



**EPIC**  
RESTART  
FOUNDATION

Creating a world where every person affected by gambling harm can go on to live a fulfilled life, built on connection, hope and opportunity.

## **Trustee Recruitment Pack 2026**





EPIC Restart Foundation may be small, but it is mighty. We are powered by lived experience, deeply compassionate, and have an unwavering belief that people can and do rebuild their lives after gambling harm. Our ambition is bold: to transform the support available to people as they navigate long-term recovery, and to do it in a way that is authentic, person-centred, and grounded in real experience.

We are entering a pivotal moment. As the wider gambling harm sector shifts to the Levy and NHS commissioning - a landscape marked by uncertainty, complexity, and change - EPIC Restart is moving forward with clarity and purpose. We know who we are, we know who we serve, and we are determined to keep pushing for better.

This is where you come in.

We are seeking a Chair who shares our ambition and our energy. Someone excited by the rare opportunity to build and shape a Board almost from scratch. This is a chance to set the tone, bring in the right voices, and create a governance structure that is as dynamic, values driven, and forward looking as the organisation itself.

Together, we can open new doors, reach new heights, and focus relentlessly on what matters most: improving the lives of people experiencing gambling harm.





# Welcome from the Chair of the Board

Thank you for taking the time to find out more information about being a Trustee at EPIC Restart Foundation. We aim to be an empowering, bold, and creative organisation that supports people affected by gambling harm to rebuild positive, meaningful lives.

The Trustees play a crucial role in our ability to deliver our mission by stewarding our resources, directing our strategic development, and addressing the complex issues that arise in the gambling harms space.

This document contains some background information about EPIC Restart Foundation and how the Board of Trustees fits into our structures, as well as detailing the responsibilities which come from sitting on the Board of Trustees. Finally, it explains the application process.

It is hugely rewarding to work as part of a charity that places lived experience at the core of everything it does: I hope that after reading this pack, you'll want to join us in our mission.



**Matthew Corcoran, Interim  
Chair of Trustees**



# About EPIC Restart Foundation

EPIC Restart Foundation is led by people with lived experience of gambling harm. We support people to rebuild their lives and move forward in recovery, free from shame and stigma.

Many of us in our team have been where the people we support are now. That experience shapes everything we do. As proud members of LEROs (Lived Experience Recovery Organisations), we meet people with empathy, honesty and no judgement - offering a safe, supportive space to heal.

Since 2021, we've worked alongside people in recovery, leading organisations and expert delivery partners to develop a person-centred Recovery Coaching model. It helps people look at the whole of their lives, build recovery capital, and develop skills that support long-term change.

We also use our lived experience to speak openly about gambling harm and the support available. By challenging stigma and sharing what recovery can look like, we help people feel less alone, reach out for help for the first time, and take their next step with confidence.

## Our Vision

A world where every person affected by gambling harm can go on to live a fulfilled life; built on connection, hope and opportunity.

## Our Mission

We create safe, judgement-free spaces where people affected by gambling harm feel heard, supported and able to build on their strengths and move forward. Guided by lived experience, we take a person-centred approach, meeting people where they are and walking alongside them in recovery. We connect people to the right support at the right time, nurturing hope, dignity and lasting change.



**I never thought I could live a life that wasn't ruled by gambling. Now, I've got the opportunity to have my life back, and there's nothing more precious than that.**

# Our Values

**We speak up,** challenge stigma, and lead with honesty, even when it's uncomfortable.

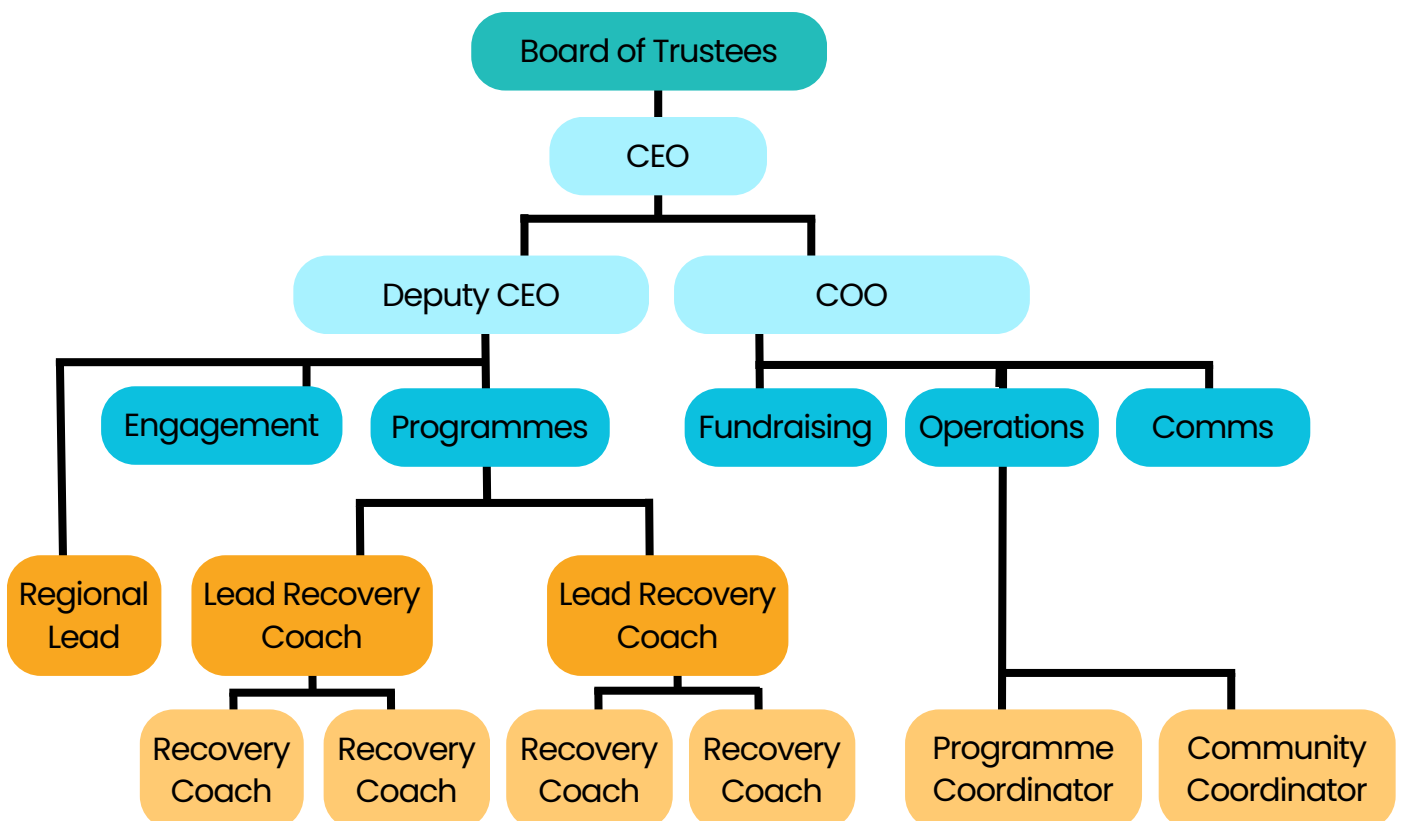
**We offer support without judgment,** grounded in lived experience and understanding, creating safe, hopeful spaces.

**We walk alongside individuals,** communities, and partners to build stronger local networks of support.

**We value every voice,** removing barriers so that no matter someone's background, identity, or circumstances, they feel seen and heard.

**We believe in the power of recovery,** offering encouragement and accountability, as people find their own path, in their own time, towards a life that feels meaningful to them.

# Our Structure





# Being a Trustee

## What is a Trustee

EPIC Restart Foundation is a charity with a governing body called the Board of Trustees. Trustees have ultimate responsibility for the charity's governance (how EPIC Restart is structured), budget, and strategy. Whilst the trustee board delegate the day to day running of the charity to the CEO and the staff team, they should have a good strategic level overview of the running of the organisation.

The Trustees have ultimate legal responsibility for ensuring that the organisation complies with the law, including the requirements of charity and company law. Being a Trustee is an incredibly rewarding experience, but also one which comes with significant responsibility. Trustees are expected to be aware of and act in accordance with charity law and holding office as a trustee gives you responsibility for ensuring EPIC Restart's actions are lawful, purposeful, and financially sound.

Trustees are the guardians of EPIC Restart's assets, and they are under a legal duty to act in the best interests of the charity, which involves making balanced and informed decisions about what will best enable the charity to carry out its purposes on behalf of its beneficiaries. Trustees must implement realistic and reasonable risk management strategies and processes to identify and mitigate risks to the charity's funds and assets.

## Lived Experience

EPIC Restart is a Lived Experience Recovery Organisation (LERO). This means that all of our delivery team, and the majority of our wider team, bring personal experience of gambling harm, addiction and recovery. Lived experience is embedded across every level of the organisation, including within our Board.

We warmly encourage applications from individuals with lived experience. However, this is not a requirement, and we welcome candidates from a wide range of backgrounds who share our commitment to our mission.



# Being a Trustee

## Eligibility and Remuneration

Any applicant would be ineligible to take up the role if they are in any way legally barred from acting as a charity trustee (due to bankruptcy, etc.); have business or other interests which are overly connected with the interests of EPIC Restart Foundation, such that they would have an unacceptable conflict of interest; and/or are under the age of 18.

The law requires that trustees do not receive any remuneration for services they provide to EPIC Restart Foundation. However, trustees would generally be entitled to receive compensation for expenses linked to their attendance at Board meetings, which might include, for example, the cost of childcare while at Board meetings. Such costs must be discussed with and are at the discretion of the Chair of the Board of Trustees.

## What we are looking for in our next Chair of Trustees

The Chair of Trustees will play a central role in guiding EPIC Restart Foundation through an exciting period of change. This is a chance to help shape a dynamic, passionate Board from the ground up – one that reflects our values, our ambition, and our commitment to people rebuilding their lives after gambling harm.

As Chair, you will bring the Board together, create the conditions for good decision-making, and ensure trustees feel confident, supported and able to contribute. You will champion our person-centred approach and keep lived experience at the heart of everything we do. Your leadership will help us stay grounded in what matters most: ensuring people can live purposeful lives, free from shame and stigma, after gambling harm.

You will work closely with the CEO and the Senior Leadership team, offering support, challenge and strategic guidance. You'll help us look ahead, open new doors, and ensure our governance is strong, inclusive, and fit for the future.

This role is about more than oversight. It's about building a Board with purpose, energy and heart, and helping EPIC Restart Foundation reach its full potential for the people who need us.



# Operations & Finances

EPIC Restart Foundation is a Charitable Incorporated Organisation. The operational management structure is headed by the Chief Executive Officer, who formally reports to the Board via the Chair of the Board of Trustees.

The Chief Executive Officer oversees the entire staff team, which coordinates service areas and supports the delivery of our support programmes.

Our finances are managed by an external accountancy firm that is employed by EPIC Restart Foundation. A member of staff from the firm attends each board meeting to give a finance update to the board and also meets regularly with the CEO to track financial performance and forecasting.

EPIC Restart Foundation has several internal organisational policies, which relate to the operation of the organisation. These include everything from safeguarding policies, acceptable use of IT policies, to flexible working policies. Ensuring that these policies are reviewed regularly and are fit for purpose is one of the duties of the Trustee Board.



# The Trustee Board

## Composition and Workings

The Trustee Board, under the rules detailed in our Articles of Association, consists of four independent trustees, although we are looking to increase this to nine.

The Board typically meets online, around six times a year, with exceptional meetings as and when required.

Minutes of Board meetings are taken, a confidentiality policy exists, and trustees are expected to uphold confidentiality in their role, as it is often necessary to become privy to confidential matters while having discussions with trustee colleagues.

Trustees will also be expected to raise any conflicts of interest that might arise. Trustees will be supported in their roles with induction and training, and advice is always at hand.

## Responsibilities

The Trustee Board's powers are strictly limited to what is outlined in EPIC Restart Foundation's governing documents (the Memorandum and Articles of Association), and those responsibilities that the Board must exercise under law.

This means, generally:

- Ensuring that EPIC Restart Foundation operates within the law
- Assessing and managing the legal and financial risks to the charity
- Identifying new legal and strategic challenges for the charity

Trustee Board members must take responsibility for the decisions which are taken. Though the Board acts collectively, Trustees are individually responsible for their conduct and should take care to act properly at all times. EPIC Restart Foundation will seek to provide all new trustees access to training and resources to properly equip them to carry out their duties as a Trustee.

## Governing Documents and Legislation

As a charity and an employer, we are required to have governing documentation of varying levels, and we are required to adhere to relevant legislation, including:

- Employment Law
- Health and Safety law
- Charity and Trustee Laws
- Finance, accounting and taxation laws
- Data protection and intellectual property law
- Laws pertaining to conduct in office or employment, and criminal law

The Chief Executive Officer is responsible for ensuring day-to-day adherence to the law, and the Board of Trustees will be expected to have some knowledge and awareness of the implications of various aspects of legislation related to charities. How the Board operates is governed by our Articles of Association. All trustees of EPIC Restart Foundation are expected to be familiar with these rules and abide by them.

## Legal Liability of Individual Trustees

EPIC Restart Foundation is a Charitably Incorporated Organisation. This means this is a registered charity which does not have any shares or shareholders but instead has members who act as guarantors. The liability of members is limited to £1. The Company Member of EPIC Restart Foundation is currently EPIC Global Solutions however this is in the process of being changed so that EPIC Restart Foundation's Trustees will be its members.

Being a Charitably Incorporated Organisation means that EPIC Restart Foundation is an entity in law which is separate from its trustees. The trustees are protected from liability for our finances in the same way that company directors are protected from the finances of their company, so they could not (for example) be asked to pay to EPIC Restart Foundation's debts if we were to have insufficient funds. The only exception to this would be if the trustees continued to borrow or spend money after it became clear that the charity could not avoid insolvency. This is a very rare event, and one in which trustees are protected against by the procedures of the board in delegating to professional staff and ensuring there are appropriate approval and scrutiny processes.



## Sources of further information

For more information about EPIC Restart Foundation, our charitable activities and being a Trustee, you may find the following resources useful:

- The EPIC Restart Foundation Website ([www.epicrestartfoundation.org](http://www.epicrestartfoundation.org)) contains plenty of useful information about us and the programmes that we offer.
- The Charities Commission website has excellent and detailed documents on what being a trustee means, including the broader legal context [www.charitycommission.gov.uk](http://www.charitycommission.gov.uk)
- The Nolan Principles in Public Life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership) are useful benchmarks for the way in which charitable trustees should behave and are viewable through the Committee on Standards in Public Life at: [www.gov.uk/government/publications/the-7-principles-of-public-life](http://www.gov.uk/government/publications/the-7-principles-of-public-life)



# The Application Process

All Chair applications will be reviewed by the CEO and the existing trustee Board, which will shortlist applications and, if necessary, conduct brief interviews with applicants.

Applicants should send a CV and covering letter outlining suitability for the role to [opportunities@epicrestartfoundation.org](mailto:opportunities@epicrestartfoundation.org).

The CEO and the Senior Leadership Team are available to answer any questions you may have. Please use the email address above and a member of the team will be in touch.

**Thank You.**



**EPIC Restart Foundation changed my life. After three years in recovery, I felt stuck, but the Community Sessions inspired me. I regained my dignity and realised my addiction didn't have to define me. I have finally moved forward with my life. EPIC Restart Foundation showed me I can achieve anything if I set my mind to it. It was the turning point where I found my purpose again.**



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