



## **Introduction to Stepping Stones, to accompany Trustee recruitment, April 2021**

Stepping Stones is a small Norwich based charity for adults with learning disabilities. Recently two of our long serving and valued Trustees have announced their decisions to step down from our board. We are therefore looking to recruit two new trustees to take their place.

The charity has over 30 years' experience of working in Norfolk, and in that time a close-knit support network has evolved amongst our students and their families, staff and volunteers. We are proud to be known as a welcoming, relaxed and supportive space where students feel free to take risks, make mistakes and learn from one another.

Our students take part in workshops designed to develop their core skills, build their self-confidence and increase their independence. Through regular domestic skills, cooking, art, gardening, photography, film, graphic design and music activities our students are challenged to try new things and supported to fulfil their potential.

Our activity is spread across three sites: our centre at Magdalen Road which accommodates most of our activities; our domestic life skills centre on Angel Road where students practice specific skills around building independence; and our allotment site at Maltby Court where we grow fresh produce for use in our kitchen. The students also often benefit from trips out around Norwich and beyond, including our annual week-long holiday.

You can view a guided tour of our sites (filmed pre-Covid!) here:

[https://www.youtube.com/watch?time\\_continue=1&v=2RWgm27TX5I&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=1&v=2RWgm27TX5I&feature=emb_logo)

Our students attend for anywhere up to 4 days a week and are able to choose the areas of study they want to pursue. We are a person-centred organisation that works in dynamic ways to meet the changing needs of our students.

Our students follow progression routes from our core subjects into more personalised training like our domestic life skills project. We work closely with partner organisations in our local community to offer our students a diverse range of opportunities and to support them into voluntary or paid work placements.

Our Trustees work closely with our Manager and Deputy Manager to support and guide the day-to-day running of our services. Trustees attend regular meetings (approximately 6 per year) and are responsible for making sure that the Charity continues to meet its core aims and objectives. The Trustees also make important decisions related to governance, finance, staffing and strategy. Trustees are also invited to join in with our students' activities including public events like our annual open day, trips and even holidays.

We are looking for people who have a few hours to spare each week, and who have an interest in working with people with disabilities and other marginalised communities. We welcome applications from people with skills and experience that could be useful to the charity such as digital/IT, marketing and communications, social enterprise, education and knowledge of the care and charity sectors.

We are an equal opportunities organisation committed to increasing diversity and will actively support applicants ordinarily held back by their protected characteristics.



If you would like to find out more information about the role and the organisation please contact Stepping Stones Manager Ed Harkness by emailing [ed@steppingstonesproject.com](mailto:ed@steppingstonesproject.com) or alternatively you can telephone us on 01603 419996.