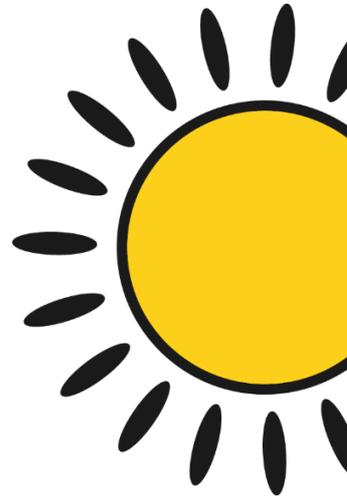




# TRUSTEE RECRUITMENT PACK

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April 2024



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# OUR MISSION FOR FAMILIES FACING TOUGH TIMES

## COULD YOU HELP THEM?

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We help families get time away together, often for the first time ever.

We're here for children living near the coast, who've never seen the sea. For teenagers who can't remember when they last saw mum smile.

For parents having to choose between a day out and a new pair of school shoes. For young carers, and families facing illness, isolation, or bereavement.

There are more than 2.5 million families with dependent children in the UK who cannot afford to have a holiday. Not a fancy holiday at an all-inclusive resort but a holiday that would cost about £600.

When's the last time you managed to book a holiday for £600?

In fact, it's around a third of families for whom this kind of holiday is simply out of reach. And we know that the very same families are often dealing with mental or physical ill-health, domestic abuse, bereavement, a disability or are kinship or young carers.

They NEED a holiday more than most.

Because holidays serve up a cocktail of the essential components of wellbeing. They are a chance to rest and break the usual routines, reconnect and enjoy each other's company, and get outside to try new things, meet new people, and have fun.

A holiday can be a powerful circuit-breaker which helps families look to the future with hope.

### WHAT DO WE DO?

We think that every family should spend time away together to build relationships, confidence, and hope for the future.

Our mission to make that a reality means we

- Directly support families on a low income to have a paid for holiday in the UK.
- Develop support services to help families who are excluded from tourism to overcome the barriers they face.
- Research the impact and value of including families in tourism and use what we learn to influence change.
- Build relationships with the tourism industry and government to champion greater access to holidays for families.

You can take a look at the big picture impact we're trying to make in our [Theory of Change](#).

**“We could have completely gone the other way and I could have ended up in a nut house, but I didn't. It's made this family stronger rather than weaker.”**



“We just didn't really feel like a normal family... we were all just kind of cohabiting together... we didn't really have the bonding time anymore.”

#### WHAT DIFFERENCE DOES IT MAKE?

Over the years, over 50,000 families living across the UK have shared laughter, made lifelong memories and been happier and more confident because we helped them to have a holiday.

They tell us about the impacts, large and small, this has had on their lives.

**96%** get to spend more quality time together as a family.

**92%** say it improved their mental health and wellbeing.

**87%** feel more able to deal with the challenges they face.

**69%** spend more time together as a family when they come home.

You can find out more about the impact of our work [here](#).



**95%**

families took part in outdoor activities



**59%**

of families visited nearby towns and villages



**56%**

of families took part in sport (including swimming)

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“I just have an all-round more positive outlook now, motivation and drive back.”



**SINGLE DAD, KEVIN, HAS BEEN STRIVING HARD IN RAISING HIS SIX DAUGHTERS. THEY HAD A MUCH NEEDED AND STRESS-FREE HOLIDAY TOGETHER IN MABLETHORPE.**

For the past three years, single parent Kevin has been raising his six daughters – aged between 4 and 11 – pretty much on his own.

“I worked nights and then when I got the kids full-time, I worked as much as I could throughout the court proceedings but it got to a stage where **I was doing 12-hour shifts on two to three hours’ sleep in between. That did impact on me quite a lot, both physically and mentally.**”

When the girls came to live with him, Kevin had to equip their bedrooms and buy clothes for them. **With the added financial pressure of not working, a holiday of any kind was out of the question.**

His Early Help support worker recognised how much a break would do the family good and nominated them for a few days away. **Kevin decided to take his daughters to Mablethorpe, a resort that he had often been to as a child with his mum and dad and still remembers fondly.**

“It was nice to be able to share that with the girls,” he says. “The caravan was less than a five-minute walk to the beach from where we stayed. **It was good to just be away because with everything that’s been going on, it has been stressful.** It affected me massively coming out of work in terms of anxiety and depression.”

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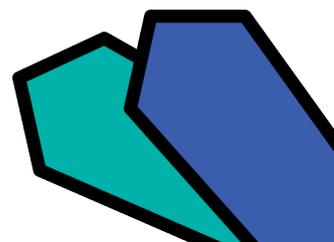
One particularly memorable moment came when a couple that Kevin had got talking to during a walk along the seafront secretly paid for ice creams for all the girls.

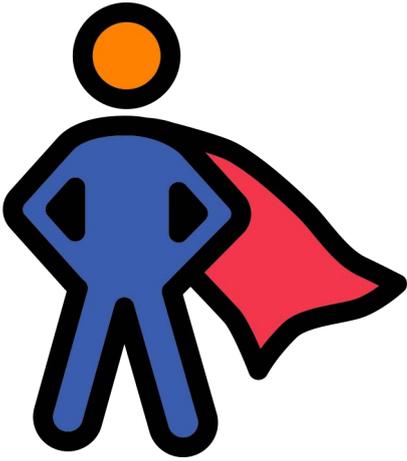
“I think that really stuck with the older girls, I’ve heard them go on about it quite a bit since. It was nice for them to see that, even with everything crazy that’s going on in the world, there are times like that where kindness goes a long way.”

The holiday was a rare chance for the six girls to play together as at home the older two tend to do their own thing after school. **“It was nice to see them all just being sisters. They really enjoyed going away, it was a new experience for them because they’d not stayed in a caravan before. Overall, everyone just seems a lot less stressed.”**

That’s particularly true of Kevin himself who has got his mojo back since returning home. “Before the holiday, I had kind of lost all that get up and go in life. If something needed doing like the decorating, it was a case of I’ll do it tomorrow but then tomorrow never came.”

“Since being back though,” he continues, “it was literally the same week, I’d been saying to the girls that their bedrooms need redoing so I redid them! **I just have an all-round more positive outlook now and that motivation and drive back.**”





## ABOUT YOU

Our Trustees are a team of volunteers who use their diverse skills, experience, and perspectives to set the strategic direction of the charity and make sure it's doing what it was set up to do in the best possible way.

At Family Holiday Charity we've got an ambitious strategy over the next few years which will see us expand our services for families, develop our influencing work with the travel industry and government, and evolve our ways of working so that we can accept and use donated accommodation, travel, and other services at scale to give families who really need it a holiday.

To help us do all that we'll need the guidance, challenge, connections, and support of all our Trustees.

Given our goals, we're particularly looking to add the following professional skills and experiences to our team.

- Developing digital products, tools and/or services.
- Directly supporting children and/or families on an ongoing basis.
- Fundraising in a charity through voluntary donations or commercial income.

You don't need to have been a Trustee before, but you do need to be willing to do some training to help you understand the role and the responsibilities that come with it.

The brilliant charity Getting on Board have a bunch of [videos](#) you can watch to find out a bit more about what it means to be a Trustee if that's helpful.



We'll cover your expenses like travel and childcare.



We'll give you a chance to make a real difference to families.



We'll welcome you, support you and train you so you can be confident and contribute.

## ALL TRUSTEES WILL NEED

- Strategic vision, independent judgement, and an ability to think creatively.
- A pro-active attitude, willing to bring new ideas and perspective to our Board, and confident about challenging decisions, where necessary, in the best interests of the charity.
- Willingness to understand and take on the duties and responsibilities of trusteeship.
- Commitment to the charity and our mission and the ability to devote the necessary time and effort to do the role well.



## WHAT WE OFFER YOU

The biggest thing we have to offer is the chance to put your skills and experience to good use making the lives of families who are having a tough time better.

In doing that you'll be joining a team who really care about making a difference and approach it with real openness and drive. Right off the bat we'll connect you with the other Trustees and the Senior Management Team so you can get to know everyone, and we'll buddy you up with another Trustee, so you've got someone to help you navigate it all as you settle in. You can find out about the team [here](#).

## INCLUDING EVERYONE

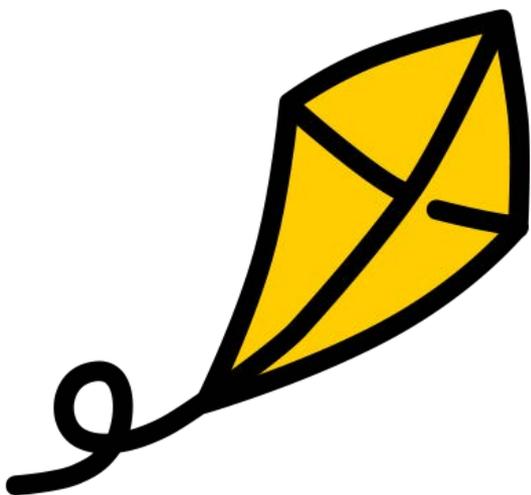
You won't get paid for your time, but we'll make sure you aren't out of pocket by covering the cost of your travel to meetings, childcare or other care if you need it, and a range of other expenses you might have while doing the role. We'll book and/or pay for these in advance if you prefer.

We actively encourage applications from under-represented, marginalised and racialised groups, including those with lived experience of any of the barriers families face to having time away together. That's things like mental or physical ill health, disability, domestic abuse, being a young carer or living on a low income.

Trustees are subject to a DBS check as part of our Safeguarding policy. Rehabilitated Offenders, according to the Rehabilitation of Offenders Act 1974, with spent convictions are eligible to apply.

We will make adjustments to the recruitment process wherever possible to ensure that no applicant is disadvantaged for any reason. Drop Kat a message at [kat@familyholidaycharity.org.uk](mailto:kat@familyholidaycharity.org.uk) to discuss.





## ABOUT THE ROLE

Our Trustees are a team of volunteers who use their diverse skills, experience, and perspectives to set the strategic direction of the charity and ensure it is well governed.

Each Trustee is responsible as an individual, and together with the other Members of the Board.

## MAIN RESPONSIBILITIES

Setting our direction of travel.

- Define and promote the vision, mission, and values of the charity.
- Determine the overall strategic direction and development required to enable the charity to achieve its purpose and provide public benefit.

Respecting and reflecting the people we help and who support us.

- Act in the best interest of the charity and its current and future beneficiaries.
- Respect the trust invested in you as a Trustee by the people we help, supporters and the public and act in a way that adds to public confidence in the charity.

Overseeing how we raise and use money and other resources.

- Ensure best use is made of charity resources.
- Ensure robust systems are in place for internal financial control and protection of the charity's funds and assets.
- Ensure the effective and efficient administration of the charity and its resources, striving for best practice in good governance.

Making sure we operate legally and ethically and managing risk.

- Ensure that the charity operates within the law and applicable regulation, and in line with its Articles of Association.
- Take professional advice where there may be a material risk to the charity, or where Trustees may be in breach of their duties.
- Avoid any personal conflict of interest.

Contributing to the team

- Participate in an induction and ongoing training to maintain and develop your understanding of the duties and responsibilities of the role, and of the environment in which the charity operates.
- Maintain absolute confidentiality about all aspects of trustees' business.

Supporting the CEO and their team to manage the day-to-day

- Ensure an effective and appropriate system for the recruitment, appointment and monitoring of the work and activities of the CEO and the Senior Management team.



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**“The children are a lot more confident. They used to be very angry but now they are just enjoying their lives.**

**We had time to develop new interests together such as walking which we do and helps us to talk about the children's worries.”**

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## **COMMITMENT FROM YOU**

We'll ask you to participate in four two-hour Board Meetings per year, either in person at our office in London, which has a lift, or remotely.

We also get together for a strategy day in September which is held on a weekday in London, and you'd need to attend that in person. We can support with any access needs for in person meetings.

There are two Board sub-committees - one which focuses on our finances and risks, and one which considers our people (Trustees and Staff). Once you've settled into the role, most Trustees join one of them. They meet remotely around four times a year.

We've got a meeting schedule in place for 2024, but the Board will review whether it needs to be changed when new members join, and any adjustments to meeting processes to make sure they work for everyone.

Outside of formal meetings you'll be warmly encouraged to get to know the staff team, and attend fundraising or other events to meet referrers, families, and supporters, wherever possible.

Overall, you'll need to be able to commit around 6 hours each month for a mix of meetings and events, contributing your skills and perspective to projects, building your knowledge of the charity and developing as a Trustee.



## HOW TO APPLY

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Click [here](#) to upload your CV and answer a couple of screening questions.

Applications close at 9am on Monday 20th May.

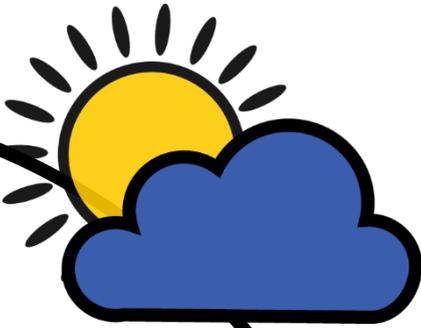
We will interview using Zoom unless you let us know you'd like an alternative by emailing [kat@familyholidaycharity.org.uk](mailto:kat@familyholidaycharity.org.uk)

w/c 3<sup>rd</sup> and 10<sup>th</sup> June  
interviews with a panel of current trustees

w/c 17<sup>th</sup> June  
second interviews with Jackie our Vice Chair of Trustees

If you accept an offer of a role, we'll take up your references, do a DBS check and confirm your eligibility to act as a Trustee. If that's all ok, you're in! We'll introduce you to the rest of the Trustees and get started with your induction.

Formal appointment happens at the next Board meeting on Thursday 5<sup>th</sup> August.



***“It gave me breathing space, leaving the difficult things at home and just focusing on the children.”***