the kids network
Connecting for Change



TRUSTEE RECRUITMENT

Autumn 2026

LETTER FROM OUR CHAIR

Thank you for your interest in The Kids Network. We hope that you've looked at our website to find out about our amazing work.

The Kids Network is a charity with some big ideas. Founded in 2017, we support children aged 8-11 who could benefit from help, guidance and attention from a trusted adult. We support children at a key point in their lives as they transition from primary to secondary school by pairing them with a mentor from their local community who can help develop the confidence and resilience they need for a positive future.

Our vision is clear: every child gets to live the life they choose. To get there, we need to sustain and grow our mentoring programme, protect quality as we scale, champion early intervention at a policy level and build long-term financial sustainability. Big ambitions that are in our power to achieve. Our long term impact evaluation report, Connecting for Change proves that our programme is not simply supportive, but preventative, at a crucial time in childhood. Our programme works because it combines four powerful elements: a consistent relationship with a trusted adult, a child-led approach that builds genuine agency, structured one-to-one support sustained over a full year, and meaningful access to opportunities children might not otherwise have. Together, these elements help children far beyond the immediate term – they help children internalise lasting positive change.

Founded and led by our first CEO, Sarah Woodcock, we quickly made an impact. The Kids Network has already made a huge difference to hundreds of children's lives - we have many tremendous stories that will leave you in no doubt about the value of what we offer. Our values underpin our work, and we take them seriously. Our policy for Equality, Diversity, Inclusion, Justice and Anti-Oppression is a strong commitment.

We are now at a time of exciting change.. We've set ourselves ambitious strategic goals to guide our work and bring our programme to more children in more places than ever before. You can read about these in our Strategy for 2025-2030. We are seeking trustees who can help us grow and develop our work.

It is not all straightforward. Funding is difficult in the charity sector. Finding a sensitive and timely response for every child referred to us is not always simple

Other questions need further work: What are the implications of our learning so far? We are based in London only at present - can we or should we work elsewhere? How can make this available to more children if we are not the sole provider? Can we partner with others? How best do we look after our exceptional volunteers and staff team? How fast can we grow whilst ensuring we are a reliable and safe presence in children's lives? How do we ensure our values are in evidence in all we do?

We hope to make a number of appointments. We are certainly eager to deepen the experience of the Board so if you already have trustee experience or have held any type of oversight role previously that would be an advantage. But just as important is an excitement and affinity for the cause, the ability to make a contribution as we plan ahead, a desire to find solutions, a willingness to challenge and be challenged.

You will find a trustee job description below. As regards skills we can always benefit from legal, HR, accounting, planning and evaluation experience. On this occasion we are specifically seeking a trustee who can chair our Resource Committee. We can also use policy, public relations and fundraising experience. We are very keen to hear from you if you have ever used or managed children's services or mental health support.

Applications close on November 29th. We aim to interview week beginning December 7th. If you would like to support our life changing work by being part of our board, do get in touch by sending us your cv and a short covering letter via Charity Jobs, telling us how you think your skills and experience could help us, we'd love to hear from you.

With thanks and best wishes,

Neil Hunt
Chair of Trustees

If you wish to discuss this role further, please contact info@thekidsnetwork.org.uk



TRUSTEE ROLE DESCRIPTION

Our trustees play a vital role in making sure that The Kids Network achieves its core purpose. They oversee the overall management and administration of the charity. They also ensure that The Kids Network has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable The Kids Network to grow and thrive, and through this, achieve our mission.

Board members have a collective responsibility. This means that trustees always act as a group and not as individuals.

Purpose of the Role

- To work in partnership with the Board of Trustees (the "Board") and the CEO to achieve the objects set for the Charity.

Main Duties

- Support and provide advice on The Kid Network's purpose, vision, goals and activities.
- Actively support the planning, development, implementation and monitoring of the organisation's strategic direction and plan.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Oversee the charity's financial plans and budgets and monitor and evaluate progress. Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve the charity's financial statements.
- Provide support and challenge to the CEO in the exercise of their delegated authority and affairs.
- Keep abreast of changes in The Kids Network's operating environment.
- Contribute to regular reviews of the charity's own governance.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect the charity's interests, to the exclusion of their own personal and/or any third-party interests.
- Contribute to the broader promotion of The Kids Network's objects, aims and reputation by applying your skills, expertise, knowledge and contacts

Key Qualities

- Commitment to The Kids Network's values, principles and objectives
- Strong interpersonal skills and relationship building abilities.
- Ability to think critically with sound, independent judgement
- Willingness to engage in debate, give and receive constructive criticism and deal with difference of opinion
- Understanding and acceptance of the legal duties, responsibilities and liabilities of a trusteeship
- Ability to work effectively as a member of a team
- Able to maintain confidentiality
- Ability to identify issues and areas of risk, and support members to effective management and mitigation.
- Ability to commit the time required for the role.

Terms of appointment

- This is a voluntary position, but reasonable expenses are reimbursed.
- Trustees should serve a minimum of one term of three years, and can serve a maximum of three terms. (The average is two terms equalling six years).
- Must live within a commutable distance of London

Time Commitment

- Attending 5/6 Board meetings annually, usually two hours and a longer strategy day. Currently meetings are a mixture of in-person and online meetings.
- Ad hoc and occasional support through working groups and / or support to the executive team and conducting trustee reviews
- Attend events to be an ambassador for the charity
- We currently have two sub-committees – Programme & Safeguarding and Resources (these are held online). There is an expectation that all trustees will join one of these.

Safeguarding commitment

The Kids Network is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be required to go through our safer recruitment processes, including an enhanced DBS check.

Equity commitment

The Kids Network values diversity and inclusion and we have worked to create an application process that is as accessible as possible, however we still recognise that there is maybe more we can do especially for applicants who are minoritised in society, have specific accessibility needs and/or experience discrimination. If this is the case, we are both happy and open to discussing better ways to support your candidacy and make this application process as equitable as possible for you.

We are a diverse Charity and welcome everyone but it is important to note that the intersections of your identity will not increase or affect the amount of labour you are asked to do. If you wish to draw on your own lived experiences that will be both encouraged and supported but it is not nor ever will be a prerequisite of this role.

