



## People, Culture and Inclusion Trustee

### About KidsAid

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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

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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

## **Role Description**

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### **Key Responsibilities:**

- Provide strategic oversight and guidance to the Board on EDI, ensuring these principles are embedded across governance, strategy, service delivery, and organisational culture.
- Advise on the development and continuous improvement of EDI strategy, policies, and frameworks, ensuring alignment with KidsAid's mission, values, and strategic priorities.
- Support inclusive approaches to recruitment, workforce development, leadership progression, and organisational culture.
- Monitor and evaluate EDI performance at Board level, ensuring accountability, transparency, and meaningful progress.
- Identify and advise on EDI-related risks, barriers, and inequalities, supporting effective mitigation and promoting fairness and equity across the organisation.
- Ensure EDI considerations are embedded in strategic planning, organisational development, and Board-level decision-making.
- Support the organisation through periods of change, providing strategic guidance on change management processes to ensure workforce transitions, cultural development, and organisational growth are inclusive, well-communicated, and effectively embedded.
- Act as a champion for EDI, promoting inclusive practice across the Board, workforce, volunteers, and external stakeholders.
- Provide governance oversight of HR and people matters, ensuring compliance with employment law and regulatory requirements.
- Oversee strategic workforce considerations including workforce planning, organisational structure, staff wellbeing, retention, and culture, ensuring alignment with long-term sustainability.
- Support the development and review of HR policies and practices to ensure they are fair, compliant, and aligned with best practice.

## **Person Specification**

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### **Essential Criteria:**

- Senior-level experience in EDI, organisational development, HR, or people strategy within a charity, healthcare, education, or therapeutic services environment.
- Strong understanding of HR governance and people management at a strategic level, including workforce planning, recruitment, staff wellbeing, and organisational culture.
- Knowledge of UK employment law and regulatory frameworks, with the ability to apply these in a proportionate, governance-focused context.
- Ability to provide clear, proportionate, and practical strategic guidance to Boards and senior leadership teams, with sensitivity to operational capacity and small-team environments.

- Understanding of how EDI principles are embedded into governance, strategy, and organisational practice in mission-led organisations.
- 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).
- Professional HR qualification or equivalent senior HR experience.
- Experience of contributing to change management processes in evolving environments.

**The Appointment**

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- **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, is vital to effective Board decision-making. We are committed to building a Board that reflects the diversity of the communities we serve and benefits from a broad range of perspectives and backgrounds. We therefore encourage applications from candidates who bring ethnic diversity, support gender balance, or have lived experience of disability, childhood trauma, mental health challenges, or 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 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 an informal meeting with Trevor Pearce (Chair) and Rebecca Caswell-Fox (CEO). If successful, a formal interview will be arranged with Board members.