)

Participants have said:

"The ideas and incentives sessions from EWA have brought a lasting purpose to our meetings."

"We're changing... we have increased membership by one third and others are attending more frequently."

Engage with Age Company Structure



The Future

Having refined its practice over a number of decades and embedded relationships within South and East Belfast, Engage with Age has been forward planning the expansion of the charity's work.

Expansion could take place in many different ways. It could be reaching new neighbourhoods across Belfast, engaging with different kinds of communities the charity hasn't engaged with yet, or deepening relationships with existing participants. Expansion could be more activity and people, or investing more time and resources with existing programmes.

In looking to the future, Engage with Age has maintained positive relationships with existing funders and partners. It also has the scope to develop new relationships and ways of generating income which would make expansion sustainable. In all cases, Engage with Age seeks to take a community development approach to its work, empowering groups and helping to strengthen neighbourhoods and communities.



Who we are looking for?

Engage with Age is recruiting Trustees to join our active and committed existing core of board members.

We are looking for individuals who can contribute to the strategic leadership and governance of the charity.

We would particularly welcome applications from individuals with skills and experience in one or more of the following areas:

- **Cyber Security and IT**
- **PR and Comms**
- **Finance and Fundraising**

Please note this is not an exhaustive list and other skill sets and experience are welcomed.



Engage with Age is committed to diversity and equality of opportunity and welcomes applications from all sections of the community.

THE ROLE

Person Specification

- A commitment to the aims and objectives of Engage with Age and to promoting the interests of older people particularly those who are isolated and / or lonely.
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to speak your mind.
- The ability to understand and accept the legal duties, responsibilities and liabilities of being a trustee and a company director.
- An ability to work effectively as a member of a team while contributing an independent perspective.

Specific Responsibilities:

- Ensure that Engage with Age complies with its Articles of Association, charity law, company law and any other relevant legislation or regulation.
- Ensure that Engage with Age uses its resources exclusively in pursuance of its objectives and does not commit resources to activities which are not included in those objectives.
- Contribute actively to the Board of Trustees in giving strategic direction to Engage with Age, approving Engage with Age's strategy and operational plan and monitoring its implementation.
- Ensure that Engage with Age has the resources needed to achieve its objectives, supporting the office bearers in ensuring the financial stability of the organisation.
- Appoint the CEO.
- Support the CEO and their staff in the performance of their duties.
- Safeguard the good name and values of Engage with Age.
- Comply with the standards and rules set out for a Trustee within company and charity law and within the Articles of Association.



What difference will you make?

This is an excellent opportunity to be involved in a small, well established organisation that has a great impact. You will join a welcoming and committed board and a supportive and caring organisation that holds older people at its core. You will play a pivotal role in the charity's future. In becoming a trustee you are helping empower older people in Belfast, some of whom are experiencing ill health loneliness and isolation, to connect with their communities, live a better quality of life, and enjoy themselves.

Practicalities

Where the board meet: Engage with Age undertakes online and in-person meetings. In person meetings mostly take place in the East Belfast Network Centre, where Engage with Age has its office.

Time of meetings: Evening meetings.

Time commitment: Meetings normally conclude within 90 minutes to 2 hours x 4 board meetings per year plus one AGM. There are also opportunities to serve on our Finance and Operations subcommittee (x 5 meetings per year), Governance subcommittee and/ or other committees. Some other additional phone or email contact may be required.

Expenses: This is a voluntary role. Board members will be reimbursed for travel and subsistence costs when carrying out Engage with Age business.

How to apply and next steps

Please submit the Application Form to Patricia Barrett, Operations Manager:

Email: patricia.barrett@engagewithage.org.uk

By post: **Engage with Age,
East Belfast Network Centre,
55 Templemore Avenue,
Belfast BT 5 4FP.**

You will be invited to meet with the Chair and the CEO of Engage with Age to have a conversation as to how you meet the role description and the level of commitment you are able to offer in this voluntary role.

There will be an opportunity to meet the full Board before making a commitment to join the Board of Engage with Age.

DEADLINE FOR APPLICATIONS: 4pm, Monday 2nd March 2026



Engage with Age, East Belfast Network Centre, 55 Templemore Avenue, Belfast BT4 5FP
Charity Number 100718, Company Limited by Guarantee NI039665