



Why be a Trustee with Home-Start East Sussex?

At Home-Start East Sussex (HSES) you will find a team of trustees, staff and volunteers who are absolutely committed to empowering local people to develop safe, strong, resilient and nurturing relationships. We're looking for friendly, relational, proactive people to become trustees who share our commitment to our clients and their families. We're also looking for people who can relate warmly and professionally to a wide range of networks, cultures and organisations. This may be your first trustee role and you will receive induction and training

Potentially interested? Let us tell you a bit more about us and our charity...

A bit about us

HSES believes that every child and parent living in East Sussex (including Brighton & Hove) should live in a safe and nurturing family where every member enjoys positive life.

We are a small local independent registered charity affiliated to Home-Start UK and SafeLives who provide us with policy guidance and quality standards. Since 1996 we've supported and empowered over 2000 vulnerable and disadvantaged families/individuals.

Our purpose is to facilitate the increased safety, well-being, confidence and independence of local families that have experienced adversity. We support family members to build safer, stronger, and more resilient relationships; encouraging individuals to make decisions, act for themselves and take back control of their lives. In March 2020 HSES was awarded SafeLives Leading Lights accreditation – the gold star standard for domestic abuse services. This means that all our services have empowerment, resilience and client safety at their core.

We have a strong team of committed paid staff to run these services on a day-to-day basis, but we also use many local volunteers. Some of the most important of these volunteers are our Board of Trustees who collectively oversee and govern HSES.

We currently have 7 trustees, but we can have up to 12, so there is room for more!

What our Trustees do

Trustees are involved in the overall governance, rather than the day—to-day running of HSES. Our Board of Trustees collectively make decisions about the approaches and direction that the charity will take. This includes:

- Ensuring our services are effective and reaching everyone that needs support
- Discussing new service ideas
- Checking we have the policies and procedures we need to show that we are complying with our legal obligations.

What people gain from being a Trustee

By joining the Board at HSES you know you're contributing to improve the lives and relationships of local people in vulnerable family situations. You might be able to gain and/or expand on fantastic experience and skills in management, finance, and governance to be used in your own career. And importantly, you will also become part of our friendly Home-Start community.

Our current trustees tell us that these are all big, long-term gains.

Meetings and time commitment

- We hold a 2hr trustee meeting every 3 months at 10 am on a weekday that suits the majority of the trustees. (We arrange meetings during the day to accommodate those with children)
- The agenda and papers are usually emailed to each trustee a week before to give you plenty of time to read them.
- Once a year we spend a whole day together to think about our future plans as an organisation and to provide training to trustees as a group.
- Being a Trustee is a voluntary role, but HSES will pay for out-of-pocket expenses for travel to Trustee meetings or childcare costs so you can attend meetings.
- Meetings will be a mixture of in person and online. In person meetings usually take place in Newhaven.
- Trustees are also usually asked to join a subcommittee in line with their experience or interest which will meet approximately once every three months.

Who We Are Looking For

We particularly encourage applications from candidates; from the Black, Asian and Minority Ethnic community, members of the LGBT+ community and/or people aged 30 and under as we are looking to improve the diversity of our board.

Essential Criteria for all Trustees

- Commitment to the aims of HSES
- Good, independent judgement
- Compassionate and empathetic
- Ability to engage with people of diverse backgrounds and an understanding of equality, diversity & inclusion
- Ability to think creatively
- Willingness to speak your mind
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship (this will be made clear to you during the interview process)
- Ability to work effectively as a member of a team
- Abiding by Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Ability to maintain a practical, careful and considered approach when dealing with complex issues.
- Self-motivated
- Willingness and ability to undertake relevant training
- Ability to attend board meetings every three months on a weekday morning
- Being a 'big picture' person

Desirable Criteria for Trustees

Experience in one or more of the following areas:

- An understanding of the issues affecting the people we work with which can include lived experience of some of the issues addressed by HSES (having a baby, challenges around being a parent, domestic abuse and/or coming from a marginalised community)
- Financial background
- PR background
- Digital skills

What's next?

To apply to be a HSES Trustee, you need to first contact **Emily Hall** on emily.hall@hses.org.uk for an application form. If your application is successful, we will arrange informal interviews with our Chief Executive and Chair of Board. After that, we'll invite you to attend and observe two Trustee meetings, prior to making a final decision on whether you wish to join us. In order to be selected, the Board must agree and vote on your appointment.