



Medical Trustee

Candidate Briefing Pack





The Charity

The Children's Trust supports children and young people with brain injury and neurodisability to live the best life possible. From our national specialist centre in Tadworth, Surrey, and through our community services, we provide specialist rehabilitation, education, therapy, care, and family support.

Our work is made possible by around 550 committed staff and more than 1,000 volunteers, bringing together expertise across nursing, care, education, therapy, retail, operations, fundraising, communications, HR, finance, and other support functions.

Our services include:

- specialist rehabilitation for children with acquired brain injury
- a non-maintained special school, supported by residential provision for children with complex education, health, therapy, and care needs
- community-based clinical support for children and young people with acquired brain injury
- online information and resources for families, including our Bumps Happen hub and publications.



Our Tadworth site provides a child and family-focused environment, including residential accommodation, therapy facilities, outdoor space, and specialist equipment. We work closely with the NHS, local authorities, and other partners to help children transition between hospital, home, school, and community life.

The Children's Trust is also the only paediatric centre with a national specialised commissioning contract through NHS England to provide brain injury rehabilitation for children with severe brain injury. Alongside this nationally commissioned work, our services are supported through local health, care, and education funding, as well as voluntary fundraising.



Our Strategy: achieving our goals together

The Children's Trust exists to support children and young people with brain injury and neurodisability so they can live the best life possible.

Every year, 40,000 children across the UK experience a brain injury and about 350 sustain a severe brain injury, many with devastating consequences. Some children lose the ability to walk, talk, learn or communicate. Their lives – and the lives of their families – are turned upside down. Their chances to thrive in childhood and beyond are put at risk.

Our 2025–2030 strategy sets out how we will respond to the growing and urgent need for specialist neurorehabilitation for children and young people, deepen our impact and reach more families across the UK.

At the core of our strategy is a bold ambition: to be the UK's leading provider of paediatric neurorehabilitation, transforming outcomes through expertise, compassion, and innovation.

Children, young people, and families are central to everything we do. This strategy focuses on what matters most to them – their goals, potential and quality of life – while working in partnership with the wider health, education, and social care system to create lasting change.

Over the next five years, we will expand and strengthen our services, invest in life-changing neurotechnology, future-proof our outstanding school, and build a sustainable organisation that can help more children, sooner.

By 2030, we want to look back with pride at how far we have come. We want to see how many more children and families we have helped to achieve their goals, whether that's future career aspirations, learning to walk again, being able to speak, or playing with siblings.

"This strategy reflects both the scale of the challenge we face and the strength of our ambition. Demand for specialist neurorehabilitation is growing, and our responsibility is clear: to build on our decades of expertise, invest in innovation and work in partnership across the system to help more children achieve the best possible outcomes, now and in the future."

Mike Thiedke, Chief Executive, The Children's Trust

Our strategic goals to 2030

Our Goals:

- Goal 1** Delivering safe, effective and high-quality services
- Goal 2** Enhancing and expanding our neurorehabilitation services
- Goal 3** Future-proofing our education offer
- Goal 4** Investing in our people
- Goal 5** Strengthening our finances

You can find out more about our strategy: achieving our goals together [here](#)



Role Description

Trustees of The Children's Trust play a critical role in the leadership of our Charity, ensuring that it achieves its objects to the benefit of children, young people, and their families.

With one of our trustee members of the Quality, Safeguarding, Experience & Assurance Committee (QSEAC) having recently resigned from the board, we are looking to appoint a new trustee with recent board level experience as a strategic medical or clinical leader, ideally with senior paediatric experience.

This is an exciting time to join the Trustee Board as we roll-out our new strategy to ensure the Charity continues to thrive into the future, fulfilling its duties and responsibilities to its beneficiaries.

Our most important objective is to appoint trustees who are motivated and excited by the charity's work and ambition and who display a strong affinity with the needs and experiences of its beneficiaries.

We are particularly looking for someone who can bring strategic medical leadership, strong clinical governance insight, and an understanding of how specialist services operate and develop within the NHS. The successful candidate would be a full Board member and member of QSEAC.

At the heart of our new strategy, is our role as a provider of clinical services working increasingly closely as part of a wider local, regional, and national healthcare systems.

Providing safe and effective care for all children and young people at The Children's Trust is and will continue to be our number one priority. We continue to further strengthen our clinical governance system and processes in line with national policy.

We would like to hear from you if you are, or have been, a senior medical or clinical leader with experience in paediatrics or a closely related specialty and can help the Board provide strategic oversight of quality, safety, service development, and clinical governance. Experience of paediatric neurodisability, acquired brain injury, rehabilitation pathways, specialised commissioning, or service growth would be welcome, but is not essential.



Key responsibilities

As a trustee and full board member, you will be responsible for:

- Ensuring The Children's Trust (TCT) is carrying out its purpose for public benefit, maximising its reach and impact.
- Ensuring compliance with TCT's governing document, charity law, and all other relevant regulations.
- Ensuring the board acts in the charity's best interest, exercising reasonable care and skill in its decision making, managing TCT's resources responsibly, and avoiding exposing the charity's assets or beneficiaries or reputation to undue risk.
- Contributing to the strategic development and planning process, including providing commercial acumen, insight into the external market and wider sector, or bringing experience of strategy development at similar organisations.
- Ensuring the organisational culture and values, governance arrangements, management, and operational structures are fit for purpose, helping TCT achieve its strategic aims and objectives and minimise risk.
- Reviewing and approving budgets and business plans to ensure alignment with strategic objectives.
- Supporting the board to fulfil the full range of its statutory and oversight responsibilities. This includes oversight of operational and financial performance, risk management, governance (corporate, clinical, and educational), quality and regulatory compliance and in providing assurance on these matters to the board.
- Coaching and mentoring senior leadership or providing subject matter expertise on specific topics/ challenges.
- Participating and contributing to the activities of any working party groups, the board or its committees may set up from time to time to lead specific projects and initiatives.
- Supporting fundraising events and initiatives including through personal networks.
- Ensuring the organisation has robust safeguarding arrangements in place.



Person Specification

Skills and Experience - Essential
➤ A senior medical or clinical leader, likely with consultant and board-level experience, who brings credibility in paediatrics or a closely related specialty and a strong understanding of quality, safety, and clinical governance. ➤ A senior clinical leader who can contribute effectively to the broader organisational strategy, quality oversight, and Board-level assurance, including through constructive challenge and an understanding of clinical risk. NB: The trustee does not necessarily need to be practising clinically but should still be viewed as a credible senior medical or clinical leader.
Skills and Experience - Desirable
➤ Service level experience: Experience in paediatrics or a relevant specialty, with knowledge of specialist or complex care pathways. Experience of acquired brain injury, paediatric neurodisability, rehabilitation, community paediatrics, complex long-term conditions, or multi-disciplinary services would be particularly helpful. ➤ Strategic thinking, service improvement, transformation, innovation, and development. The ideal candidate will have ability to help the Board answer: ➤ Where should TCT expand? ➤ Which services should we prioritise? ➤ Where should we invest? ➤ How will NHS strategy and policy affect demand? ➤ What are the future commissioning opportunities? ➤ System influence: ability to contribute external perspective, understand NHS systems and clinical networks, support stakeholder engagement and help raise TCT's profile appropriately. ➤ Clinical governance: Strong understanding of quality governance, patient safety, clinical risk, regulatory assurance, and outcomes measurement. Strong grasp of current patient safety principles, such as Freedom to Speak up, models for continuous improvement, complaints procedures, PSIRF. ➤ Regulatory: Familiarity with regulatory requirements, including CQC requirements for children and young people. ➤ Safeguarding: Good understanding of best practice safeguarding policy and practice and familiarity with current legislation. ➤ Patient experience: Demonstrable knowledge and understanding of the impact of brain injury on the whole family. Experience in the oversight of patient and family experience initiatives.
General Personal Attributes – Desirable
➤ Understanding of the responsibilities of charity trustees. ➤ A well-developed, continuous improvement mindset. ➤ An effective communicator who can express ideas clearly and concisely, listen actively to other views and engage stakeholders in a positive future vision. ➤ Able to build relationships with key stakeholders. ➤ Able to absorb sometimes complex information and rationalise appropriately. ➤ Able to think laterally and independently in order to arrive at proportionate and pragmatic solutions. ➤ Able to commit sufficient time to help drive the charity forward through a period of change. ➤ High standards of ethical behaviour and avoidance of any personal conflicts of interest. ➤ Able to recognise, declare and manage actual or perceived conflicts of interest, particularly where current or recent roles involve organisations that commission, provide or compete with similar services. ➤ A clear commitment to equity, diversity, and inclusion through either lived experience or allyship towards under-represented communities. ➤ Lived experience or proximate exposure to brain injury and neurodisability.



Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children's Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks. Please refer to the People Team for further information. It is an offence to apply for a role in regulated activity with children and young people if the applicant is barred from engaging in regulated activity relevant to children and vulnerable adults.

Equity, Diversity & Inclusion

The Children's Trust is committed to achieving equity, diversity, and inclusion (EDI) across all levels of the organisation. For further information, see: <https://www.thechildrenstrust.org.uk/about/statement-equity-diversity-inclusion>

To help us achieve our ambition to give children and young people with brain injury and neurodisability the opportunity to live the best life possible, we want to accurately reflect the UK's diverse population. We want equity, diversity, and inclusion to be at the heart of everything we do, and our people, services, and culture to reflect the diverse needs of all. Through our diversity and inclusion strategy, we have made a commitment to increase the diversity of our charity and create an inclusive culture. We have networks across the organisation working to ensure that these aims are met - including an LGBTQIA2S+ group, Ethnic Diversity Group, and Spark – our

broad EDI group. Read more about our EDI work

We welcome applications from all who share our ambition regardless of background. We will strive to ensure that any reasonable adjustments are made in respect of interview and working arrangements.

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact, and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises.

