TRUSTEE RECRUITMENT PACK

HELP US TRANSFORM MORE YOUNG LIVES

Our purpose is simple: **to improve the mental health and wellbeing of children and young people through Surf Therapy and the healing powers of the ocean and other blue spaces.** We believe young people deserve access to the right support, at the right time – before problems escalate.

Our programmes combine physical activity, time in blue spaces, trusted relationships and supportive communities to help young people build confidence, resilience, connection and a sense of belonging. Surf Therapy creates a safe, non-clinical environment where young people can feel seen, supported and empowered, often at a time when they feel most disconnected.

We are a values-led organisation, and we live and breathe our values everyday: Care, Safe, Brave, Integrity, Inclusive, Impactful and Thrive.

WHY OUR WORK MATTERS

One in five young people experience challenges with their mental health and wellbeing, while access to early support remains limited.

We provide support that can change the trajectory of a young person's life. Our 6-week Surf Therapy programme brings together young people, trained volunteer Surf Mentors and qualified staff in a supportive environment where they can try something new, overcome challenges and build trusted relationships.

In 2025, 94.2% of our surfers reported feeling more confident and 97.8% said they felt able to be themselves.

Following Surf Therapy, young people can continue their journey through Surf Club – an ongoing community that helps sustain wellbeing, friendships, confidence and belonging over the longer term. Our research shows that this continued access and sense of community can play an important role in sustaining positive change.

OUR PROGRAMMES

Our programmes create space for participants to build confidence, connect with others and access the healing power of the ocean and other blue spaces.

SURF THERAPY

- Evidence-based support using surfing to improve mental health.
- When young people are referred, they are often experiencing anxiety, low confidence or difficulties with emotional regulation.
- 1:1 support from trained volunteers.
- Sessions focus on fun, confidence and community, not clinical therapy.
- Over 6-weeks, participants build self-confidence, optimism and capacity to build positive relationships.

SURF CLUB

- A way for young people to continue surfing after completing Surf Therapy.
- Regular sessions help build confidence, skills and lasting friendships.
- Continued support from Surf Mentors in a safe environment.
- A welcoming, positive community where young people belong.

SURF MENTORING

- Once a young person has reached the age of 14, they can begin their training as volunteer Surf Mentors.
- This enables them to continue their wellbeing journey from a young person in need of support to a young person helping others.

ADAPTIVE SURFING

- Breaking barriers so anybody can experience the joy of surfing, regardless of their challenges.
- Specialised equipment and trained volunteers provide full support.
- One-off sessions tailored to individual needs, ensuring everyone can take part.
- Our five Adaptive Surfing Hubs are at Watergate Bay and St Ives, Cornwall; Croyde, North Devon; Scarborough, North Yorkshire; and Sandown, Isle of Wight.

IMPACT BEYOND THE SURF

EVALUATING THE IMPACT OF SURF THERAPY ON YOUNG PEOPLE'S WELLBEING AND SOCIAL CONNECTION*

99.4%
SAID THEY HAD FUN

94.2%
FELT MORE CONFIDENT

97.8%
FELT ABLE TO BE THEMSELVES

90.9%
WERE ABLE TO FORGET THEIR WORRIES

*An evaluation of 365 young people with matched pre-and post-programme data from participants in The Wave Project Surf Therapy programmes across the UK during Jan 2024—Jan 2025.

WE ARE LOOKING FOR NEW TRUSTEES

We are seeking 2-3 new Trustees to join our Board and bring fresh perspectives, expertise and challenge. **We are particularly looking for:**

FINANCE TRUSTEE AND CHAIR OF THE FINANCE, RISK & AUDIT COMMITTEE

We are seeking an experienced finance professional who will also serve as Chair of the Finance, Risk & Audit Committee. The ideal candidate will bring strong financial oversight, strategic thinking and governance experience, helping the Board to ensure the organisation's long-term sustainability and resilience. Applicants may have a background as a senior finance leader, accountant, auditor, investment professional or equivalent, and should be confident in interpreting financial information, assessing risk and supporting effective decision-making at Board level.

TRUSTEE WITH STRONG CONNECTIONS TO NORTHERN IRELAND

To strengthen our representation and understanding across the UK, we are particularly keen to appoint a Trustee with strong knowledge of and connections within Northern Ireland. We are looking for an individual who understands the opportunities, challenges and unique context of operating within Northern Ireland and who can help ensure that the voices, experiences and needs of local communities are reflected in our strategy, services and partnerships. Existing networks across the voluntary, public or private sectors would be highly valued.

TRUSTEE WITH STRATEGIC FUNDRAISING EXPERTISE

We are also seeking a Trustee with significant experience in UK-wide strategic fundraising and income generation. This individual will support the Board and senior leadership team in developing a sustainable and diversified funding and other funding base, helping to identify new opportunities for growth and long-term impact. They will also help the executive team set up the Fundraising Development Group. Experience could include major donor development, trusts and foundations, corporate partnerships, philanthropy, campaigns or broader fundraising strategy. The successful candidate will bring insight, challenge and guidance to help maximise income while ensuring alignment with our mission and values.

WHAT TO EXPECT AS A TRUSTEE AT THE WAVE PROJECT

Our Trustees play a vital role in shaping the future of The Wave Project. They provide strategic leadership, governance and oversight, helping us make the decisions that will enable us to reach more young people and maximise our impact.

As a Trustee, you will:

- **Help shape our direction** – working with the CEO and Senior Team to set our strategy and ensure we are focused on our purpose and impact.
- **Bring your expertise and perspective** – using your skills, experience and networks to provide insight, constructive challenge and support to the organisation.
- **Provide good governance and oversight** – ensuring The Wave Project is well-run, financially sustainable, accountable and acting in the best interests of the young people we support.
- **Help us grow our impact** – contributing to our ambition to reach more children and young people through evidence-based Surf Therapy.
- **Work collaboratively** – alongside fellow Trustees, staff, volunteers and partners, bringing curiosity, openness and a shared commitment to our values.
- **Be an ambassador for The Wave Project** – helping to build awareness, relationships and opportunities that can support our work.

Trustees are Directors of The Wave Project, which is both a registered charity and a company limited by guarantee. The role is voluntary, and Trustees are not involved in the day-to-day management of the charity.

Together, we can help more young people feel confident, connected and hopeful – and ensure that those who could benefit from Surf Therapy have the opportunity to access it.

Please send your CV and a maximum one-page cover note outlining why you would like to become a Trustee of The Wave Project, the skills, experience and perspective you would bring, which of our priority areas you feel best matches your experience.

PLEASE EMAIL RECRUITMENT@WAVEPROJECT.CO.UK WITH THE SUBJECT LINE "TRUSTEE" BY SUNDAY, 15 NOVEMBER 2026

THANK YOU

FOR YOUR INTEREST

The Wave Project
6 Fore Street
Newquay
TR7 1LN
Telephone: 01637 820830
Email: info@waveproject.co.uk
Website: waveproject.co.uk

Follow us
@WaveProjectUK

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