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Welcome

Dear Candidate

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 across the UK for over 150 years.

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 three exceptional individuals to join our Board. These will be people who are willing to dedicate time and energy to the organisation and share our passion to transform the lives of the children we help. We're particularly keen to enhance our Board with deep safeguarding expertise, those who bring experience of HR in complex commercial settings and those who understand how children's services work in the Scottish context.

At Action for Children, we are dedicated to building a diverse, inclusive, and authentic

workplace. We want to take deliberate and purposeful action to ensure equal opportunity to all groups in society and for Action for Children, and we welcome applications from a broad range of backgrounds. We are actively anti-racist and we require our Trustees to champion this stance alongside us.

You will be joining a dedicated team of people who care deeply about the difference our organisation makes to some of the most vulnerable children throughout 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, by deploying your skills and experience to the benefit of the children who need it most.

We very much look forward to hearing from you.

Yours faithfully,

Lynne Atkin Chair of the People Committee



Who we are

For over 150 years, Action for Children has stood alongside children, young people and families throughout the UK in life's most difficult moments. We believe that every child deserves a safe, happy childhood and the strongest possible foundation to thrive.

Driven by love, we step in when vulnerable children and young people face challenges such as poverty, abuse, or neglect - providing urgent protection and practical support. We also work proactively - offering early intervention, resilience-building and prevention programmes that aim to stop problems before they escalate.

Our vision is clear: every child and young person has a safe and happy childhood, and the

foundations they need to thrive.

To deliver this, we operate a broad range of services across the UK - from nurseries and children's centres to foster care, residential homes, youth mentoring and specialist support for young people facing homelessness, disability, or family breakdown. We believe in giving children and young people a voice — listening closely to their experiences and using their insights to campaign for lasting change in policy, services and society.

Because childhood is precious and we know we don't have long to get it right. Year after year, we are relentless in our mission: to stand by children and families when they need us most, and to drive the systemic change needed so that those out of reach today are within reach tomorrow.



Our strategy for more

safe and happychildhoods



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 take action to change the childhoods of those who need help to thrive. Giving vulnerable children and young people the protection and practical help they urgently need and tirelessly campaigning for lasting change.



Our strategic goals

We've set seven goals to help us create more safe and happy childhoods. They're rooted in our commitment to putting the voices of children and young people at the heart of our work and driven by diversity and inclusion in everything we do.



What we'll do for children, young people and families

Our four core service areas



Family support
Supporting families to
make sure children and
young people get the
best start in life.



Children in care
Caring for children and
young people to give
them a safe, stable
and loving home.



Supporting disabled children, young people and their families.



Mental health and wellbeing
Building children and young
people's emotional
resilience to help them
overcome challenges.



Grow our services to help more children and young people 2

Increase the impact of our work with children and young people



Influence policy decisions to improve the lives of children and young people

How we'll achieve it



Attract, develop and retain brilliant staff and volunteers



Inspire greater support for our vision and mission



Increase our financial contribution from fundraising, nurseries and childcare



Deliver best value for children and young people by improving efficiency In 2024/25, we took action for

551,400



children, young people and families across the UK.



Together we helped:



484,650

children, young people and families through our family support services.



5,141

children, young people, their families and carers through our services supporting children in or at risk of going into care.



50,869

children and young people (and their families) with their mental health and wellbeing.



10,740

disabled children, young people and their families.





Every child should grow up safe and happy. We offer support to help them thrive – and step in to help when times get tough.

We work to improve the lives of children, young people, and families in the UK. We do this by building solid foundations and spotting problems early.

This means parenting classes, nurseries, and children's centres. It's providing breaks for young carers and extra help for disabled children. It's supporting young people at risk of homelessness.

We bring mental health workshops to schools. We're there for parents who need advice and support, and to children at risk of criminal

exploitation. We find foster homes for children in need of a loving family. And we campaign for lasting change.

We are a vital lifeline for children and families.
We've been helping children for more than 150 years.
Today, we have 342 services across the UK, in local communities, in schools and online.

In 2024/25, we helped 551,400 children, young people and families. This included 484,650 families through our family support services.

Our **services**

We provide **342** services in local communities across the UK, in schools and online. And we work across four main service areas.

Family support

Supporting families to make sure children and young people get the best start in life through:

- 66 children's centres and family hubs.
- 56 family support services.
- 1 online service (Parent Talk).
- **35** Spring nurseries and out of school clubs.
- 12 young carers' services.
- **6** early intervention services for children and young people who are criminally exploited.
- **23** support services for young people, including youth justice, youth employment and youth support.

Disabled children and young people

Supporting disabled children, young people and their families through:

- **52** residential and community short breaks services.
- **16** homes for disabled children and young people.
- 3 fostering short breaks.

Children in care

Caring for children and young people to give them a safe, stable and loving home through:

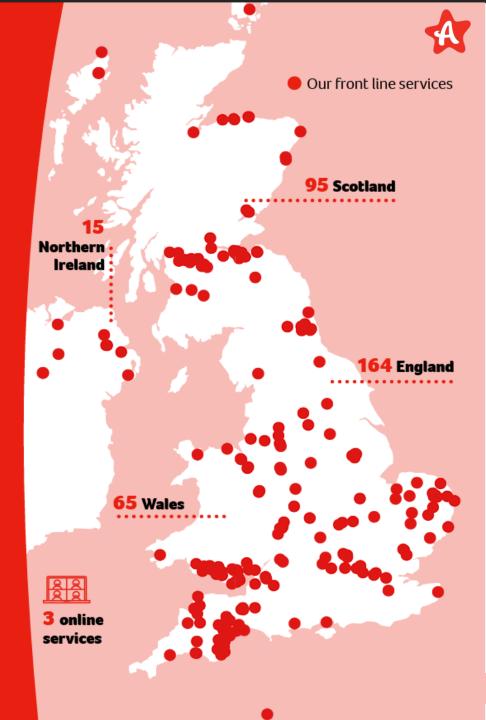
- **15** youth housing support services.
- 12 fostering services.
- 16 children's homes*
- **1** children's rights and independent visitor service.
- 1 residential school.
- 1 online service (Big Welcome).

Mental health and wellbeing

Building children and young people's emotional resilience to help them overcome challenges through:

- 25 mental health support services.
- 1 online service (Sidekick).

*Our 16 children's homes include five homes for young people at Headlands school. Previously we counted these homes as one service at Headlands, but as they are regulated as individual homes that offer the same loving care as our other long-term homes, we're now counting them as individual services.







Role Purpose



Our Trustees play a pivotal role in applying their skills, experience, expertise and networks to represent Action for Children and to ensure that it has a secure future, robust governance, and is positively engaged with a very wide range of national stakeholders.

The Board has delegated responsibility for the day-to-day management of Action for Children to the Chief Executive, who is responsible for leading the Leadership Team and for making and implementing operational decisions.

The six main duties of a Trustee are to:

- Ensure your charity is carrying out its purpose for the public benefit
- Comply with your charity's governing document and the law
- Act in your charity's best interests
- Ensure your charity is accountable
- Manage your charity's resources responsibly
- Act with reasonable care and skill

Acting in the charity's best interests, you will work constructively with other Trustees and the Leadership Team to:

- ☐ Achieve and maintain excellent standards of governance
- Develop the organisational strategy and ensure our purpose and objectives are achieved
- Ensure that Action for Children is managed and controlled appropriately and maintains its financial sustainability
- ☐ Demonstrate that Action for Children is accountable to its funders and stakeholders
- ☐ Ensure that Action for Children operates within the requirements of the law, regulations, its funders and best practice standards

Who we are looking for

In addition to the essential criteria outlined in previous pages, we are particularly seeking candidates who excel in the following areas:

SCOTLAND TRUSTEE

- We are seeking a Trustee with a strong leadership background in the Scottish Children's sector.
- You will provide oversight and strategic input into how our programmes operate in Scotland, cultivating links with key stakeholders and being our ambassador.
- Experience in the children's care sector is highly desirable.
- You will be expected to chair the Scotland National Advisory Committee.

SAFEGUARDING-FOCUSED TRUSTEE

We are seeking a Trustee with a deep understanding of safeguarding vulnerable children and families, ideally someone with:

- Strong experience and thorough knowledge of children's services.
- Proven expertise in safeguarding, with the ability to clearly demonstrate this.

As the role includes chairing the Children's Committee and the Regulatory Sub-group, candidates must also bring:

- Strategic leadership experience.
- An understanding of service commissioning.
- Strong performance management capability.
- ☐ Knowledge of statutory and regulatory frameworks.
- Candidates may come from any relevant sector (e.g., health or

- charity) but must demonstrate a solid track record and proven understanding across these areas.
- Your expertise will help us ensure that our services are delivered to the highest safety standards and with children at their heart.
- You should bring strategic insight into safeguarding regulations and best practice.

HR-FOCUSED TRUSTEE

- ☐ We are looking for a Trustee with senior leadership experience in a complex, multinational charity or non-profit organisation.
- ☐ With a strong understanding of the HR landscape, you will bring valuable insight into managing a large, nationally dispersed charity with diverse regulatory and cultural landscapes.
- □ Against the backdrop of increasingly challenging resources and increasing need, you will bring valuable perspective to our prioritisation, decision making and wider work with our partners.



Person Specification

We aim to have a diverse and inclusive Board of Trustees, the importance of which is set out in the Charity Governance Code, and we welcome people with diverse backgrounds and lived experience.

- Commitment to Action for Children, its vision and purpose with the interest and ability to understand the work undertaken by the organisation.
- Shares Action for Children's values and ethos.
- Empathy with the agendas impacting children and their families, particularly those who are vulnerable.
- An active champion of diversity and inclusion.
- ☐ A strategic thinker who can align day-to-day decisions with the big picture.
- An excellent communicator with an ability to connect and engage with a wide range of people.
- Comfortable with challenge and debate and able to encourage that in others whilst fostering a collaborative board environment.
- Trusted, compassionate and empathetic.
- Commitment to selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Willingness, appetite and ability to devote the necessary time and effort to the role.







Terms of Appointment



Time Commitment

Trustees are asked to prepare for and attend quarterly Board Meetings.

- March: Held via Microsoft Teams; approximately four hours.
- April: A full-day, in-person strategy meeting.
- June: An in-person meeting lasting around four hours.
- September: Held via Microsoft Teams; approximately four hours.

In addition, Trustees attend an **annual two-day**, **in-person Away Day** in December, which includes both residential time and strategic planning sessions.

Outside of scheduled meetings, Trustees may occasionally be invited to join ad-hoc discussions on urgent or time-sensitive matters.

If you join one of the Board's sub-committees, your involvement may include participation in one or more of the following:

- Governance, People and Remuneration Committee
- Finance Committee
- Audit & Risk Committee
- Children's Services Committee
- Action for Children Developments Ltd
- Out of School Scotland Ltd
- Action for Children Services Ltd

Trustees may be required to serve as National Chairs for a National Advisory Committee representing their respective region. The four National Advisory Committees correspond to England, Northern Ireland, Scotland and Wales. The **Safeguarding Trustee** attends four Regulatory Sub-Group meetings each year, held in January, April, July, and October via Teams, each lasting approximately 1 hour and 15 minutes.

Trustees are also encouraged to represent the organisation at events and take opportunities to **visit Action for Children services** to experience activities first-hand.

Overall, we estimate the annual time commitment to be **12–15 days per year**.

This is a **voluntary position**, with reasonable expenses reimbursed. The term of office is **three years**, with the possibility of re-election for up to **two additional terms**.

Process

- Application Deadline: Noon Wednesday 21 January 2026
- Interviews with Saxton Bampfylde: w/c 2
 February w/c 16 February
- Shortlisting: w/c 23 February
- Stakeholder sessions & informal conversations: w/c 2 March
- Interviews with Youth Panel and Nominations Committee: w/c 9 March.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

How to Apply

Saxton Bampfylde Ltd is acting as partner and advisor to Action for Children on this appointment.

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

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 **Wednesday 21 January 2026**

* 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.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.





Action for Children

3 The Boulevard Ascot Road Watford WD18 8AG

Phone: 0300 123 2112

Email: ask.us@actionforchildren.org.uk

actionforchildren.org.uk

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