

LUCY FAITHFULL FOUNDATION

Trustee

Lucy Faithfull Foundation

Welcome

Thank you for your interest in becoming a Trustee.

As Chair, I wish to express my sincere appreciation for your consideration of this important role. Our charity is dedicated to a mission of profound significance: **protecting children and preventing child sexual abuse**. This work is guided by a clear and unwavering vision—a world where children live free from the threat of sexual abuse.

Our mission requires thoughtful leadership and a steadfast commitment to safeguarding children. We intervene with individuals at risk of causing harm and equip society with the understanding and tools needed to create safer environments for all children. Trustees play a central role in ensuring that this mission is pursued with integrity, rigour, and compassion.

By exploring one of the three Trustee opportunities we are seeking to fill, you are demonstrating a willingness to contribute to work that is both challenging and essential. As a Trustee, you would help shape the strategic direction of the charity, uphold our values, and strengthen our ability to prevent abuse before it occurs.

Thank you once again for your interest. Your expertise, judgement, and commitment to children's safety have the potential to make a lasting impact on the lives of many.

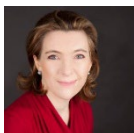
If you share our values and believe you can play a unique and essential role within the child protection landscape, we would be delighted to hear from you.

We look forward to meeting exceptional candidates who will help us continue our vital work with ambition, courage, and compassion.

Jane Leach

Chair of Trustees

The Lucy Faithfull Foundation



About us

For more than 30 years [Lucy Faithfull Foundation](#) has been working to protect children from sexual abuse. We have come a long way over this time and have achieved a great deal. We are unapologetically proud of our work with people who might cause harm and we have an excellent track record of using our understanding of the behaviour of people who abuse to develop and deliver innovative services that keep children safe.

Our vision is a world where children live free from the threat of sexual abuse. Our mission focuses on preventing abuse before it happens, protecting children, and supporting those affected by abuse. Our work is vital because too many children grow up experiencing some form of sexual abuse.

Founded out of a commitment to child protection and named after its pioneering founder, [Baroness Lucy Faithfull](#), the charity combines direct support services with leadership in prevention, research and influencing to keep children safe now and in the future.

Drawing on decades of [specialist experience](#), research, data and insight, the Foundation develops innovative strategies and interventions to make prevention a reality. It also engages with policy makers and decision-makers to advocate for a public health approach to tackling child sexual abuse across the UK.

The Foundation works across the UK to safeguard children by:

- Intervening with people who pose a risk and diverting them from causing harm.
- Providing support to individuals and families who have been impacted by abuse.
- Helping professionals and organisations to create safer environments for children through training, risk assessments, interventions and consultancy.
- We run the confidential Stop It Now helpline - the largest helpline of its kind in the world.
- Offering [Shore](#), an anonymous online space with information and support for teenagers worried about their own behaviours or those of friends or peers

Our values help guide our actions and help ensure we achieve our purpose: we act with integrity, we are collaborative, we are innovative, we are ambitious and we have hope.

Our dedicated and expert staff are based around the UK, with colleagues working across Wales and from offices in Bromsgrove, Edinburgh and Epsom.

Find out more about our 2025-2030 strategy [here](#) and annual report [here](#).

We are seeking three exceptional trustees:

- Financial Trustee
- Research Trustee
- Scotland Trustee

For each of the roles please see the detailed person specification.

Role description

The core functions of the Board of Trustees are to:

- Have oversight of the strategy for the charity, its purpose, vision, values, goals and objectives
- Set the culture, champion values, foster positive change, build strong relationships with the senior leadership team, and act as an ambassador
- Support, guide, and constructively challenge the Chief Executive and Executive team, including CEO appraisal as required
- Ensure effective and efficient use of resources, the charity's solvency and going concern status, and safeguard its assets
- Approve budgets and annual income and expenditure forecasts; review quarterly accounts; appoint auditors, and ensure long-term financial sustainability,
- Appoint and oversee the terms, pay, performance, suspension, and dismissal of senior postholders
- Identify, monitor and manage key risks effectively
- Ensure safeguarding policies and procedures are robust, effective and subject to Board oversight
- Ensure compliance with all relevant laws and regulations, including charity, company, employment, data protection, health and safety, and fundraising regulations

Duties:

- Attend and actively contribute to four Board meetings per year (two in person and two online) including adequate preparation to review board papers in advance of each meeting to ensure informed participation and effective decision making
- Commit sufficient time to the role, including travel and occasional out of office hours events
- Maintain awareness of the Lucy Faithfull Foundation's reputation and actively support its profile
- Attend and actively participate in the Annual General Meeting (AGM)
- Serve on and, where required, chair committees, preparing for and contributing to meetings
- Complete required training including safeguarding and data protection
- Attend charity events and support stakeholder engagement and fundraising
- Provide oversight of fundraising activities and support income generation as appropriate, promoting the charity to potential supporter communities as opportunities arise

Responsibilities of the charity trustees:

- Trustees work collectively with the Chief Executive and Senior Leadership Team to ensure board decisions are implemented and that the charity is well managed

- Trustees understand the distinction between governance and management, with the Board setting strategic direction and the Senior Leadership Team responsible for day-to-day delivery
- Ability to understand and accept their responsibilities and liabilities as a trustee and to act in the best interests of the charity
- Enthusiasm for our vision and mission
- Show commitment to the values of Lucy Faithfull Foundation and uphold them personally at all times
- Demonstrated leadership experience, with a proven ability to influence, strong strategic acumen, high emotional intelligence, and excellent relationship-building skills
- Successful track record of achievement through their career
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member
- Ability to foster and promote a collaborative environment and work well with colleagues/fellow trustees
- Effective communication skills and ability to proactively participate
- Strong networking capabilities that can be utilised for the benefit of the Charity
- A personal commitment to equity, diversity and inclusion, with an inclusive style and willingness to welcome diverse opinions and challenge constructively
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

Duties under charity law:

As a member of the Board and charity trustee, you and your co-trustees are collectively responsible for the charity and have six main duties under charity law that can be found [here](#).

The trustee role is unpaid, but reasonable travel expenses may be claimed.

If you would like to apply:

Please send your CV with a covering letter (suggested length two sides of A4) addressing the key criteria on the person specification.

This needs to reach us by 12pm Friday 5th June 2026 and should be sent to recruitment@lucyfaithfull.org.uk

Our shortlisting panel will select the applicants they would like to meet for interview.

Stage 1 Interviews (Preference for face to face, online if necessary)	Research Trustee – Bromsgrove office	22 nd June or 29 th June
	Finance Trustee – Bromsgrove office	22 nd June or 29 th June
	Scotland Trustee – Scottish office	25 th June
Stage 2 Interviews (Preference for face to face, online if necessary)	Scotland Trustee – Scottish office	To be confirmed
	Research Trustee - In London	16 th July
	Finance Trustee - In London	