



Treasurer

Welcome

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

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 Treasurer to further broaden the breadth and agility of our Board at this pivotal moment and are looking for candidates who bring the experience of financial management and oversight at a senior level that would prepare them to step into the Treasurer role. Working with our newly appointed Chair, Lin Hinnigan, 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, growing the national reach, profile and presence of the Home-Start Movement.

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



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.

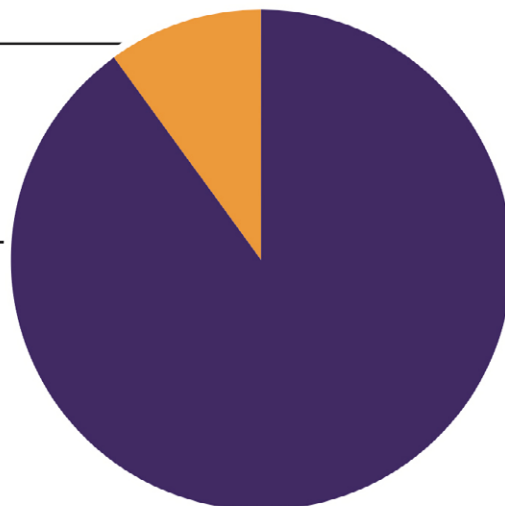
Local Home-Starts across our federation exist as independent charities affiliated to the Home-Start movement through a partnership agreement and shared ethos and values.

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>

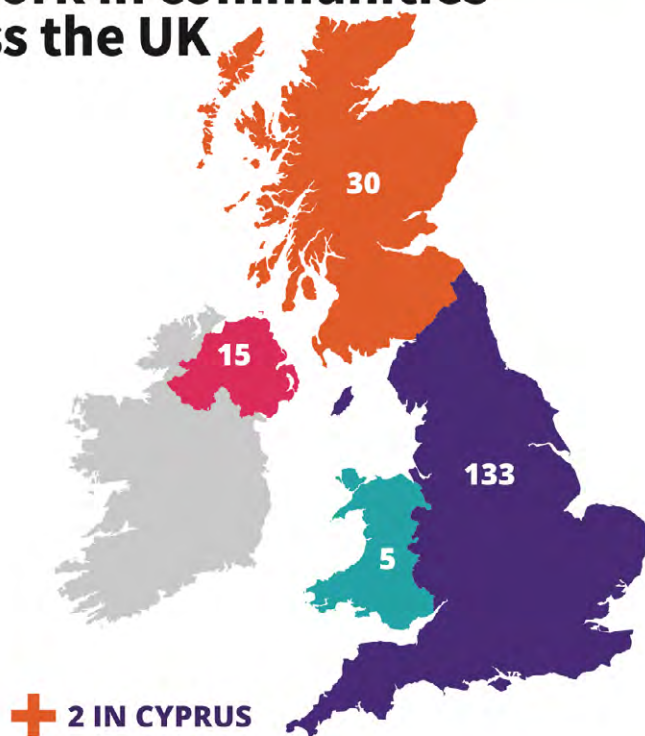
Home-Start UK

Network Income



TOTAL INCOME: £36.5M

We work in communities across the UK



27,000+

families supported

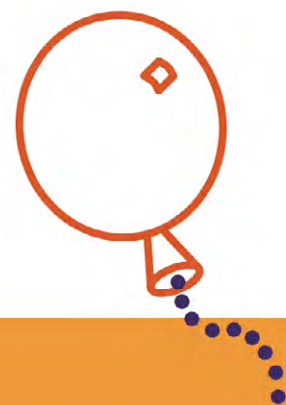
56,000+

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.

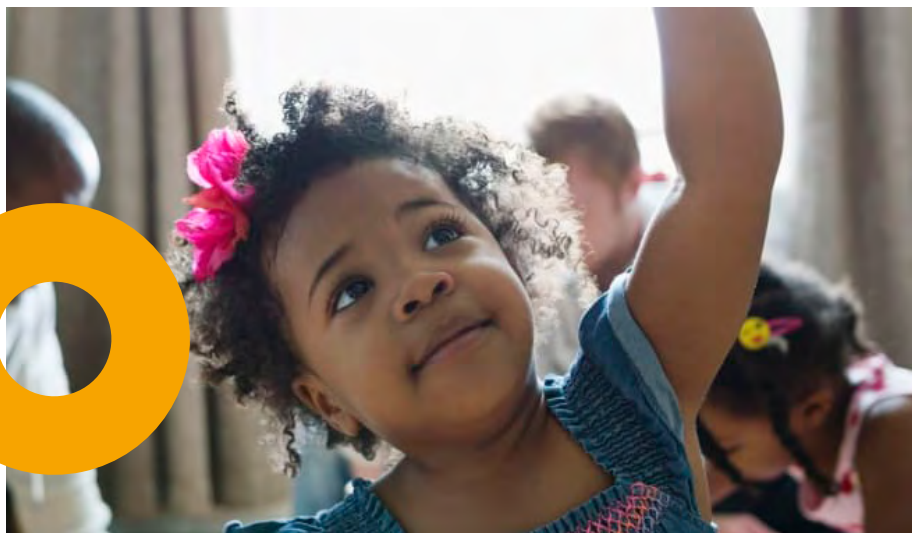
We are looking for a treasurer whose experience further reinforces the Board's role in creating strategy, anticipating risk, introducing new ideas, overseeing

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 applications 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.

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

This time commitment is likely to average 1.5 days a month 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.

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 rebecca.oconnor@starfishsearch.com or katy.giddens@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/> 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 to be successful in post.

Preliminary interviews will happen across September and October via Zoom with our consultants at Starfish Search.

Candidates who are successful after meeting with Starfish Search will then be invited to meet with the Panel in November. This may be held via Teams or in person – we will advise candidates later in the process with confirmed details.

