



Trustee



About Us

Home-Start Southwark has been providing targeted early intervention for vulnerable children and families for 30 years. For the last 4 years we have been developing a much-needed programme in Lewisham and now deliver support across both boroughs.



Our Mission

We provide emotional and practical support to families who are having difficulties managing parenting for a variety of different reasons. We help parents to create happier lives for their children.

Our Approach

Most parents would agree that being a parent, wherever you live, whatever your circumstances, isn't always easy. Combine that with additional pressures such as illness or financial worries, and without the support of family and friends, the pressures can seem overwhelming. Our approach is simple, but it works! We provide trained volunteers to help any parent, with at least one child under five, who is finding it hard to cope.

2023/2024 Performance

We supported

153

Families

We trained

21

New Volunteers

including

216

Parents/carers and

304

Children (with 242 were
under 5 years old)

We supported

85

Active Volunteers
who provided...

8,570 hrs

of family
support

74% of parents felt more confident and resilient

76% of parents felt better able to manage their mental health

75% of parents said their family was less isolated

83% of parents felt better able to manage their child/ren's emotions or comfort them when they were upset

89% of parents felt more able to manage their child/ren's physical health

80% of parents said they improved their parenting skills

74% of children attended more positive activities such as children's centres and playgroups

74% of parents said their child development or behaviour improved

83% of parents felt their relationship with their child/ren improved



92% of parents became more involved in their child/ren's development and learning

89% of families with multiple children felt better able to balance their needs

What We Do

Home-Start Southwark works with families who are pregnant or have children under 5. Our core work is to provide weekly support from a trained peer volunteer or worker empowering families to make changes to improve their lives. The way we support families has relationships at its core – we believe, and our work proves, that the confidence and resilience gained by having someone standing alongside you offering encouragement and support, can make a huge difference to parents and children. Being a parent is difficult regardless of circumstances and many of our families are facing several additional challenges.

Our work is responsive to the community we serve and at times evolves to include groups, events, parenting programmes and specific strands of work such as our current projects; Bump to Babe, Big Hopes Big Future, Being Together and REAL.

Families start their journey with a referral, and then meet one of the Family Support team to discuss their strengths, areas for support and agree what they would like to work on with us. This really varies, and can include support to play, interact and develop relationships and routines with their children, to access services and activities in the community, emotional support to build confidence and resilience, and help with form-filling and budgeting. A family is then matched with a carefully selected volunteer or worker who visits them for around two hours a week for approximately six months to address their needs. The support is reviewed regularly, and adapted based on the family' evolving circumstances. Parents tell us that support from Home-Start is different from other services, that they feel they can be open and are not judged

Why become a trustee for Home-Start Southwark...?



"Being a Trustee at Home-Start Southwark has been a really meaningful experience for me. As a family volunteer, I have seen the difference the charity makes in people's lives. Joining the board has helped me understand how everything fits together behind the scenes, it's been rewarding to support the charity's impact from a different perspective."

Conchy

"Being a Trustee for HomeStart Southwark is a chance to help make a real difference for the families in my community, while honing strategic decision-making skills and helping to shape the long-term vision of the organization. It offers invaluable benefits to my professional career, especially in leadership development. The role also allows me to learn how to handle strategic challenges, and beyond professional growth brings a sense of purpose and fulfilment that extends far beyond the workplace."

Tatyana



"As the Trustee Lead for Safeguarding I have the privilege of working with a team that makes a real difference to families with young children. I believe that the early years of a child's life have the most significant impact on how they will develop and grow in the future. No child's future should be limited because of challenging circumstances. One of the most rewarding parts of being a trustee at Home-Start Southwark is hearing families share their experience of how the volunteers have made such a positive difference to young children's lives."

Claire



"It is a fantastic privilege to be involved with HomeStart Southwark. The direct impact of the work of the team and our wonderful volunteers on the lives of local children, families and communities is truly inspirational."

Jim



About The Role

Position: Trustee

Location: Remote, London SE1

Time commitment: 6 Board Meetings per year

Remuneration: The role of Trustee is not accompanied by any financial remuneration, although expenses for travel may be claimed

Purpose of the role: Becoming a trustee for Home-Start Southwark (HSS) is an exciting and fulfilling role. The role of a trustee is to ensure that HSS fulfils its duty to its beneficiaries through contributing to the strategic development, effective governance and financial management of the organisation. The board of trustees are both jointly and individually responsible for the overall governance and strategic direction of HSS, its financial health, the integrity of its activities and developing the organisation's aims, objectives and goals.

Our ambition is to continue to develop outstanding services that meet the needs of our community; if you want to be part of our future, we would love to meet you to discuss this further.

For an informal discussion about this opportunity, please email info@homestartsouthwark.org.uk including your mobile number and best times to call and the CEO or member of the Board will be in touch.

Please apply with a CV and brief supporting statement outlining why you are interested and how you could contribute to HSS's Board; we are interested in your lived experience as well as any voluntary or employed positions you have held.

We believe that a diverse Board leads to better results and actively welcome applications from candidates reflecting the diversity of Southwark and Lewisham's communities.

Please send your application document to info@homestartsouthwark.org.uk

Person Specification

A HSS Trustee should:

- *Have time to commit to 6 board meetings a year, preparation and additional tasks to fulfil the role*
- *Have an understanding of and commitment to HSS's work and ethos*
- *Have a strong personal commitment to equity, equality, diversity and inclusion*
- *Understand the confidential nature of HSS's work, and safeguarding in the context of family support*
- *Have effective communication skills, and be prepared to participate in discussion at meetings, listening carefully, challenging sensitively, avoiding conflict, and accepting a majority decision*
- *Be reliable, and able to work as a member of a team*
- *Be willing to understand and accept the responsibilities of being a trustee, including whistleblowing if required*
- *Be prepared to undertake any training needed to fulfil the role.*

The statutory duties of all trustees include:

- *Ensuring that the organisation complies with charity law, company law and any other relevant legislation or regulations*
- *Maintaining financial control and ensuring that the organisation does not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are*
- *Contributing actively to the Board of Trustees in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets*
- *Ensuring the financial stability of the organisation, protecting and managing any HSS property and ensuring the proper investment of HSS funds*
- *Drawing up and monitoring the implementation of internal policies which must include equality, diversity and inclusion, safeguarding, as well as health and safety policies and key human resources policies, including grievance and disciplinary policies*

Person Specification

- *Safeguarding the good name and values of the organisation and helping to maintain effective board performance*
- *Jointly with other trustees, holding the charity "in trust" for current and future beneficiaries*

Other responsibilities:

- *To ensure the organisation fulfils its responsibilities as a good employer, and is an effective manager of its staff and volunteers*
- *To ensure children and vulnerable adults in contact with the organisation are safeguarded, including signing acceptance and understanding of the Home-Start Safeguarding/Child Protection Code of Conduct annually*
- *To advocate on behalf of HSS and use opportunities to talk and share positively about what we do and the difference we make*
- *To contribute actively to the HSS ambition to ensure equality, diversity and inclusion are at the heart of everything we do*
- *To develop relationships with members of the staff team to ensure they feel valued by board members and have an opportunity to influence board thinking and decision-making*
- *Take guardianship responsibility for agreed areas of organisational development where appropriate*
- *To actively engage in fundraising activities on behalf of HSS, employing your personal and professional networks to best effect*
- *To commit to participate in HSS Team meetings, organisational events and volunteer celebrations as appropriate.*

Keeping children and families safe is of the highest importance to Home-Start Southwark, so potential trustees are subject to vetting procedures and an enhanced level Disclosure & Barring Service criminal records check.

Information about a trustee's statutory responsibilities is on the Charity Commission website: [Charity trustee: what's involved \(CC3a\) - GOV.UK](#)



To visit our website,
please scan the code



www.homestartsouthwark.org.uk

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