



Parents And Children Together

Trustee Recruitment Pack

Current vacancies:

- Safeguarding Trustee
- Violence Against Women and Girls (VAWG) Trustee

Summer 2026



Message from the Chair of the Board of Trustees



Wes Cuell,
Chair of the Board of Trustees

I am very pleased to know that you have expressed an interest in joining PACT's Board of Trustees.

I have had the privilege of being chair of this efficient, effective and very enjoyable board for seven years and for me it has been a constant source of pride and pleasure to be part of such a successful organisation that achieves so much for children, families and women.

The role of trustee is not one to take on without careful thought. As a board the overall governance of the organisation is our responsibility and we are living in challenging times for everyone but especially for the voluntary sector.

Being a trustee does require engagement and commitment but the time commitment will fit in well with even the busiest life and the work involved is more than balanced by the great sense of satisfaction and achievement that comes from hearing about the lives that have been changed so dramatically for the better by our committed and very capable team of volunteers and staff.

If you already have experience as a trustee you will understand what I'm talking about but if this is the first time you have considered such a role I can assure you that in my experience the vast majority of trustees regard the role as one of the highlights of their lives and careers.

PACT is a great place to work with our staff satisfaction surveys results always in the high 90%. Despite the very tough economic situation we are currently in a good place and we are ambitious for the future.

To help our board provide the best possible support and challenge for our workforce we are seeking some new trustees who will ensure that we have a full range of skills and experience to inform our thinking and decision making.

If this sounds like what you are looking for, we would love to hear from you.

Message from the CEO



Natausha Van Vliet,
Chief Executive

I am so delighted that you are interested in finding out some more about joining our Board of Trustees. I have been a part of PACT for over 13 years and became CEO in April 2021. I am extremely proud to lead this organisation and of the difference that we make every day. The team spirit at PACT and our commitment to our culture and values is threaded through the organisation and integral to our success.

Our board members play a vital role in ensuring our organisation is well governed and to support the strategic development with our senior management team. We have proven ourselves to be a dynamic and agile organisation in recent years and embraced opportunities to innovate and develop.

This is made possible by our dedicated volunteer and staff workforce and this dedication is also reflected in our board. Being part of an organisation that makes such a tangible difference every day is energising and engaging and the positive feedback we receive in our annual staff survey supports this.

Our trustee board brings experience, knowledge and different perspectives that are vital to the ongoing development of our organisation, ensuring we remain beneficiary and outcome focused.

We know that we do a good job, but it is always great to have that externally validated. Our adoption service has been rated outstanding by Ofsted in our last four inspections and we have received numerous awards for our service provision over the recent years, acknowledging the quality of our work. We were exceptionally proud to receive the Queens Award for Voluntary Service in 2022. This was specifically for our Alana House volunteers of whom we are so grateful to for the support they provide and the difference they make.

We can't do what we do without our dedicated trustee Board. If you'd like to be a part of our trustee team and help PACT to keep making a difference, please do apply. I am looking forward to hearing from you.

What we do



PACT – Parents And Children Together – is an adoption charity and trauma support provider helping hundreds of families every year through outstanding adoption support services and community projects across London and southern and central England.

Established in 1911, PACT is now one of the UK's leading charities in its field and is dedicated to the placement of children with secure and loving families, continued support through therapeutic services, supporting and empowering women facing multiple disadvantages and the recovery of children affected by domestic abuse.

If you are excited by our work, this fantastic opportunity could be for you.

"[At PACT] I've had goosebumps in multiple board meetings. Coming from the corporate world, I've never had goosebumps in a board meeting before. When you hear that these young children have been placed in their forever homes, it just gives you that real sense of worth." PACT Trustee

We are community, respect, support, innovation.....we are PACT

Building adoptive families and empowering women, children and parents to embrace a positive future

Adoption

Independent, outstanding-rated adoption charity creating families across the south east and supporting them for life

CATCH

Our online Children And Trauma Community Hub for families and professionals providing trauma-informed care for children

Bounce Back 4 Kids

Our therapeutic recovery programme supporting children affected by trauma caused by domestic abuse

Alana House

Our community project supporting and empowering women facing multiple disadvantages

How we made a difference in 2025 - 2026

218

women received support from Alana House

We supported

61 families through our adopter champions service

90 families through our Strengthening Families team

192 families through FACTS therapeutic support

We directly supported

134

children recovering from the impact of domestic abuse

We placed

81

children with

65

loving, permanent adoptive families

[How we make a difference – PACT](#) (including our more detailed achievements report)

Alana House and Bounce Back 4 Kids (BB4K)

In addition to the information on our website, you may find the following information helpful in understanding more about our work:

Alana House

- Supports women who have experienced multiple traumas and who are at risk of entering the criminal justice system
- We manage high levels of risk, particularly risk to self
- Funding is precarious, often short-term, which makes it difficult for service planning

Bounce Back 4 Kids

- Currently completing a 3-year randomised control trial with Foundations
- Risk profile is lower than Alana House, as it is a recovery service, but we are seeing an increase in perpetrators using systems abuse as a way of continuing to exert control

PACT's vision and strategic aims

Our vision is to deliver high quality services to build and strengthen an increasing number of children and families. This vision shapes everything that we do, and is reflected in our hallmarks of quality, expertise and innovation. The foundations to achieve this vision are:

- Strong organisational health and a resilient workforce
- Financial stability
- Quality beneficiary focused service delivery, breaking the cycle of trauma and abuse
- Digital focus

The focus of PACT's business plan remains to deliver quality services for children, women and families. Central to the success of this business plan will be good organisational health, a resilient workforce and continued diversification of income. We recently launched our new, co-created four-year strategy, which is supported by our annual business plan and PACT's digital strategy and delivery plan and co-created EDEI strategy and delivery plan.

Our Trustees



Trustees play a crucial role in setting and supporting PACT's strategy. We have an excellent board of trustees and you can read more about our current board [here](#).

We value diversity and believe that a wide range of perspectives strengthens our work. We particularly welcome applications from individuals who bring different lived experiences, cultural backgrounds, and professional insights, including those from underrepresented communities.

We are currently looking for two trustees to join our board with specialisms in the following areas:

- Violence against Women and Girls
- Safeguarding (with experience gained from within the children's social care environment)

Violence Against Women & Girls (VAWG): Trustee Experience Requirements

- Demonstrable professional experience working within the VAWG sector or in closely aligned areas (e.g. domestic abuse, sexual violence, women in the criminal justice system, safeguarding, trauma-informed services).
- A strong understanding of the policy, commissioning and funding landscape relating to VAWG, including current UK Government priorities, cross-departmental strategies, and the implications for service delivery and sustainability.
- Insight into the opportunities and risks inherent in this field, including:
 - managing complexity and safeguarding when working with women with multiple and complex needs
 - reputational and operational considerations
 - the impact of policy and funding changes on frontline services
- Experience of working within or alongside the Criminal Justice System, with an understanding of how statutory and voluntary sector partners collaborate to support women and families.
- The ability to think strategically about service development and impact, helping PACT to identify and respond to emerging needs and continue to strengthen outcomes for women and children.
- A track record of contributing to or influencing funding, commissioning, or partnership opportunities, with the confidence to support PACT in identifying new funding streams and strategic relationships.
- A credible and informed voice in this field, able to provide constructive challenge and support at Board level, drawing on professional knowledge and sector experience.

"Without the support from Alana House and support from [my support worker], I know that I probably would not be here right now and I certainly wouldn't have my daughter with me."

Alana House Service User

Safeguarding: Trustee Experience Requirements

- We are particularly seeking candidates with significant professional experience within statutory children's social care, with a strong and current understanding of safeguarding legislation, frameworks and practice as this most closely reflects the safeguarding context of our Adoption services.
- Expert knowledge of safeguarding in complex children and family contexts, including:
 - statutory thresholds and decision-making
 - multi-agency safeguarding arrangements
 - risk assessment and management
 - the role of local authorities and statutory partners
- A clear understanding of the specific safeguarding considerations within adoption services, including the needs of adopted children and families. Experience of adoption or permanency services would be highly desirable.
- The ability to provide strategic oversight and expert advice on safeguarding policy and practice, working closely with senior leaders to:
 - review and develop safeguarding policies and procedures
 - ensure alignment with current legislation and sector guidance
 - reflect best practice within adoption and children's services
- Up-to-date knowledge of developments in safeguarding policy and regulation, particularly as they relate to adoption, children's social care, and regulated services.
- Confidence to offer constructive challenge and assurance at Board level, drawing on deep professional expertise and a strong understanding of safeguarding responsibilities in a regulated environment.

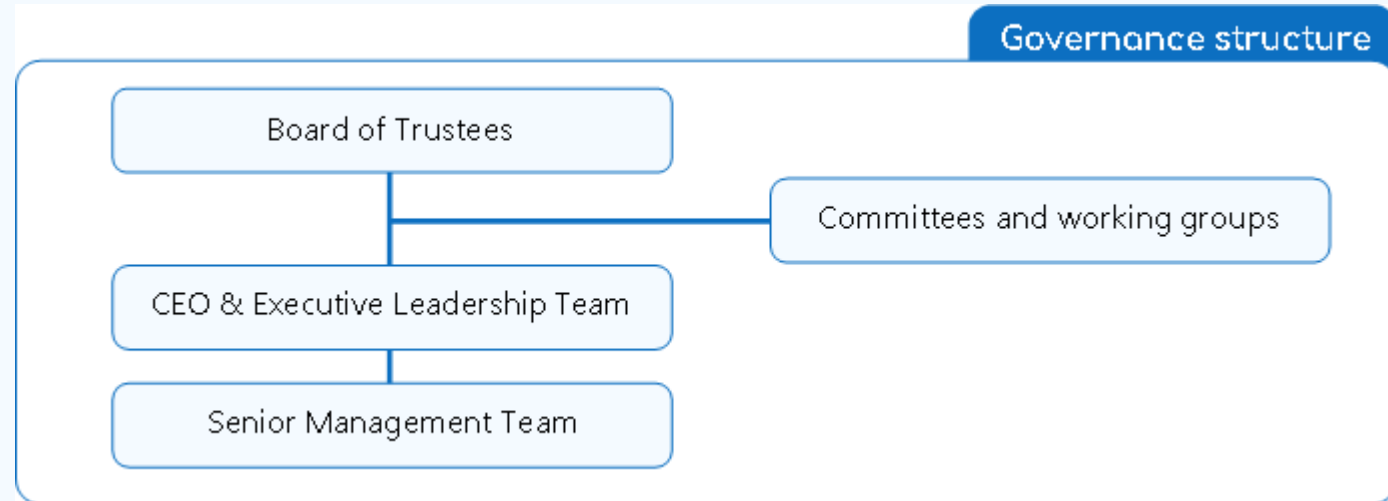
*"How well children, young people and adults are helped and protected: **outstanding**."*

"Managers and staff maintain excellent communication with adopters and professionals, creating a solid foundation for effective safeguarding practice across the agency. Robust governance and quality assurance arrangements further embed a strong safeguarding culture, resulting in well-established processes that ensure children's safety is consistently prioritised."

PACT's Ofsted report March 2026

Trustee Role Description and Person Specifications

- As a trustee your role will be to use your skills and your personal experience to contribute to the work of the board. The trustees are volunteers and form a collective body (board of trustees), with shared responsibility for all aspects of the governance of the organisation.
- The purpose of the board is to further the organisation, keeping within its charitable objectives. The trustee's role is focused on providing strategic oversight of the charity's operations and financial probity with day-to-day operational management in the hands of the CEO and Senior Management Team.



Trustee Role Description and Person Specifications

Main Tasks

- To take part in formulating and regularly reviewing the strategic aims of the organisation.
- With other trustees to ensure that the policy and practices of the organisation are in keeping with its aims.
- With other trustees to ensure that the organisation functions within the legal and financial requirement of a charitable organisation and strives to achieve best practice.

Main Duties

Formulating strategic aims:	Ensure policies and practices are in keeping with aims:	Ensuring best practice:
Consider the organisation as a whole and its beneficiaries, whether as a member of the trustees or any of its committees, sub-committees, groups Reflect the organisation's vision and principles, strategy and major policies at all times: and Contribute specific skills, interests and contacts, and support the organisation in fundraising activities.	Follow the code of conduct at all times, particularly when exercising the functions of the trustees, or any of its committees, sub-committees, groups Attend meetings of the trustees; and Reflect the trustees' policies and concern on all its committees, sub-committees, groups.	Be an active member of the trustee body in exercising its responsibilities and functions; Maintain good relations with senior managerial staff; Take part in training sessions provided for the benefit of the trustees; and Fulfil such other duties and assignments as may be required from time to time by the trustee body.

What will you get from being a trustee?

You will benefit from becoming an important part of one of the UK's leading charities in its field providing outstanding and award-winning services.

You'll have the opportunity to work alongside and network with other skilled and committed trustees and colleagues who are passionate about what they do.

You will be able to give something back, by using your skills and knowledge, collaborating with individuals who are fully engaged with doing their very best for our beneficiaries.

If you are new to the charity sector or being a trustee you will be able to develop your career by expanding your knowledge and experience in a new environment or context.

Often our beneficiaries will join board meetings to share their first hand, lived experience of the difference that PACT has made to their lives. Their stories are powerful and moving. On a personal level, you will have the satisfaction of knowing your contribution will make a real difference to the lives of many vulnerable children, women and families.

"I love supporting PACT as it allows me to help make a difference within the lives of giving children the chance to have a great family life, which is not afforded to all."

David Villa-Clarke, Lead Trustee for Income Generation

Becoming a Trustee at PACT FAQs



How much travel is involved?

The role will be home based, with occasional travel to our head office in Reading for in person meetings for which we pay reasonable travel expenses.

How much of my time will be required?

On average, the time commitment will be approximately a day per month made up of preparation for, and attendance, at quarterly board meetings and time to input on other charity matters. The board aims to offer flexibility and tries to accommodate personal availability wherever possible. Trustees engagement is highly valued by PACT and, through their Lead roles trustees will form close strategic working partnerships with their relevant Senior Management Team colleagues and have interactions outside of the board meeting cycle.

You may also be asked to join champion a specific project, participate in a specific working groups or sub-committees or invited to attend one-off events, such as all staff get-togethers or fundraising and networking events such as the annual garden party or Christmas carol concert.

What support will I receive?

You will receive high-quality induction, training and support from us and other charity-support organisations. You will have regular reviews with the chair of trustees and support from your fellow trustees.

If I become a trustee, how long will this be for?

Trustees are appointed for three-year terms, the maximum number of consecutive terms a trustee can serve is three (so a total nine years maximum), unless it's considered it is in the best interests of the charity for a particular trustee to serve beyond that period.

Application and appointment process

- We would encourage you to browse the PACT website for lots more information on the charity, and our current board of trustees. If you have any other questions, please contact Natalie Derkatsch, Executive Assistant to the SMT (trusteerecruitment@pactcharity.org).
- If you believe you can contribute to the skills and diversity of our board and would like to apply, please visit our website: <https://www.pactcharity.org/about-us/careers/volunteer-roles-pact> where you will find a role description and application form.
- *PACT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Anyone joining our team is subject to PACT's safer recruitment pre-appointment enquiries. These include an Enhanced Disclosure Barring Service (DBS) check, overseas police check where applicable and references covering a minimum five-year period.*
- Our safer recruitment policy is available on our website. If you have any queries about our safer recruitment processes, please contact our friendly HR team who will be available to help you from the first step and through the recruitment process. Please email trusteerecruitment@pactcharity.org or telephone 0118 402 1681.

The closing date for applications is 9am on Tuesday 01 September 2026. Early applications are encouraged as we may review and appoint on an earlier basis if a successful candidate is secured. Following shortlisting, we will contact suitable applicants to arrange an interview to learn more about your interest in the position.

Thank you for your interest in PACT



We are delighted that you are considering joining our fantastic PACT team. We look forward to hearing from you!



@PACTcharity

pactcharity.org

