INFORMATION FOR CANDIDATES

Introduction

Thank you for your interest in this exciting opportunity.

We are seeking an HR Trustee to provide strategic HR expertise, strengthen the Board's oversight of people-related matters and act as a trusted sounding board for the CEO. You will help shape how KidsAid supports and develops its people as the charity grows, championing fair, inclusive and consistent practices that reflect our values.

About KidsAid

Adverse childhood experiences can shape a lifetime, yet access to specialist trauma support remains limited. KidsAid exists to close this gap, ensuring trauma does not determine a child's future.

Our Vision: A world where every child affected by trauma has access to the time, resources, and care they need to thrive.

Our Mission: We provide tailored, evidence-based therapies that create lasting, positive change for children, young people, and families facing mental health challenges and adverse life experiences.

Our Values

- **C**ommitment – We are dedicated to our mission to create lasting, positive change.
- **A**ccountability – We act with integrity and take responsibility for our actions.
- **R**espect – We nurture an inclusive environment where every individual is valued.
- **E**mpathy – We promote kindness, compassion, and understanding.

Our Approach

KidsAid provides evidence-based psychotherapy for children and young people experiencing trauma linked to issues such as abuse, neglect, domestic abuse, bereavement, illness, bullying, or family breakdown.

Our approach is child-centred and guided by three key principles:

- **Child-led:** Children and young people are empowered to lead their sessions, using creative approaches to express and explore emotions.
- **Bespoke:** Support is tailored to individual needs, building trust before addressing difficult experiences, typically over 6–18 months to support lasting progress.
- **Empowering:** We involve parents and carers through counselling, psychoeducation, and support to strengthen relationships and sustain positive outcomes beyond therapy.

This holistic model is designed to support lasting positive change for children and families.

Governance Structure

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

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

- Chair
- Vice Chair and Safeguarding Trustee
- Finance Trustee
- Fundraising Trustee
- Strategy and Growth Trustee
- Education Partnerships Trustee
- Data Protection Trustee
- Media & PR Trustee

We are now seeking an HR Trustee to strengthen the Board's collective expertise.

HR Trustee – Role Description

Key Responsibilities:

- Provide informed guidance and constructive challenge to the CEO on employment policies, practices and related risks, maintaining a strategic, governance-level focus.
- Consider the implications of changes in employment law for KidsAid and support the Board in understanding associated risks.
- Support appropriate governance and decision-making on complex or sensitive employment matters, including advising when independent specialist advice may be needed.
- Offer strategic support on organisational change, culture, employee engagement, staff wellbeing and working practices.
- Support the Board's oversight of workforce planning, including succession planning and the development of key roles.
- Promote fair, inclusive and consistent people practices that reflect KidsAid's values.
- Contribute actively to Board discussions and relevant working groups, bringing an HR perspective to organisational priorities and decisions.
- Maintain appropriate confidentiality and manage conflicts of interest in line with KidsAid's governance policies.

Person Specification

Essential Criteria:

- CIPD Level 5 qualification or above, with the ability to turn HR expertise into strategic guidance for the Board and CEO.
- Strong understanding of UK employment law and its implications for policies, decisions and risk.
- Strategic thinking, independent judgement and the ability to offer constructive challenge while respecting the boundary between governance and operational management.
- Experience advising on sensitive or complex employment matters, including recognising when legal or specialist advice is needed.

- Experience supporting organisational change, culture and employee engagement.
- Understanding of workforce and succession planning and the development of key roles.
- Commitment to fair and inclusive people practices, confidentiality and managing conflicts of interest.
- Commitment to KidsAid's vision, mission, values and collaborative culture.
- Availability to contribute approximately 3–4 hours per month, including Board meetings and occasional working groups.

Desirable Criteria:

- Previous board or governance experience (e.g. charity trustee, governor, advisory board member).

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 two terms of 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 Senior Leadership Team (SLT) consultation meetings to support specific pieces of work or strategic priorities.

- **How to Apply:**

To express your interest in the HR Trustee role, please email your CV to: rebecca@kidsaid.org.uk.

- **Selection Process:**

Following an expression of interest, candidates will be asked to complete an application form. Shortlisted candidates will then be invited to an informal meeting with Trevor Pearce (Chair) and Rebecca Caswell-Fox (CEO). If successful, they will be invited to a formal interview with a panel comprising Trustees and members of the SLT.