

GAMBLING HARM UK

Finance Manager Role Application Pack

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Thank you letter from our trustees (Chris Gilham)

Gambling Harm UK

Welcome to our new impact-driven lived experience led charity!

I grew up with gambling harm as a silent killer within the household. I saw first-hand how gambling harm destroyed quality of life at home and led to the premature passing of my father.

My family lived in payday poverty for over 15 years, with both parents working long hours and having little time for anything but to pay the gambling industry their wages and borrowings.

When my father passed away suddenly, whilst at work, at 52, I became lost with guilt and escapism for several years. After looking into neglected issues as part of my medical school learning, I was in disbelief to see such a clear and major public health crisis hidden and ignored. This was the first time I realised and was confronted with the fact that my family were not the only ones to experience gambling harm and that it was all preventable.

We (Chris, Ryan, Kelly, and I) came together first through the All Bets Are Off podcast to help share voices of lived experience to help others. When we first started, we recognised the priceless value in helping one person towards recovery. We knew this could be life-changing or life-saving for that person, their family, and their loved ones. Although the scale of our efforts has since grown, this underlying philosophy remains as strong as ever.

In our first few years, we've targeted meaningful impact, pioneered efforts across disproportionately neglected issues, and recruited a diverse, committed, and talented team built on lived experience and authenticity towards our shared vision, mission, and goals.

We still find it highly uneasy to think of the injustices involved in gambling harm. We are at a point where the UK has not yet begun to appreciate the significance of gambling harm on the population nor yet train medical professionals to identify and tackle gambling harm. The journey ahead does not deter us but reminds us of the need for the work we do.

As we move forward as a newly formed charity, we're excited to grow our team and help accelerate our efforts to spearhead and pioneer impact across gambling harm research, education, and treatment.

Yours with gratitude,



A handwritten signature in black ink, appearing to read 'Kishan Patel'.

Dr Kishan Patel

Trustee of Gambling Harm UK

Introducing Gambling Harm UK



Gambling Harm UK is a charitable incorporated organisation (CIO, charity number: 1196538) that is built independently and by individuals with lived experience. Our purpose is to utilise lived experience of gambling-harm to help guide gambling-harm prevention strategies.

We established as a C.I.C in 2020 following the success of the All Bets Are Off Podcast. Since then, the team has grown, and so has efforts and our commitment to spearhead impact across research, education, and treatment transparently.

Right from the outset, Gambling Harm UK has strived to challenge stigmas, stereotypes, and neglect of individuals who have suffered gambling harm. Our lived experience focus exemplifies part of our effort to tackle stigma and stereotypes. We strive to highlight that individuals who gamble are **NOT** just 'gamblers' and that those who suffer from a gambling disorder are **NOT** 'problem gamblers'.

The Gambling Harm UK team is a dedicated one with a deep-rooted value of integrity. A vision of change drives the team. We recognise that even if we can help and prevent harm in one person, that can be life-changing or even life-saving for that individual and their loved ones.

As a charity with a vital social purpose and need, we prioritise altruistic virtues and ethics over personal benefit. These values have helped Gambling Harm UK to thrive, bring about significant, meaningful impact, and paved the way for us to employ its first team members with lived experience on a full-time basis from June 2021 as part of the Preventing Gambling Harms in Diverse Communities Initiative.

Our Purpose

'The relief of those who are in need as a result of a gambling addiction or gambling-related harm and their families through:

- a. Improving and providing education towards matters relating to gambling harm and addictions by using an evidence-based public health approach, with a focus on discussions on recovery of those suffering harm;
- b. Improving the health of those suffering from gambling harm by promoting addiction recovery, the mitigation of harm, and preventing harm in the first place through the development and dissemination of insights, advice and support;
- c. By engaging with and/or conducting evidence-based research that helps to further understand gambling harm and addictions'.

Introducing Gambling Harm UK



What is our mission?

We believe in people with lived experience and the change they can bring through research, education, and treatment (RET). Therefore, Gambling Harm UK is lived experience led and lived experience focused.

What is our vision?

We want to eliminate the devastating effects of gambling harm in the current generation of those suffering and prevent the effects from reaching future generations.

How are we funded?

Gambling Harm UK is on the Gambling Commissions' published RET list of approved charities to which licensed operators must direct their annual contributions for research and treatment. To be on this list, organisations must demonstrate their impact, independence and contribute to the National Strategy to Reduce Gambling Harms.

Gambling Harm UK has otherwise received funding from the gambling industry through regulatory settlements applied for socially responsible purposes. This funding has facilitated the novel 'Preventing Gambling Harms in Diverse Communities Initiative'.

PeaceFirst and Bolton Borough Council have also awarded Gambling Harm UK's grants.

We're proud of how far we've come, but we've got to go much further. We're looking for people to join us and help us achieve even more meaningful impact towards tackling gambling harm.

Our journey to becoming a charity



Gambling Harm UK successfully works with Geeky Medics (one of the largest Medical Education platforms) to embed gambling as part of a range of medical education articles

April 2020

The All Bets Are Off Podcast is launched. Season 2: September 2020, Season 3: January 2021, Season 4: June 2021



August 2020

Gambling Harm UK releases a ground-breaking review that raises attention that gambling harm has repeatedly been shown to disproportionately affect individuals from ethnic minority backgrounds

October 2020

Gambling Harm UK publishes results from a survey of 133 individuals with lived experience to have a say towards the Gambling Commission's call for evidence into remote customer interactions

January 2021



March 2021

Gambling Harm UK collaborated with Future Proof Project C.I.C to create the most comprehensive review on gambling harm to date.

Co-launched the 'Preventing Gambling Harms in Diverse Communities Initiative' to deliver novel workshops to 14-24 year olds in Greater London and the Home Counties.





Our journey to becoming a charity

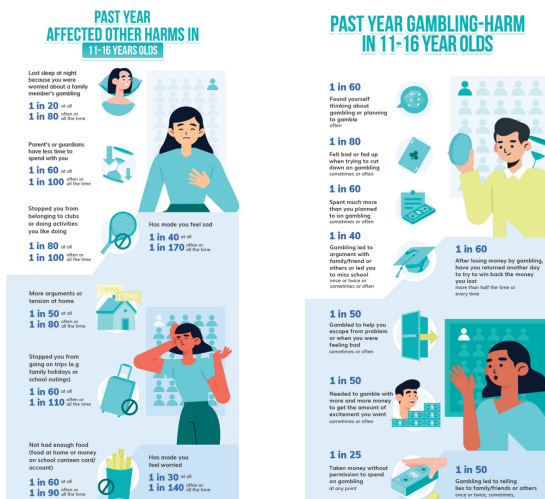
April
2021

Gambling Harm UK helped directly facilitate and remove barriers for over twenty individuals with lived experience to have their independent say across over the 45 questions asked through the Gambling Act Review: Call for Evidence



October
2021

Gambling Harm UK uncover the Gambling Commission's statistics on Affected Other Harms in Young People which were published as part of the Young Person's Gambling Report 2020 but have now been omitted out of public access



July
2021

The All Bets Are Off Charity Football Event brings the gambling harms/recovery community together for the first time for a charity football game between the community and the Peoples FC which raised £2370 for NHS Northern Gambling Service, Gamvisory's Hardship Fund and Rosie's Legs



November
2021

As part of the novel Preventing Gambling Harm in Diverse Communities initiative, we commissioned Fully Focussed & Million Youth Media to produce 'Do it for her' - a film to highlight gambling harm in diverse communities





Role Description

Role Specifics

Closing date: Rolling

Time commitment: 5-12 hours a month

Length of commitment: We are ideally looking for a commitment of 12 months or longer

Location: Work from home

This role will be supported and supervised by John Gilham CEO.

Role Purpose

As a Finance Manager, your role is pivotal in ensuring the efficient and transparent management of financial resources to support GHUK's mission and goals.

You will be responsible for overseeing and maintaining the financial health of the charity, managing budgets, monitoring expenditures, ensuring compliance with charity regulations, and providing strategic financial guidance to the CEO and Trustees.



Role Details

Roles Duties

Finance Manager Duties:

- Banking, bookkeeping and record keeping including:
 - General ledger
 - Balance Sheet Review and Reconciliation
 - Trial Balance Entries
 - Providing support for coding and positing invoices and receipts
 - Raising and posting of journals, including opening balance journals after finalising prior year accounts.
 - Processing bank payments
- Managing the charity's payroll including PAYE duties and pension operated via Xero and Smart Pension.
- Maintenance of the charity's asset register.
- Liaising with the charity's auditor to provide the required financial information and to respond to any queries to enable completion of the charity's annual accounts.
- Providing support to the charity to enable the posting of its annual return to the charity commission.

General:

Codes of Conduct: GHUK requires its employees and trustees to have the highest personal and professional conduct standards.

Equal Opportunities: GHUK is committed to equal opportunities and confirms that all staff should be afforded equal treatment and opportunity in employment irrespective of sexuality, marital status, race, religion/belief, ethnic origin, age or disability. All staff and Trustees are required to observe this standard in their behaviour toward colleagues.

Confidentiality: GHUK employees and trustees must observe the strictest confidence regarding any client information they may access or accidentally gain knowledge of during their duties.

All employees must observe the strictest confidence regarding any information about the charity's work or its employees.

Data Protection: GHUK employees must adhere to appropriate standards concerning data protection.

Finance: The charity will, under the leadership of the CEO, provide regular reports to the Treasurer and the Board of Trustees at all times, ensuring that the financial status of the charity is regularly reviewed, and appropriate probity processes are adhered to.



What we're looking for

Knowledge and Skills

- Experience with platforms like Xero and Smartpension or an ability to gain relevant skills quickly and independently if needed
- Have high personal standards of integrity and financial probity
- Understand and appreciate the aims and objectives of the charity
- Be able to work with people with diverse backgrounds and experience
- Have sufficient time to devote to the management of the finance function of a developing organisation

Personal Qualities

- Approachable
- Open-minded
- Honest and have a high level of integrity
- Creative and innovative

Experience (desirable)

- as an financial accountant or bookkeeper
- with charity accounting needs
- with Xero
- with SmartPension



Applying for the role

How to apply

Applications can be made using the **online form** hosted on our website's career page: **www.gamblingharm.com/careers**

Completed expressions of interest can also be submitted by email to hello@gamblingharm.com,
Subject Heading: [Role title] Application

Please include:

- A supporting statement that addresses the criteria in the Person Specification and outlines your motivation for applying, why you are right for this role, and how you see yourself fitting within the charity's culture and aims
- Your CV

We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please inform us if you require accommodations during the interview process.

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, then don't hesitate to get in touch with the recruitment team in the first instance at: hello@gamblingharm.com

Safeguarding

All members should ensure that they are aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding the welfare of vulnerable adults and young people. This will include completing a standard DBS check if needed for the role.

Equal Opportunities

Gambling Harm UK is fully committed to eliminating discrimination and promoting equality and diversity in our workforce and employment practices, in the work we undertake, and in the provision of all our services. We, therefore, expect all of Gambling Harm UK's team members, regardless of status, to be willing and able to make a positive contribution to the promotion and implementation of Gambling Harm UK's Equality and Diversity policy.

Gambling Harm UK

Hello and thank you for your interest in joining us!

At the start of November 2017, I attended my first Gamblers Anonymous (GA) meeting and my first Alcoholics Anonymous (AA) meeting the following night.

The previous weekend I had planned to take my own life. This is where nearly six years of disordered gambling and 22 years of alcohol dependence took me. I could see no way out other than to end my own life.

I had a plan though and it went wrong. I planned to win enough money to leave my family on that final night before ending my own life. I did not win though, not financially anyway. I spent every penny that I had as well as every penny I could borrow from my bank in the early hours of that Sunday morning.

I was faced with a decision that I was not aware of previously. The decision was to end my life, even though I had not won the money for my family, or asked for help. I asked for help and it was there in abundance. Losing that night was a miracle.

Fast forward to early 2020 and I wanted to share my experiences with others. There is an unnecessary stigma associated with addiction and in my view, particularly with gambling. I hoped by sharing my story of harm and then recovery it would help to break that stigma and also offer some hope.

I feel privileged to have co-founded both All Bets Are Off and Gambling Harm UK.

In a short space of time, we have delivered meaningful and impactful research, education and support.

I am incredibly proud of the work we do at Gambling Harm UK and am excited about what we can achieve going forward. There is so much more to do and I hope you consider joining us on this exciting journey.

Thanks for taking an interest in this role.

Yours with gratitude,



Chris Gilham

Trustee of Gambling Harm UK



W: www.gamblingharm.com | E: hello@gamblingharm.com

Gambling Harm UK, 3rd Floor, 86-90 Paul Street, London, EC20 4NE

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