



# Home-Start UK Trustee

Candidate Information



# Welcome

Thank you for your interest in Home-Start and a potential Trustee role with Home-Start UK. So many pressures can get in the way of the best start in life for a child. That is why local Home-Starts provide a compassionate, non-judgemental lifeline for families.

Our local community network of trained volunteers and staff help families with young children through their most challenging times. We stand alongside families facing a range of issues – including mental health difficulties, financial pressures, isolation, and so many other things that can make parenting that bit harder. **Our ambition is that no parent or carer in the UK should feel alone in the critical task of raising children.** We want all children to thrive and have the best possible start – *because childhood can't wait.*

This year marks 50 years since our founder Margaret Harrison set up the very first Home-Start in Leicester in 1973. Margaret's vision was to give children a stronger start in life by offering families friendly, volunteer-led support in their own homes. Simple, yet so powerful. Our work has grown then into a UK-wide federation of over 170 local Home-Starts working with partners across the country – including a range of fantastic funders, supporters and corporate partners such as the John Lewis Partnership and BT. We are a crucial part of the fabric of support for families in communities across the UK and as the cost of living crisis makes life even harder for so many families, our work is needed more than ever before. This is where you come in...

**Home-Start UK is seeking up to five people to join our Trustee Board to offer strategic support to Home-Start UK.** You will join a strong, committed Board to strengthen further the breadth of experience. Specific skills and experiences we are seeking include:

- We want to ensure the **voice of local Home Starts** is informing our governance and welcome applications from those with experience of local Home-Start work, whether as a previous trustee, employee, volunteer or family supported by a local Home-Start.
- We are seeking candidates with experience of **children's services, family support and/or early years** and, in particular, would welcome those with an understanding of children and family policy and provision across the 4 nations of the UK.
- We would like candidates with strong expertise in **fundraising and marketing** – perhaps in the third sector but would also welcome individuals with a commercial and financial marketing experience and with expertise around data and digital transformation.

Home-Start UK believes in a world that is inclusive, diverse and equitable and are committed to supporting a Trustee Board to reflect this. Our Trustees represent a variety of backgrounds, skills and experiences and we are always keen to add further diversity, perspective and experience. You do not have to have been a trustee before - if you are passionate about making a difference for families, we can provide a supportive environment for you to step up into your first trustee role.

I do hope this exciting opportunity appeals to you and I very much look forward to receiving your expression of interest in one of these important roles.

**Lin Hinnigan**  
**Chair of Trustees, Home-Start UK**



# Home-Start's approach

A child's earliest years are irreplaceable. Without a stable, loving and nurturing environment, a child will not develop the vital foundations they need. Home-Start is there for parents when they need us most, *because childhood can't wait.*

The Home-Start movement is built on the impact of over 170 local Home-Starts across four nations affiliated to a central body at the heart of our federation, Home-Start UK. Local Home-Starts across our federation exist as independent charities affiliated to the Home-Start movement through a partnership agreement and shared ethos and values.

These trustee positions are roles to support Home-Start UK. Home-Start UK supports our Home-Start network by promoting high-quality standards, sharing effective practice, fundraising nationally and by raising awareness and influencing policy. Home-Start UK provides a national voice, in coalition with others working in the sector, by speaking with government, key policy makers and national media and advocating for the needs of families across the UK.

Our latest annual report is available to review at this weblink: <https://www.home-start.org.uk/annual-reports>.

## Our Plans

Home-Start's work has developed over the 50 years since our founder Margaret Harrison set up the very first Home-Start in Leicester but Margaret's ethos remains at the heart of what we do. In 2020, the Covid pandemic shone a light on the struggles families face and why Home-Start's work is so vital. It also showed us the power of working together as a federation.

That's why, in May 2022, Home-Start UK worked with our network, partners, volunteers and families to develop a federation-wide strategy to do even more for parents and children in the years ahead. Together With Families sets out a bold vision for Home-Start centred around four shared commitments for impact, inclusion, growth and voice. Our ambition is that over a five-year period we may be able to reach 50,000 families each year and attract 20,000 volunteers to our movement.

A year into this strategic period, we have made impressive progress – from securing funding and support for Home-Start work, partnering with organisations to raise awareness and profile, developing training for staff and volunteers, and collectively celebrating our wonderful Home-Start volunteers. We have a strong senior leadership team, led by our Chief Executive, Peter Grigg who has overseen impressive growth over three years, and supported the Home-Start federation to work together closer as a movement so that more families can benefit from Home-Start support.

We have a range of strategic challenges ahead as we continue to navigate the turbulent waters of increased demand for our work alongside a cost of living crisis making it an ever-harder funding landscape. Like many charities, we are conscious of the need to drive digital and data transformation, enable a more diverse and inclusive future, and enhance the sustainability of the whole federation. We know that we cannot increase our reach, impact and voice alone and a key element of our new strategy will be to position Home-Start in the minds of funders, supporters, influencers and partner organisations for us to achieve this ambition together.





# Our Commitments

Led by our passionate movement of Home-Start volunteers, staff and supporters, we will bring our vision to life for families through four strategic commitments.

**GROWTH.** Home-Start has a collective ambition to reach significantly more families. We will inspire more people to volunteer and support our core offer of support, establish new local Home-Starts and develop new partnerships and digital services for families.

**VOICE.** Home-Start will stand alongside families to make the case for support. We will enhance the support available for all families across the UK, by raising awareness and making the case for better access to early years' services and compassionate support for families. We will amplify families' voices and lead or lend our support to campaigns that will help them. We will grow the movement of supporters backing our work to enable this ambition.

**INCLUSION.** Home-Start will advance inclusion and equity in all we do. We will address inequalities in access to early years and family support by reviewing our reach, enhancing our diversity, ensuring inclusive ways of working across all we do, and using our influence to effect change. We will be inclusive and accessible by design.

**IMPACT.** Local Home-Starts will be stronger together. We will enhance the collective impact and sustainability of our network by connecting local Home-Starts with each other and developing our shared approaches to quality, impact and learning. We will ensure a sustainable, thriving, collaborative federation of high-quality Home-Start provision for families in communities across the UK.



# Role Profile

## Role Summary

### Strategic Leadership

*Provide strategic leadership to the charity and its Board, ensuring that Home-Start UK and the Home-Start network can maximise its impact for the families it serves.*

- As a Trustee, fulfil your responsibilities for the effective strategic leadership of the charity and help ensure that the Board develops the right skills, knowledge and culture to support the charity effectively.
- Ensure Home-Start UK is a prominent part of the landscape of support for family and children and is at the forefront of policy and practice affecting families, children and young people.
- Understand and promote equity, equality, diversity and inclusion and help advance our commitment to progress further.
- Build effective relationships with other trustees and staff to provide challenge, support and counsel to the charity in achieving the organisation's mission.

### Governance

*Support the board in ensuring that it fulfils its responsibilities for the governance of the organisation.*

- Work with the Chair of Trustees and other trustees to support the Board to fulfil its duties and responsibilities to ensure the sound health of the charity, with robust systems in place to ensure financial accountability and integrity.
- Ensure a healthy culture of challenge, scrutiny and support among the Board, that governance arrangements and meetings are working effectively.
- Ensure that the Board regularly reviews major risks and associated opportunities and satisfies itself that robust systems are in place including in relation to the safeguarding of children and vulnerable adults.

### Relationships

*Optimise relationships between Home-Start UK and local Home-Starts, and other stakeholders as required, to advance the impact Home-Start UK can have for families.*

- Act as a trusted ambassador for the charity, with external stakeholders and influencers including representing the charity at events and in generating income as required.
- Build strong and trusted relationships with the wider Home-Start network and with strategic partners and funders that can support greater impact for families.
- Be prepared to act as a spokesperson for the charity and to act as senior point of deferral for problem-solving and disputes.



# Person Specification

Home-Start UK is seeking up to five people to join our Board of Trustees to offer strategic support and guidance to Home-Start UK and our federation. You will join a strong, committed Trustee Board and help strengthen further the breadth of experience.

We are specifically interested in people with some of the following experiences:

- We want to ensure the **voice of local Home Starts** is informing our governance and welcome applications from those with experience of local Home-Start work, whether as a previous trustee, employee, volunteer or family supported by a local Home-Start.
- We are seeking candidates with experience of **children's services, family support and/or early years** and in particular would welcome those with an understanding of children and family policy and provision across the 4 nations of the UK.
- We would like candidates with strong expertise in **fundraising and marketing** – perhaps in the third sector but would also welcome individuals with a commercial and financial marketing experience and with expertise around data and digital transformation.

We are keen to bring in further diversity and perspective to our Board. This might include experiences of life on low income, your own challenges in parenting or in childhood or receiving support, of migration or being in a minoritised racial community, of being LGBT+ or in a family with this experience, or living with a disability. Your diverse experience can help us as a Board better understand the wider range of families we aim to support.

Previous experience of being a trustee is welcome but not necessary - we can provide a supportive environment for those wishing to gain their first trustee role.

## Skills and attributes

Candidates should be able to demonstrate many of the following attributes:

- Sound judgement and integrity; demonstrates capacity for self-reflection and is a clear and independent strategic thinker.
- Highly effective relationship and alliance building abilities and is comfortable in an ambassadorial role – with the ability to inspire and motivate staff, volunteers and stakeholders and bring people together.
- Outstanding interpersonal skills with high emotional intelligence and the personal impact, influence and credibility to represent a significant, national organisation.
- Insightful on and committed to inclusion; someone who can act as an ambassador for diversity across the network and a deep personal commitment to supporting families of every kind in all communities with the different issues they face.
- Team player who enjoys working with others and fosters a collaborative culture.
- An interest in good governance and the discipline of Board leadership and management
- The ability to participate effectively in meetings to hold to account the organisation's executive and other Board colleagues, and the ability to balance conflicting factors and make objective decisions.



# Terms of Appointment

## Time commitment

- Between two and two and a half days per month.
- This includes quarterly Board meetings and an annual strategy day that includes an overnight stay.
- Board Meetings will typically be held in London or in Leicester (typically between 2.00pm-5.30pm).

## Remuneration

This role is voluntary. All reasonable expenses incurred in fulfilling your duties will be reimbursed.

## Term

*Trustees hold office for a term of three years but shall be eligible for re-election for a further term of three years. In exceptional circumstances, with the agreement of the Board of Trustees, a trustee may be elected for a third and final term.*

## Equity, Equality, Diversity & Inclusion

Home-Start exists to offer inclusive support for diverse families. We are committed to building inclusive and diverse cultures to achieve this and warmly welcome diverse people and experiences to help us do this.

As a charity, we recognise that we are on a journey to be more representative of the families we serve at all levels, including within our Board. We are actively seeking diverse talented people from a wide range of backgrounds, and are seeking trustees who will bring to the Board the skills, experience and commitment to drive progress on diversity and inclusion as a feature of our transformation.

## Safeguarding

Home-Start UK requires the Chair and all trustees and committee members to be committed to promoting the welfare of children, young people and vulnerable adults and take a serious and proactive commitment to effective safeguarding. Due to the nature of this role a criminal records check will be required should you be offered the position.

We will only ask for a criminal records check at the point of offering the position, we do not ask for disclosure of criminal records during the application or interview process.



# Removing bias during the recruitment process

In line with our commitment and desire to build a diverse workplace, we have processes in place to ensure a fair recruitment process.

## The application

- When you apply, your personal details are anonymised for the shortlisting panel to avoid unconscious bias. A standardised scoring system is used to ensure fair shortlisting of candidates for interview.
- If written format is not your preferred method of communication, we can offer the opportunity to apply via voice-note or video recording instead. Simply contact the recruitment team to discuss this option.
- Ask our recruitment team any questions or voice any concerns and the team will happily support you in overcoming any barriers that we may have missed.

## How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact [recruitment@home-start.org.uk](mailto:recruitment@home-start.org.uk) and we will be happy to arrange a call. To make an application, please provide:

1. **Your CV** – Please provide a summary of your relevant experiences (no more than two sides of A4)
2. **Supporting Statement** – Please prepare a statement that sets out why you are interested in this appointment and highlight the experiences and qualities you believe will help your success in this role.

Please also inform us of any dates when you are not available for interview in the first half of November.

**Closing date: Friday 12<sup>th</sup> November 2023.**

Our closing date represents the final date we will accept expressions of interest.

We would encourage applications before this date where possible to assist our recruitment team preparing information for trustees on the shortlisting panel.

**Interview dates:** Interviews will be held on a rolling basis from **Monday 13<sup>th</sup> November** throughout the month.

