



INFORMATION FOR CANDIDATES

About 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

Education Partnerships Trustee – Role Description

Key Responsibilities:

- Provide strategic guidance on developing, strengthening, and sustaining relationships with schools, Multi-Academy Trusts (MATs), and wider education sector stakeholders to support long-term partnership growth.
- Bring insight into national and local education policy, sector developments, and best practice to inform KidsAid's strategic direction, service development, and delivery.
- Advise on how schools and MATs identify need, commission external services, and make funding decisions, including budget cycles, procurement processes, and approval pathways.
- Contribute actively to Board meetings and relevant working groups, supporting strategic oversight and decision-making on growth, partnerships, and organisational priorities.
- Identify potential barriers, risks, or constraints in engaging education partners and advise on appropriate mitigation strategies.
- Where appropriate, draw on sector insight and professional networks to support relationship-building and partnership development opportunities.

Person Specification

Essential Criteria:

- Minimum two years' senior-level experience within schools, MATs, or the education sector.
- Strong understanding of strategic and operational priorities within education settings.
- Experience of partnership development, stakeholder engagement, or cross-sector collaboration.
- Understanding of commissioning processes, procurement frameworks, and financial decision-making in education.
- Ability to translate sector insight into strategic guidance that supports organisational growth and impact.
- Experience contributing to senior or governance-level decision-making.
- Understanding of key challenges in education, including funding constraints and rising pupil need.
- 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 of working in or with pastoral, SEN, or wellbeing services in education settings.
- Experience influencing or implementing whole-school approaches to mental health or wellbeing.

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.