



# TRUSTEE RECRUITMENT

May 2024

# LETTER FROM OUR CHAIR

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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 young 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 them develop confidence, resilience and develop the tools they need for a positive future.

We believe every child deserves the right to a happy childhood and a positive future. Our mentors help make that happen.

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. Earlier this year The Kids Network appointed me as [chair](#) and Louise Johns-Shepherd as CEO. We are expanding our board as we move from start up to maturity and build our strategy for the next few years. We are seeking trustees who can help us grow and develop our work.

It is not all straightforward. Funding has been tough over the last 12 months. Finding a sensitive and timely response for every child referred to us is not always straightforward. Knowing how effective our work has been as a child grows up is always complex. These things we know.

Other questions need further work: What have we learned so far and what are the implications? We are based in London only at present - can we or should we work elsewhere? 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 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 be challenged.

You will find a trustee job description below. As regards skills we could benefit from legal, HR, accounting, planning and evaluation experience. 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 May 27th. We aim to interview week beginning June 10th. 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 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  
The Kids Network



# TRUSTEE ROLE DESCRIPTION

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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, and can serve a maximum of three terms
- Must live within a commutable distance of London

## Time Commitment

- Attending 5 Board meetings annually, including one off-site 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
- To attend sub-committee meetings (these are held online)

## 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.*



