



Trustee Board Recruitment Pack

Letter from our Chair

On behalf of the Board of Trustees, we would like to **thank you** for your interest in becoming a trustee at **Kinship**.

You will be joining a dynamic and ambitious charity at a time of growing interest in kinship care. The Board has approved a new growth and impact strategy for 2022-25, focusing on changing lives and changing the system. Our strategy builds on the significant growth of our organisation, services and influence over the past six years, led by a strong and collaborative Board, Chief Executive Lucy Peake and her Senior Leadership Team. We are proud to be the leading provider of kinship services and programmes, and we are very proud of our connections with thousands of kinship carers who help shape all our work – from our research and campaigning, to the design of our services and programmes. We believe in kinship care, and we want kinship carers to get the recognition and support they need and deserve.

When children are at risk of entering the care system, kinship care is a positive alternative. It keeps children in the family, leads to better outcomes for children and economic benefits for society. Yet kinship care has been marginalised and poorly supported for too long. It's time for change.

During the pandemic we spoke out for kinship carers, secured funds and extended our support services across England and into Wales. Our team was awarded a high commendation in the Covid-19 Frontline Team of the Year category at the Third Sector Awards 2021. More recently, we have been awarded £1million from the Department for Education to deliver a national Kinship Peer-to-Peer Support Service for England. The service will create a network of sustainable peer support groups, with tailored training and resources for kinship carers and group leaders. It builds on Kinship's 10 years' experience of pioneering the development of support programmes and support groups for kinship carers, including through our flagship programme Kinship Connected which is commissioned by growing numbers of local authorities.

Kinship families need services, systems and policies that respond to their unique needs. We have two new projects that are bringing their voices and experiences into the development of policy, practice and services.

We have received funding from Comic Relief for a three-year project to support kinship carers in England and Wales to be effective and empowered campaigners. BBC Children in Need is funding a three-year project called Kinship Young Champions. The project will bring together a group of kinship care experienced young people aged 14-17 to raise awareness and influence policy and practice.

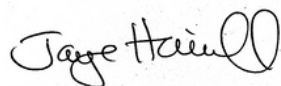
The system around kinship care is riven with inequality. Access to support is determined by the legal order of the child, and financial allowances and other services are a postcode lottery. We want kinship carers to have the right to support for them and their children, wherever they live and whatever the legal order of the child.

The Independent Review for Children's Social Care in England presents an unprecedented opportunity to secure recognition and support for kinship families and we are doing all we can to influence it. In March, we published *Out of the Shadows: A Vision for Kinship Care in England* setting out our policy recommendations. With a new Communications and External Affairs Directorate in place, we are ready to push hard for the changes kinship carers need and deserve.

We are looking for up to four trustees to join the board in guiding our charity's work, alongside our Chief Executive and the Senior Leadership Team. We are particularly looking for applicants with the following skills, experience or background:

- **Lived experience of kinship care**
- **Fundraising**
- **Marketing and communications**
- **Social work**
- **Black, Asian or Minority Ethnic background**
- **Wales-based**

Thank you for your interest in Kinship and I look forward to receiving your application.



Jayne Harrill
Chair of Trustees



About Kinship

Kinship is the leading charity in England and Wales for kinship carers – relatives and friends who raise children when their parents aren't able to. We offer kinship carers expert advice as well as financial, legal, practical and emotional support and understanding from the moment they need it, for as long as they need it. We're always there to help with the complicated and stressful decisions that so many kinship families have to make, as well as to celebrate the good times.

Working alongside kinship carers and the children they raise, with their voice and views at the fore, we build communities of support and give everything we have to fight for each family and their rights, as well as to raise awareness of kinship care and secure better support for all those playing this critical role.

200,000 children in the UK are being raised by kinship carers – most by grandparents. As a group, kinship carers face significant financial, practical and emotional challenges, yet they are poorly recognised by policy makers and services and struggle to get the support they need. We're looking for Trustees who will share our passion for transforming kinship care.

You can learn more here:

- [Out of the Shadows: a vision for kinship care in England](#)
- [Annual Report](#)
- [Annual Survey](#)
- **'Something to be proud of'**, our Charity Film Award finalist video



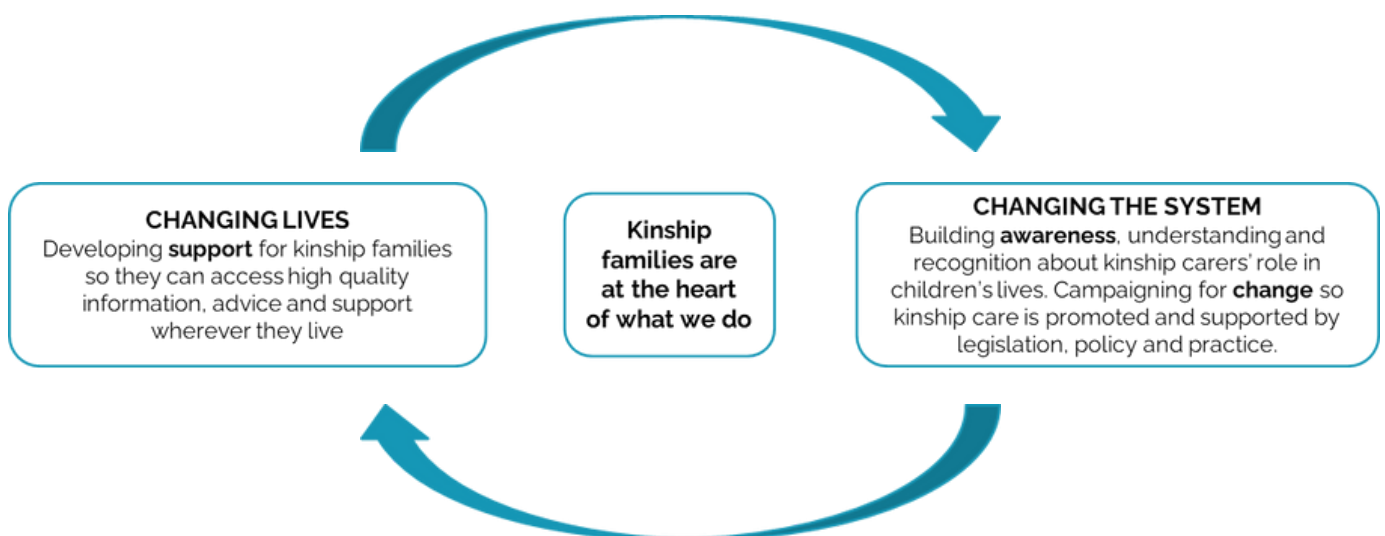
Our Mission

To ensure kinship carers and the children they care for get the support and recognition their need

Our Vision

A society in which kinship carers and the children they care for are recognised, valued and supported

Our Strategy



Our Board of Trustees



Jayne Harrill
Chair



Julian Young
Treasurer



James Baker



Natalie Baldry



Dave Eaton



Prof Elaine Farmer



Yvette Stanley

You can find out more about our Trustees [here](#):

Time Commitments and Terms of Appointment

Trustee Time Commitments

The Board holds four meetings a year, plus an away day and any relevant committee meetings. Board meetings are generally held on a working day afternoon and last approximately two hours. We acknowledge this could be difficult for some potential candidates, so please let us know if this is an issue and we can try to make timing changes.

Trustee meetings are currently being held on Zoom and we anticipate moving to a hybrid option. Meetings will generally be held at our offices in Vauxhall, London.

Our trustees are not remunerated, however, any travel expenses directly incurred in the role will be reimbursed.

Terms of Appointment

Trustees are appointed for an initial three-year period and this may be extended for a further three-year period.

Meeting Dates

TBC June/July 2022

Thurs 22 Sep 2022

Thurs 24 Nov 2022



Trustee Role Description

The Board of Trustees share and promote:

- A passionate enthusiasm for supporting the work of the charity.
- The capacity to understand and to empathise with the issues of concern for kinship carers.
- Adherence to the Good Governance Code
- A team approach with a commitment to providing, time, expertise and experience to enable the board to effectively support the aims of the charity.

Main duties and responsibilities:

1. To ensure that the Charity complies with its governing document (Memorandum and Articles), charity and company law and any other legislation or regulations.
2. To ensure the charity's aims are delivered effectively and sustainably.
3. To provide strategic leadership in line with the charity's aims and values.
4. To help the board reach well informed sound decisions.
5. To monitor and evaluate performance of the charity against agreed objectives and targets.
6. To appoint the Chief Executive Officer and monitor his/her performance.
7. To monitor the effective and efficient management and administration of the charity, delegating responsibility to the Chief Executive Officer as appropriate.
8. To assess and manage risk.
9. To safeguard the financial stability and solvency of the Charity.
10. To protect and manage the property of the Charity, including any buildings or other assets, and to ensure the proper investment of the Charity's funds.

Person Specification

Skills and experience sought:

- We are seeking Trustees with professional experience in the following areas:
 - **Fundraising**
 - **Marketing and Communications**
 - **Social work**
- In addition, we are seeking to increase the representation of kinship carers on our Board. One of the great strengths of Kinship is that kinship carers are at the centre of everything we do and we want our Trustee Board to be reflective of the diversity of the carers we support. We are able to offer training and development for new Trustees, including peer mentoring for kinship carers who join our Board. Therefore, we specifically encourage applications from people who:
 - have **lived experience of kinship care**
 - are from **Black, Asian and minority ethnic** backgrounds, who are under-represented on our Trustee Board
 - are **based in Wales**
- All applicants must be able to demonstrate:
 - a commitment to the values and mission of Kinship
 - a good understanding or willingness to learn skills in strategic planning, setting targets, and monitoring and evaluating performance
 - good organisational and communication (oral and written) skills
- Applicants must satisfy statutory requirements to be a charity trustee.



What it means to be a part of Kinship

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I have an SGO of my 3 Grandchildren. I would be lost without my friends at Kinship. No one told me the trauma these children would suffer . Life is never dull but I wouldn't change it for the world. **(Kinship carer)**

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“

What I love about Kinship is the genuine feeling of making a difference to families who are often invisible **(Staff member at Kinship)**

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“

Working at Kinship is inspiring and motivating. I am moved by the selflessness of kinship carers and the dedication of my hardworking colleagues.. **(Staff member at Kinship)**

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“

No one understands my situation - except other kinship carers. Without the network provided by Kinship I don't know where I would be. **(Kinship carer)**

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Recruitment Timetable

Activity	Date
Informal chat with CEO or Chair	Upon request
Closing date for applications	30 May 2022 with interviews scheduled as suitable candidates apply
Induction day with new trustees	TBC
Opportunity to attend next Board meeting if successful	June/July or 22 Sep

How to apply:

To apply, please send the following to recruitment@kinship.org.uk:

- **CV**
- **1-2 page supporting statement** detailing how you meet the person specification and your motivations for applying
- **Equal Opportunities form**

Applications to be submitted by **9am** on **Mon 30 May 2022** with interviews scheduled as suitable candidates apply.

If you have questions about this role, or would like to arrange an informal chat with the CEO or Chair, please contact Vikkie on recruitment@kinship.org.uk



