Governance at Recoop

Recoop is a registered charity governed by a Board of Trustees responsible for the organisation's strategic direction, financial sustainability, and overall governance.

The Board ensures that Recoop operates in line with its charitable objectives, complies with legal and regulatory requirements, and delivers meaningful impact for the people we support.

Role of the Board

The Trustees:

- set the strategic direction of the organisation
- oversee financial performance and risk
- ensure effective leadership and accountability
- safeguard the organisation's values and reputation

Day-to-day management is delegated to the Chief Executive and staff team, with clear oversight and support from the Board.

Governance Framework

Recoop is committed to high standards of governance and aligns its approach with the Charity Governance Code.

Our governance focuses on:

- delivering impact and organisational purpose
- effective leadership and decision-making
- integrity, transparency and accountability
- board effectiveness, diversity and inclusion

The Board regularly reviews its performance and undertakes self-assessment to support continuous improvement.

Board Composition and Appointments

Trustees are appointed through a structured process to ensure a balance of skills, experience and perspectives.

We are committed to strengthening diversity, independence and lived experience within the Board, recognising the importance of reflecting the communities we serve.

Managing Risk and Accountability

The Board maintains oversight of key organisational risks, including financial sustainability, safeguarding and service delivery.

We operate clear policies and procedures to manage conflicts of interest, support ethical decision-making, and protect the people we work with.

Safeguarding

Recoop is committed to safeguarding the welfare of everyone we work with, particularly older people in the justice system who may be vulnerable due to age, health or circumstance.

We deliver services in prisons and the community, and work closely with partners to ensure concerns are identified and acted on quickly.

Safeguarding is part of everyday practice. Through peer-led approaches such as our Buddy programme, people are supported to look out for one another and raise concerns, with staff providing oversight and ensuring issues are managed appropriately.

All staff receive safeguarding training, and concerns are reported, recorded and escalated in line with our procedures.

Safeguarding is overseen at a senior level, with regular reporting to the Board of Trustees.

Equality, Diversity and Inclusion

Recoop is committed to being an inclusive organisation where everyone is treated with dignity, fairness and respect.

Older people in the justice system often face multiple and overlapping inequalities. Our work focuses on reducing these barriers and ensuring the voices of those we support shape how we design and deliver our services.

This is reflected in our peer-led models, including our Buddy programme, which create opportunities for people with lived experience to support others and contribute positively within prison communities.

We are committed to:

- promoting equality of opportunity
- building an inclusive culture
- removing barriers to participation

We monitor progress through data, feedback and governance oversight, with the Board actively supporting and challenging our approach.

Transparency

Recoop is committed to being open and accountable.

Our latest Financial Statements are available below. Further information can also be accessed via the Charity Commission for England and Wales.