

*Action for
Children*



Appointment of Trustees

October 2021

Saxton Bampfylde

Introduction from our Chair

Thank you for your interest in becoming a Trustee of Action for Children.

We have been providing vital support to children, young people and families for over 150 years to people across Great Britain and Northern Ireland.

We are proud of the services we provide that range from accommodation for homeless young people, family support that improves mental health, youth employability programmes, support for young carers, and fostering. You can read more about our national and local services later on in this document.

We are looking for up to three exceptional individuals who are willing to dedicate time and energy to the organisation and share our passion to transform the lives of the children, young people and families we help. We're particularly keen to enhance our Board with Human Resources expertise and fundraising skills, as well as finding a Chair of our Scottish Advisory Committee. We would also love to hear from candidates with lived experience of the care sector or our services.

You will be joining a dedicated team of people who care deeply about the difference our organisation makes to some of the most vulnerable people across the UK.

In return you will have the opportunity to be part of an exceptional team of Trustees from every corner of the UK who already bring with them a wide range of skills, experience and networks. Most important to you will be the sense of fulfilment we can offer, of deploying your own your skills and experience to the benefit of those who need it most.

As a Board, we really value diversity at every level of the organisation, we aspire to improve the diversity of the Board and want to represent all the communities we serve. Appointments will be made solely on merit. However, the Charity is particularly keen to receive applications from female, Black, Asian and ethnic minority candidates, and/or candidates with disabilities who are currently under-represented at this level of the organisation.

We very much look forward to hearing from you.



Yours,
Sarika Patel
Chair

Our vision

Every child and young person in the country has a safe and happy childhood, and the foundations they need to thrive.

Our mission

We protect and support children and young people by:

- Providing practical and emotional care and support.
- Ensuring their voices are heard.
- Campaigning to bring lasting improvements to their lives.

Our values

We're passionate, ambitious, collaborative and inclusive.

Our 2021/22 objectives

1. Make children and young people safer and happier.
2. Build support so that we can continue to fund our work and influence change for children.
3. Develop a sustainable, effective and inclusive organisation.



At Action for Children, our success lies in stepping in early. We make help available so young people don't have to reach crisis point.



In the last year, we kept 99% of our services going – some online – while making sure frontline staff, especially those in our residential settings, were protected in their work. We also adapted to virtual fundraising when in-person events were cancelled, and Our Coronavirus Emergency Appeal helped to keep families afloat when income and jobs were in jeopardy.

The Best Start in Life

We're one of the largest providers of nurseries, children's centres, family hubs and early years support in the UK, with more than 160 services. These services have been a vital lifeline for young children and their families over the past 12 months.

Safe, Stable and Loving Homes

We help children and their parents to overcome problems so that it's safe for them to stay together. When this isn't possible, we provide stable, permanent homes with wonderful foster, adoptive and residential families. We also run short breaks for children and young people with disabilities.

Mental Health and a Chance to Thrive

We make sure children have the support they need to look after their mental health. We do this by running evidence-based programmes that help children and young people in a way that works for them.

Campaigning

Our policy and campaigns work raises awareness of the issues that affect children, young people and families, especially in times of crisis. We quickly adapted the focus of our campaigns to tackle the issues made worse by coronavirus. This included a major breakthrough in changing the law on domestic abuse to make homes safer for children and young people.

The services we're delivering

39

mental health support services.

10

children's rights and independent visitor services.

13

young carers services.

1

residential school.

16

fostering and adoption services.

78

nurseries and after-school clubs (across Britain).

55

youth services, including employment, justice and housing.

1

online Parent Talk service.

82

children's centres and family hubs.

47

youth education services.

45

safe and loving residential homes for children, including short breaks for disabled children and young people.

88

family support services.

37

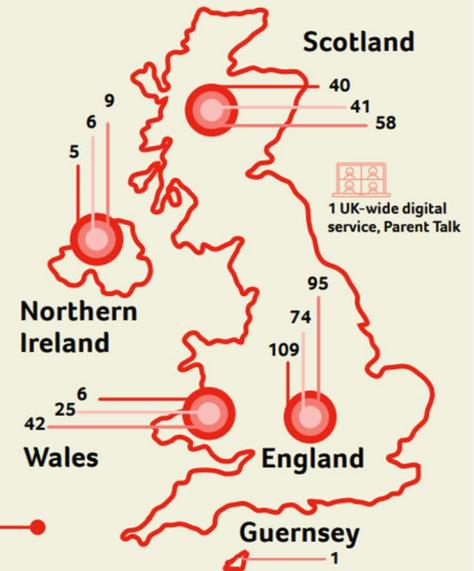
community and foster care short breaks.

512

local services run by us across the UK, in schools and online.

Where we are

- Best start in life services
- Mental health and chance to thrive services
- Safe and stable home services



Our Finances

We're proud of the sustainability and strength we've built up as an organisation. The aftermath of the pandemic will be felt for some time. But the steps we've taken to address the financial challenges caused by the crisis have put us in a strong position.

In 2020/21, our income was £145m. This year, our supporters helped us raise £20 million for children and families and we ended the year with a surplus of £5.8 million.



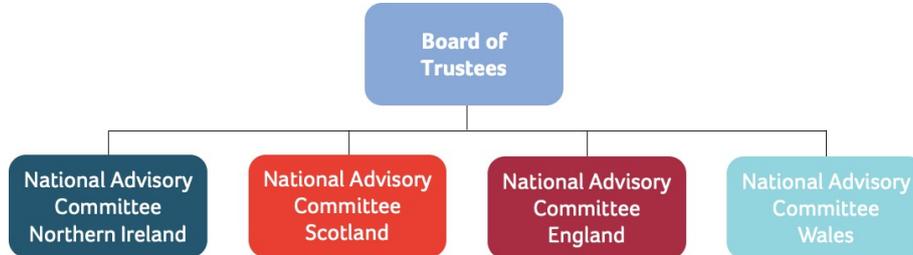
You can click on the link below to go straight to our most recent annual report.

[Our 2020/21 Annual Report](#)

Meet The Board

We have a UK-wide Board with four National Advisory Committees.

Here are our current UK-wide board members. You can find more details about them on our website too.



Sarika Patel

Sarika is Chair of the Board of Trustees and a business leader

Markus Ruetimann

Markus has a background in financial services in Zurich, Geneva, New York and London

Enda Johnson

Enda has a background in financial services, including corporate affairs, finance and strategy

Dawn Warwick

Dawn is a social care specialist with 17 years of director-level experience

Michael Long

Reverend Long is Minister of Notting Hill Methodist Church

Gary Edwards

Gary has more than 38 years' experience in business transformation, engineering and IT

Steve Bell

Steve was a Partner at EY from 1999 until retiring in 2020

Peter Curran

Peter is currently the Chief Finance Officer for the South Wales Police and Crime Commissioner



What We Are Looking For

We're hoping to enhance the current Board's collective portfolio of skills and experience, particularly in the areas of:

- **Human Resources**
- **Fundraising**
- **Understanding of Scotland – and the ability to chair our National Advisory Committee**
- **Lived experience of the care sector or our services**

This is not an exhaustive list, and Action for Children is very committed to diversity and equality of opportunity and would actively and warmly encourage applications from candidates from underrepresented communities.

Being inclusive is one of our core values. We're passionate about promoting equality and diversity. Doing this creates a better, fairer workplace for everyone.

Last year we launched a new equality, diversity and inclusion strategy. This sets out three priorities: delivering services and a workforce culture that builds on and respects the values and diversity of staff, volunteers and service users; increasing diversity across our board, workforce and volunteer communities by 2025; and becoming an anti-racist organisation.

Role purpose: To contribute to the leadership and governance of Action for Children

Key accountabilities for Trustees:

- To contribute to the leadership of Action for Children
 - Contribute to the development and monitoring of Action for Children's Strategic and Business Plans;
 - Uphold the aims, principles and values of Action for Children;
 - Represent Action for Children at local and regional events;
 - Communicate, explain and support the decisions of the trustee Board.
- Contribute to effective decision making by the trustee Board.
 - Prepare for, attend and contribute to six trustee Board meetings each year;
 - Prepare for, attend and contribute to the Annual General Meeting;
 - Prepare for, attend and participate in trustee strategic/planning days;
 - Participate in trustee Board committees and working groups;
 - Represent Action for Children at occasional meetings and events;
 - Apply independent judgement to all issues under discussion at Board meetings.
- Fulfil the legal requirements of being a trustee. Ensure Action for Children:
 - Fulfils its charitable purposes;
 - Remains financially viable;
 - Complies with all legal requirements;
 - Fulfils its responsibilities as an employer;

- Understands the importance of good practice in human resources management and staff development;
- Is committed to ensuring equality of opportunity in service provision and employment;
- Has a process for appointing and monitoring the performance of the Chief Executive.

Trustee Specification

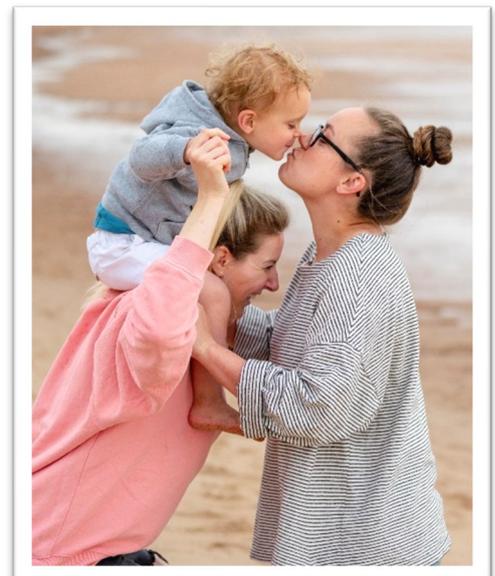
Those interested in serving as an Action for Children Trustee must be able to demonstrate that they:

- Have leadership skills, including the ability to be objective, to probe and question, and to act decisively when necessary.
- Are visionary, creative and passionate about Action for Children’s mission and prepared to invest energy in its success by learning and understanding its business and its stakeholders.
- Are team players, able to listen and work with others, offering guidance and support, to ensure effective decision-making by the Board.
- Understand the responsibilities of company directors and company trustees, the importance of good governance, and agree to work in accordance with any code of practice agreed by the Board. Ongoing support, learning and development opportunities will be offered to trustees with this.
- Are good communicators, willing and able to promote the decisions of the Board and the interests of Action for Children and the people it helps.
- Are able and willing to act impartially and apolitically.
- Have strong analytical skills, can assimilate information and grasp complex issues quickly, and then apply independent judgment.
- Can demonstrate actively promoting Equality, Diversity and Inclusion.

Candidates must disclose any information about their personal or professional life which in the trustee Board’s perception could bring Action for Children into disrepute, including removals from previous governance roles, current or previous membership of organisations which may conflict with the aims, principles and values of the organisation, or behaviour which might be seen to undermine public confidence and trust.

Candidates must also disclose if they have been convicted of a crime, which debars them from acting as a company director, or they are an undischarged bankrupt or disqualified to act as a company director.

Candidates must disclose any information, which could give rise to a perception of conflict of interest with their role as an Action for Children Board member. This will not necessarily result in an inability to serve on the Board.



Chair of the National Advisory Committee Scotland

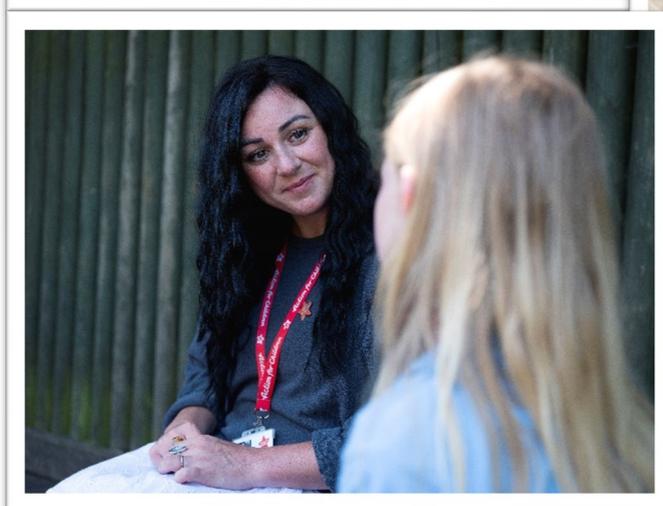
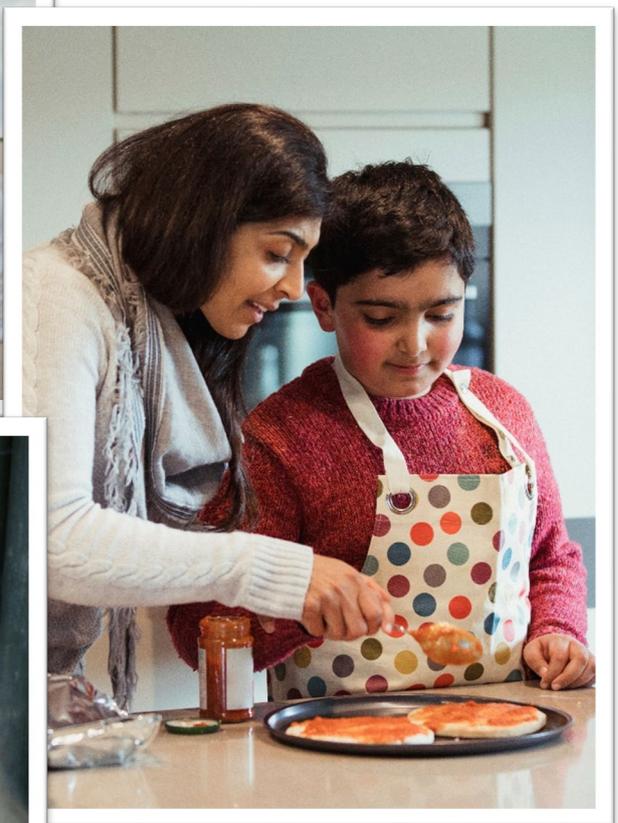
In Scotland we deliver a range of services in communities and reached 20,000 children, young people, and their families last year alone.

We now deliver services in 31 of Scotland's 32 local authority areas.

As well as the broader points around board member specification and key accountabilities for our Trustees, we are looking for one individual with the expertise to take up the Committee Chair role.

Candidates for this position will need to understand and promote the goals of Action for Children in Scotland. They will be required:

- To chair the National Advisory Committee for Scotland;
- To provide strategic advice to ensure the needs of children and young people in Scotland are being met;
- To be an ambassador for the charity, promoting its interests and taking care to present it in a positive light;
- To cultivate links to Scottish stakeholders who can help Action for Children deliver on its mission.



Time Commitment

Overall Estimate: 12-15 days a year, with need for flexibility to attend evening events if needed.
(Less during COVID-19 due to online meetings)

Term of Appointment: Initial three-year term, renewable by agreement to a maximum renewal of two terms, for both the UK Board and National Advisory Committee for Scotland.

UK Board Meetings: Every two months, usually a Wednesday. Duration is around 4 hours, including 30 minutes for a Trustee pre-meeting.

National Advisory Committee Scotland Meetings: Four a year, March, July, September and December, subject to change.

Expenses: There is no remuneration for this role but out of pocket expenses are available in-line with Action for Children's financial policy and procedures.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Action for Children on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **UAAAK**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **1st November 2021**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.



Saxton Bampfylde

LONDON

9 Savoy Street
London WC2E 7EG

EDINBURGH

46 Melville Street
Edinburgh EH3 7HF

saxbam.com

actionforchildren.org.uk

Action for Children

Registered charity nos. 1097940/SCO38092

Company no. 4764232

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