



INFORMATION FOR CANDIDATES

About KidsAid

At KidsAid, we envision a world where every child affected by trauma has the opportunity to heal, grow, and thrive. We believe that no child should struggle with the weight of trauma alone. Our goal is to provide children and young people with the time, resources, and specialist care they need to overcome trauma and adverse childhood experiences, including, domestic violence, physical, emotional, and sexual abuse, neglect, bereavement, family breakdown, and illness. We support those experiencing significant mental health challenges such as, anxiety, depression, emotional dysregulation and self-harming and suicidal behaviours.

Trauma can shape a lifetime, yet affordable, early-intervention, sustained, specialist trauma support remains out of reach for too many. KidsAid believes that trauma should never define a child's future. We know that when the right support is given at the right time, lives are transformed, for children, families, and entire communities. By providing early-intervention, sustained, and trauma-informed support, we help children, families, and communities build brighter futures.

Our Approach

Our core objective is to deliver structured, evidence-based therapeutic interventions that address the root causes and lasting impact of childhood trauma. Delivered by highly trained therapists, our services include trauma-focused therapy, attachment and family work, and specialist creative therapies such as art, play, drama, music and dance movement psychotherapy. Each programme is tailored to the individual child and typically delivered over six to eighteen months, ensuring sufficient time to process trauma safely, strengthen resilience and develop healthy coping strategies.

In addition to direct work with children and young people, we support parents/caregivers through therapeutic intervention and trauma-informed psychoeducation to strengthen relationships and promote lasting change within the family system. We also equip schools and professionals with trauma-informed training and guidance to foster safe, nurturing environments and enable earlier identification of children in need of specialist support.

Governance Structure

Our charity is governed by a board of six members, including our Chair.

In addition to their collective governance responsibilities, board members also take on specific leadership roles:

- Chair
- Quality Services Trustee and Vice Chair
- Finance Trustee

- Fundraising Trustee
- Service Growth Trustee
- Media & PR Trustee

Data Protection Trustee – Role Description

Key Responsibilities:

- Provide expert guidance to the Board on compliance with UK GDPR, data protection legislation, and wider regulatory requirements relating to privacy and information governance.
- Support the development, implementation, and ongoing review of robust data protection policies, procedures, and governance frameworks across the organisation.
- Ensure appropriate safeguards are in place for the handling, storage, and processing of highly sensitive client data.
- Provide strategic oversight of data protection risk, including identifying emerging risks and advising on effective mitigation strategies to reduce the likelihood and impact of data breaches or incidents.
- Act as a key reference point for the Board and Senior Leadership Team (SLT) on data protection, privacy, and information governance matters, including interpretation of regulatory updates and emerging best practice.
- Support the organisation in embedding a strong culture of data protection awareness.
- Provide Board-level oversight of information security and cyber security risks, ensuring appropriate controls, governance structures, and escalation processes are in place.
- Seek assurance that effective cyber security measures are maintained and regularly reviewed, ensuring resilience against evolving threats and alignment with recognised standards and sector best practice.
- Contribute to Board discussions and decision-making where data protection, information governance, or cyber security considerations have strategic or operational impact on service delivery and organisational risk.

Person Specification

Essential Criteria:

- Strong knowledge of UK GDPR, data protection legislation, and information governance best practice, ideally gained within a healthcare, therapy, education, or charity setting.
- Experience advising on data protection compliance, information governance, cyber security, or organisational risk at a senior or strategic level.
- Understanding of the handling and protection of sensitive personal data, particularly relating to vulnerable individuals or client-facing services.
- Ability to provide clear, proportionate, and strategic guidance to trustees and senior leaders on data protection and information security matters.
- Experience contributing to governance, audit, risk, or compliance discussions within a board, advisory, or senior leadership environment.
- Strong analytical and risk assessment skills, with the ability to interpret regulatory requirements and translate them into effective organisational policies, controls, and governance practices.

- Commitment to KidsAid’s values and collaborative working culture.
- Alignment with the vision and purpose of the charity.
- Availability of approximately 3–4 hours per month and attendance at six Board meetings per year.

Desirable Criteria:

- Previous board or governance experience (e.g. charity trustee, governor, advisory board member).
- Experience working within or alongside health, education, therapy, or children’s services organisations.
- Understanding of the challenges faced by small to medium charities in balancing compliance with operational delivery.

The Appointment

- **Term of Appointment:**

All board members are appointed for a 3-year term, with the possibility of extending this by mutual agreement for an additional 3 years.

- **Induction:**

All newly appointed Trustees are required to complete induction and training before their appointment is formally ratified by the Board.

- **Diversity and Inclusion:**

We recognise that lived-experience, alongside professional expertise, plays an important role in shaping inclusive, responsive, and effective decision-making at Board level. We are therefore committed to building a Board that reflects the diversity of the communities we serve and strengthens governance through a broad range of perspectives, experiences, and backgrounds. As part of this commitment, we encourage applications from candidates who bring ethnic diversity, support gender balance, have lived experience of disability, childhood trauma, mental health challenges, or engagement with therapeutic services.

- **Location and Availability:**

Board meetings are held quarterly on Saturday mornings and take place on a hybrid basis, alternating between in-person meetings in Northampton and online meetings via Zoom. Trustees may also be invited to contribute to occasional task-and-finish groups or SLT consultation meetings to support specific pieces of work or strategic priorities.

- **Selection Process:**

Following an expression of interest, candidates will be asked to complete an application form. Shortlisted candidates will then be invited to interview with Trevor Pearce (Chair), Rebecca Caswell-Fox (CEO), and members of the Board and SLT.