



Trustees

# Welcome

Thank you for your interest in Home-Start UK and in wanting to know more about joining our board of Trustees.

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 three new Trustees, including a Treasurer (Designate), to further broaden the breadth and agility of our Board at this pivotal moment. Working with a newly appointed Chair, you will be part of a strong and committed Trustee Board at Home-Start UK – the central body of our Home-Start federation – and joining a charity that is in robust financial health, growing the national reach, profile and presence of the Home-Start Movement.

We are looking candidates who bring the experience of financial management and oversight at a senior level that would prepare them to step into the Treasurer role and, in our other two Trustee appointments, are particularly keen to attract candidates who bring at least one of the following areas of expertise – digital, data and design transformation experience; supporter engagement, marketing and campaigning or people and culture transformation.

We actively encourage applications from people with diverse experience and backgrounds who will bring to the Board the skills, experience and commitment to help 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 bring the skills and experience we are looking for to 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](http://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.

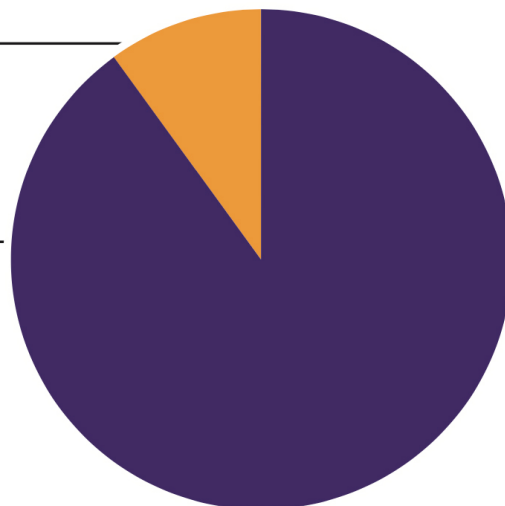
Local Home-Starts across our federation exist as independent charities affiliated to the Home-Start movement through a partnership agreement and shared ethos and values.

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>

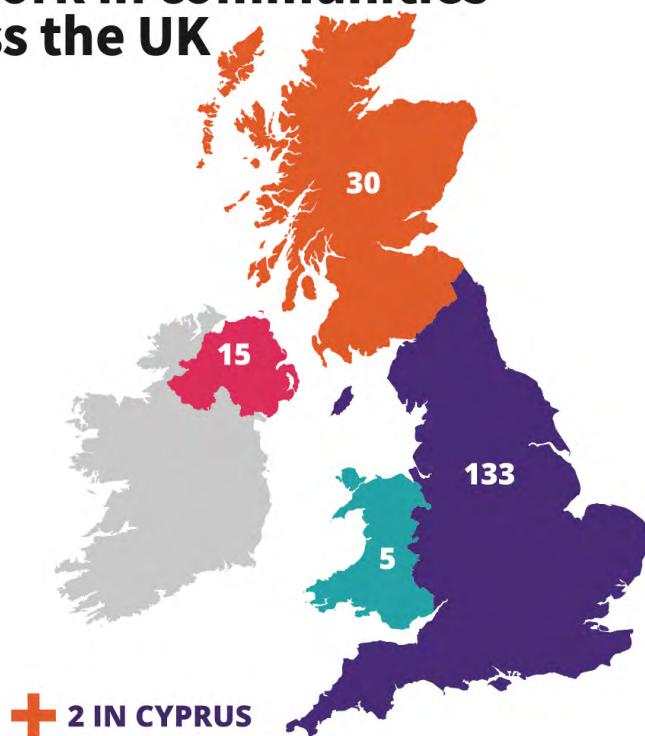
Home-Start UK

Network Income



**TOTAL INCOME: £36.5M**

## We work in communities across the UK



**27,000+**

families supported

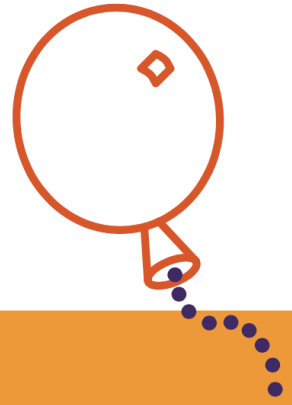
**56,000+**

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



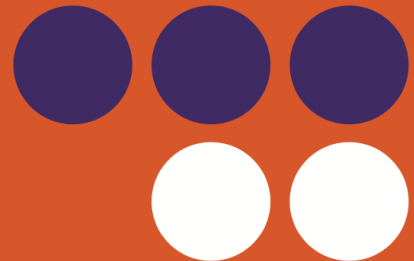
**96%**

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



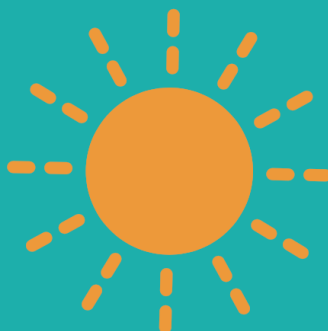
**93%**

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

**The Board of Trustees holds ultimate accountability for the affairs of Home-Start UK, ensuring that Home-Start UK and the Home-Start network maximises its impact for families. Its job is to ensure that it is solvent, well-run, and delivers the charitable outcomes for the benefit of those for which it has been set up.**

**We are looking for Trustees whose experience further reinforces the Board's role in creating strategy, anticipating risk, introducing new ideas, overseeing change and growth, and providing critical support and stretch to the CEO and his team.**

## **Trustees routinely:**

- contribute to the setting and shaping of strategic direction;
- contribute to good governance including financial stewardship, stability and sustainability;
- offer valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects from time to time;
- call on their personal and professional networks and contacts in support of the Trust's activities and reputation, and act as ambassador;
- ensure that the organisation complies with its governing document, charity and company law and any other relevant legislation or regulations;
- ensure that the organisation pursues its objects as defined in the governing documents, safeguard its good name and value and protect its resources.
- Optimise relationships between Home-Start UK and local Home-Starts, and other stakeholders, to advance the impact Home-Start UK can have for families.

## **Duties specific to the role of Treasurer:**

- Leading the Board's duty to ensure proper accounting records are kept, financial resources are controlled, invested and economically spent in line with governance, legal and regulatory requirements.
- Chairing finance committees in line with standing orders and terms of reference and reporting findings/developments back to the Board of trustees.
- Advising on the financial implications of the charity's strategic plans and overseeing the charity's financial risk-management process.
- Leading in the development and implementation of financial reserves, cost management and investment policies.
- Liaising with external auditors on financial issues and ensuring that Home-Start UK's finances are responsibly managed/invested for the betterment of the charity's work and for the beneficiaries it serves.





# Person Specification

## Part One

### Knowledge and Experience

Our intention is to add to the breadth and agility of our Board, so it is fully equipped to support our strategic commitments.

#### **For the Treasurer Trustee we are looking for applicants who offer:**

- Experience of financial management and oversight gained at a senior, strategic level; ideally as qualified accountant.
- Analytical and evaluation skills, demonstrating good judgement.
- Proven ability to communicate and explain financial information to members of the Board and other stakeholders.
- Good communication and leadership skills.
- A demonstrated knowledge and experience of charity fundraising and finance practices is desirable.

#### **For the two additional Trustees, we are specifically looking for applicants who will bring compelling personal experience of one or more of the following:**

- Digital, data and design transformation experience.
- Supporter engagement, marketing and campaigning.
- People and culture transformation, including workforce development, wellbeing and diversity and inclusion.

#### **In all these appointments, we are looking for people who:**

- Have sophisticated communication skills.
- Have the judgement to lodge challenge firmly and constructively.
- Can participate fully in debate about key strategic issues.
- Build positive and constructive relationships quickly and are highly capable of self-reflection.
- Hold personal and professional credibility.
- Understand and accept the legal duties, responsibilities and liabilities of trusteeship.
- Demonstrate deep personal commitment to the issues that Home- Start UK is addressing every day.

**We are keen that our Board should become more diverse and representative of the communities we serve and welcome applications from all underrepresented groups.**





# Terms of Appointment

## Time commitment

On average around a day per month. This time commitment is likely to be closer to two for the Treasurer. 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 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 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-treasurer-trustees/> 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 joining our Board of Trustees 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.

## Closing date

Friday 7th May 2021

## Meetings with Starfish Search

w/c 24th May 2021

## Agreement of the final shortlist

w/c 7th June 2021

## Final panel interview event

w/c 14th June 2021

