



Chair of
the Board

Welcome

Thank you for your interest in Home-Start UK and in wanting to know more about becoming our Chair.

We know that so many pressures can get in the way of the best start in life for a child. That is why, for almost fifty years, Home-Start's volunteer-led home-visiting has provided a compassionate, non-judgemental lifeline for families and children. Our ambition is for all parents and carers in the UK to feel confident and capable to support every child to thrive and have the best possible start in life – because childhood can't wait.

As a UK-wide federation, we bring the breadth of over 180 Home-Starts in local communities alongside the strength of a national charity brand — a powerful formula to drive change. It was a pleasure to demonstrate this most recently through a major corporate campaign with the John Lewis Partnership driving awareness and important funds for our work.

As communities seek to recover from the pandemic, Home-Start is needed more than ever. The pandemic has drained family resilience and children's wellbeing. Many families feel anxious, isolated and unable to access support. The economic impact will be most acutely felt amongst the most vulnerable. At Home-Start UK, we are well placed to support diverse families, reach those in need and forge a more optimistic future for families.

We are seeking a Chair to provide strategic leadership, support and stewardship at this pivotal moment. We are looking for a collaborative leader who is able to inspire the Trustee Board, executive team and the wider Home-Start network to grow the national reach, profile and presence of the Home-Start movement. You will be passionate about our front-line impact in communities, but also able to hold the strategic picture in mind. With exceptional communication and interpersonal skills, you will bring a sharp focus on the importance of building strong and trusted relationships.

Whatever your background or achievements, you will offer direct experience as a Trustee, ideally as Chair or Vice-Chair, understand the governance responsibilities inherent in a role like this and be prepared for the complexities of governance within a federated environment. In return, we offer a fulfilling opportunity to grow the impact that the Home-Start movement can have for families.

You will oversee a strong and committed Trustee Board at Home-Start UK – the central body of our Home-Start federation – and work with our Chief Executive, Peter Grigg, to address the opportunities and challenges ahead. You will be joining a charity in robust financial shape and succeeding our retiring Chair, Felicity Clarkson CBE, as she completes a successful 6-year term.

We actively encourage applications from people with diverse experience and backgrounds and a Chair who will bring to the Board the skills, experience and commitment to drive progress on diversity and inclusion as a feature of our transformation. 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.

If you can help us to achieve even more for families, then we very much look forward to hearing from you.

The Board of Trustees



About Home-Start UK

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.

Our local community network of trained volunteers and expert support helps families with young children through their most challenging times.

We're tackling some of the big issues facing families today, with more families than ever coming to us because they're struggling with:

- Mental health and wellbeing
- Loneliness and isolation
- Building supportive, nurturing, loving relationships with their children
- Money worries and financial pressures

WHY WE DO IT

Becoming a parent is a joyful experience for most but it can also be overwhelming, made even harder when you're facing other challenges such as mental health difficulties, financial pressures, loneliness, language or cultural barriers, or a lack of support networks.

It is well established that the earliest years of development make the biggest impact for children. Home-Start does all it can to ensure those years count so that no child's future is limited.

HOW WE DO IT

Home-Start offers no judgement, just compassionate, confidential help and support. Starting in the home, our approach is as individual as the people we stand alongside.

OUR STORY

47 years ago, Margaret Harrison, had the idea for a new charity; one which helped families with young children during their most challenging times through volunteer-led parent to-parent support.

That charity was Home-Start. Since then, Home-Start has grown from a ground-breaking, small local charity into to a UK wide network working at the heart of communities and supporting thousands of families in villages, towns and cities right across the country.

Families and volunteers were the motivation and inspiration for Home-Start's work then, and they remain central to our work today.

Today and every day, in communities up and down the UK Home-Start volunteers are working alongside families, helping them to change their lives for the better.

For more detail on our work and impact see our website at home-start.org.uk



Our Structure and Finances

The Home-Start movement is built on the impact of 185 local Home-Starts across four nations affiliated to a central body at the heart of our federation, Home-Start UK.

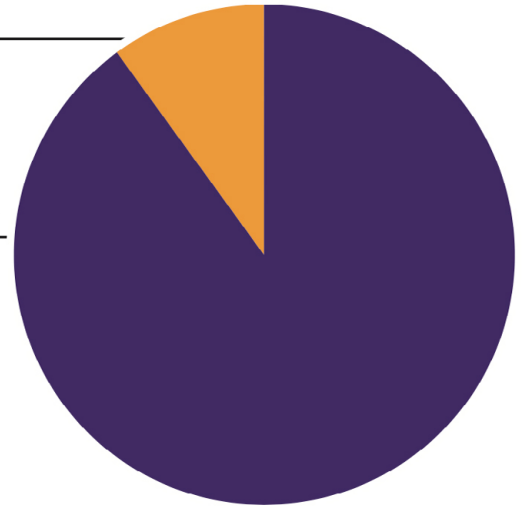
Local Home-Starts across our federation exist as independent charities affiliated to the Home-Start movement through a partnership agreement and shared ethos and values.

The total income of local Home-Starts is over £34 million which – together with Home-Start UK's income of £2.5m – gives the total Home-Start network income of over £36m.

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

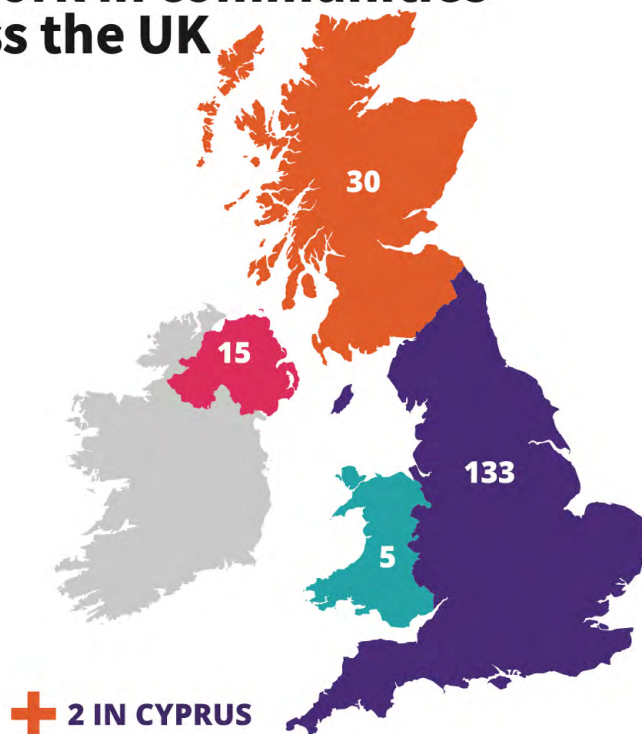
Home-Start UK

Network Income



TOTAL INCOME: £36.5M

We work in communities across the UK



27,000+

families supported

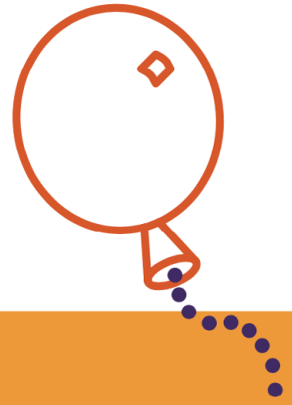
56,000+

children supported

13,500+

family support volunteers





93%

of families see improvements
in parent's mental health



94%

of families see improvements in their
children's physical development



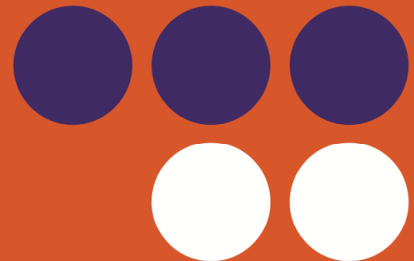
96%

of families facing
isolation saw
improvements



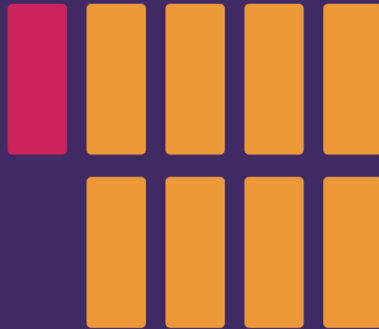
3-in-5

families see
improvements in
their self esteem



1-in-9

volunteers have
previously used
Home-Start
support themselves



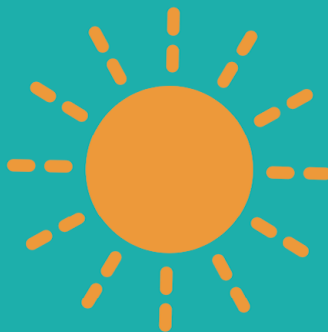
93%

of families feel
more able to run
the family home



23–33%

improvement in school
readiness for children
supported by our
Big Hopes Big Future
programme



91%

of families feel more
able to manage the
household budget



Future Plans

Today, over 47 years since Home-Start began, we continue to look to new ideas, new thinking and new technologies.

Over the past three years (2017–20) our strategy, which included the launch of a refreshed brand earlier this year, has focused on building capacity and sustainability in our network and helping it respond to the challenges that small charities like local Home-Starts are facing.

Our new CEO, Peter Grigg in collaboration with colleagues in the senior management team, will lead and champion the development of a strategic framework for the entire Home-Start federation as we continue to work with local Home-Starts to build greater awareness and drive funding, volunteers and expertise so that more families can benefit from Home-Start support.

We have a range of strategic challenges ahead as we consider digital and data transformation, how to drive a more diverse and inclusive future, and how we can play our role in rebuilding communities after the extended trauma of Covid-19.

We want to see increased availability of volunteer-led services to help families tackle some of the big issues they're facing – financial worries, mental health and wellbeing, loneliness and isolation. We want to help parents build supportive home environments in their children's early years and use our influence to ensure the lived experience of families is better reflected in policy and provision across the UK.

We cannot do this 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.



Role profile

Role summary

1. Provide strategic leadership to the charity and its Board, ensuring that Home-Start UK and the Home-Start network maximises its impact for families.
2. Lead the board in ensuring that it fulfils its responsibilities for the governance of the organisation.
3. Optimise relationships between Home-Start UK and local Home-Starts, and other stakeholders, to advance the impact Home-Start UK can have for families

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.

- Ensure Trustees fulfil their responsibilities for the effective strategic leadership of the charity and that the Board is regularly refreshed to develop the right balance of skills, knowledge and experience to govern and lead the charity effectively
- Build an effective relationship that can provide challenge, support and counsel to the Chief Executive in leading the charity and achieving the organisation's mission
- 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.

Governance

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

- Ensure that the Board fulfils 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, and appraise the performance of the Chief Executive and Trustees annually
- 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, to advance the impact Home-Start UK can have for families

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

Person Specification

Part One

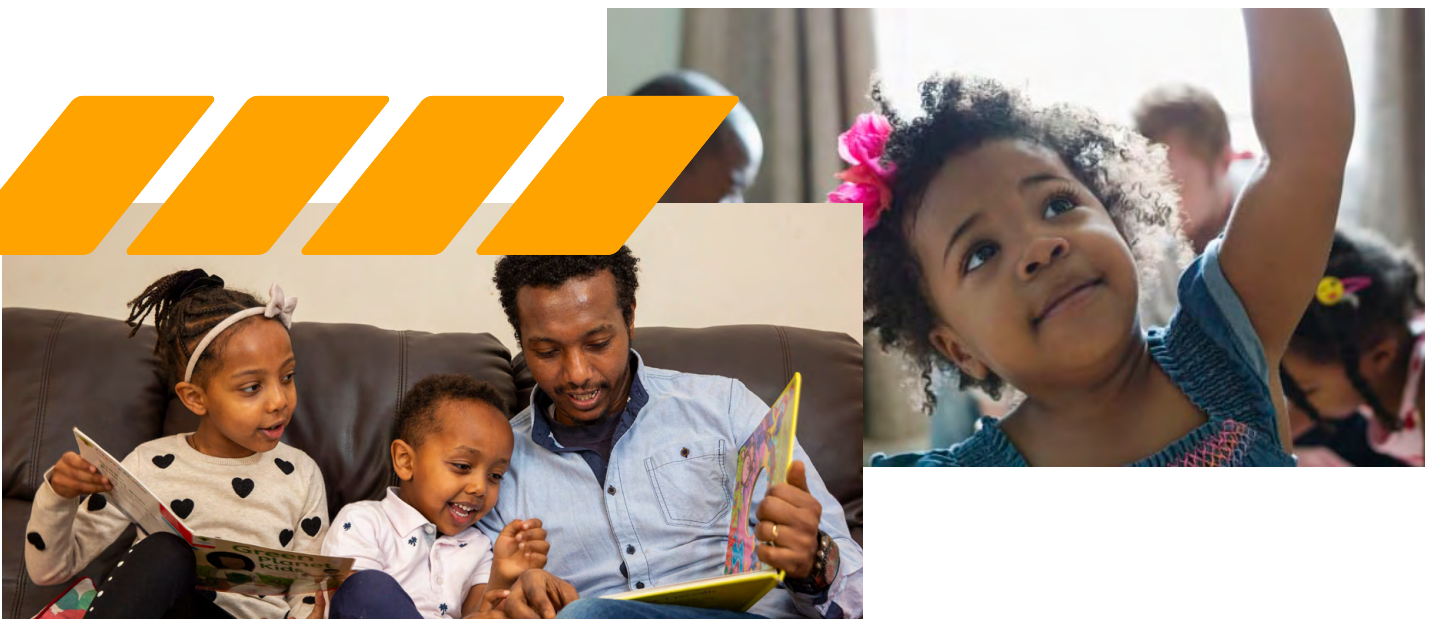
Knowledge and Experience

- Outstanding personal record of achievement.
- Deep experience of operating at a senior and strategic leadership level within an organisation in the public, private or voluntary sector.
- Excellent understanding of good governance and the discipline of Board leadership and management. Direct experience as a Trustee, Vice chair or chair of an organisation undergoing transformation.
- Strong experience of representing organisations externally from public platforms and through effective stakeholder management, with an appreciation of the role marketing and engagement play in growing reach, profile and presence.
- Financial management expertise with a sound understanding of charity governance issues and an appreciation of federated structures and the role that the UK Board plays in that context.
- A good working knowledge of Civil Society and current issues affecting it is desirable although not strictly essential.

Part Two

Skills, personal style and attributes

- Clear leadership style, with the ability to inspire and motivate staff, volunteers and stakeholders and bring people together.
- Insightful on and committed to inclusion; someone who can act as an ambassador for diversity across the network and externally.
- Outstanding interpersonal skills with high emotional intelligence and the personal impact, influence and credibility to represent a significant, national organisation.
- Highly effective relationship and alliance building abilities and is comfortable in an ambassadorial role.
- A natural networker who secures confidence immediately, has a diplomatic style and is happy to galvanise communities across the Home-Start UK network and in support of Home-Start UK and its work.
- Sound judgement; demonstrates capacity for self-reflection and is a clear and independent strategic thinker.
- Team player who enjoys working with others and fosters a collaborative culture.
- Demonstrates deep personal commitment to the issues that Home- Start is addressing every day.



Terms of Appointment

Time commitment

Between two and two and a half days per month.

This includes quarterly Board meetings.

Board Meetings will typically be held in London or in Leicester when we are allowed to meet in person again.

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.

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 a Chair 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.



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 our advising consultants Katy.Giddens@starfishsearch.com and Juliet.Taylor@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/home-start-chair/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides)
- A supporting statement that sets out why you are interested in this appointment and the experiences and qualities you believe you can bring in order to be successful in post.

Please also tell us about any dates when you are not available for interview.

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| Closing date | Monday 12th April 2021 |
| Informal meetings with Starfish Search | w/c 19th and w/c 26th April 2021 |
| Agreement of the final shortlist | w/c 3rd May 2021 |
| Informal conversation with the CEO / outgoing Chair | Following agreement of the shortlist |
| Final panel interview event | w/c 17th May 2021 |

