



JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS

TRUSTEE RECRUITMENT PACK

RAILWAY CHILDREN – RECRUITMENT PACK

children RAILWAY
No child lost to the streets



WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

Around the world hundreds of thousands of children struggle to survive on the streets. In many countries, they have become an accepted issue in society, deprived of access to the most basic services and they experience extreme harm before and during their time on the streets.

Wherever they may be in the world, they face violence, abuse, neglect and exploitation.

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street connected children and as we embark on our new strategy to 2027, we have ambitious plans to ensure no child is left behind, wherever we work.

WHO WE ARE



OUR VISION

We believe in a world where no child ever has to live on the streets.



OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.



WHAT WE STAND FOR

We stand for children

- The children who don't have a voice.
- The invisible children.
- The children struggling to survive on the streets around the world every day.
- The generations of children suffering repeated cycles of abuse.

**WE STAND FOR CHILDREN,
THEIR CHILDHOODS
AND THEIR FUTURES!**

These Five Values
Guide Our Work



NEVER GIVE UP

Face challenges head on.



HAVE COURAGE

Push boundaries.
Think big.



EARN TRUST

Be honest. Always act
with integrity.



SHOW COMPASSION

Be kind and show
respect to all.



NURTURE TALENT

Encourage growth.
Enable others.



WELCOME FROM THE CHAIR

I am delighted that you have expressed an interest in becoming a Trustee of Railway Children.

Railway Children has grown rapidly over the past ten years and now helps thousands of children every year, who are alone and on the streets and railways. We have ambitious plans to expand further to help protect even more children. We are also in a period of considerable change as we grow and diversify.

Our Board of Trustees plays a key role by setting the overall strategy, in governance and in regular reviews of activity. We have set and achieve high standards of governance as evidenced by independent audits and maintain a conservative policy on financial reserves. We seek Trustees who have skills and experience that contribute to the charity and to the day to day running of the charity and in the work that we do.

We are committed to improving diversity (in every sense) on the board.

We are fortunate in having a strong management team both in the UK head office and in the operations in India, Tanzania and the UK. We have long term funding provided by a number of organisations and benefit from an excellent relationship with the UK rail industry that provides us with both money, time and overall assistance in what we do.

This is a charity that does really amazing things for children. It is immensely worthwhile and we are looking for people who share our enthusiasm and commitment.

Thank you

Malcolm Brown
Chair

JOB DESCRIPTION

The Trustee role

As custodians of the governance process, the collective role of the Trustees is to provide strategic direction and constructive challenge to ensure Railway Children, via its Chief Executive, delivers its goals and objectives and is managed effectively. The Trustees have duties and responsibilities under company and charity law and are entrusted with the role of ensuring that assets are properly secured and deployed.

There are four board meetings per year. Trustees may be invited to serve on one of the Charity's sub-committees, which each meet four times annually. Trustees may also be asked to advise the executive on specific issues from time to time and may be invited to attend events.

Trusteeship is unremunerated, although reasonable expenses may be claimed. The normal period of office is three years and all Trustees are eligible for reappointment at the end of their term of office. In general, Trustees serve three terms of office.

The duties of a Trustee are to:

- Work alongside the Trustees and Exec to ensure that Railway Children complies with its governing document (its Memorandum of Articles of Association), charity law, company law and any other relevant legislation or regulations. Ensure that Railway Children pursues its objects as defined in its governing document.
- Contribute actively to the Board of Trustees role, working alongside other Trustees in giving firm oversight and governance in relation to the strategic direction of Railway Children.
- Attend Board meetings and sub-committee meetings as appropriate.
- Safeguard the good name and values of Railway Children.
- Ensure the financial stability of Railway Children in terms of the funding and income models for the charity.
- Actively support income generation and fundraising through the use of personal and professional networks.
- Alongside other Trustees, support the Chief Executive and Executive Team and monitor their performance.

- Enable and support the Board in its safeguarding governance role to ensure that the development and implementation of a safeguarding framework is robust so that all those that come into contact with Railway Children are protected from harm.
- Ensure good governance to ensure the organisation can move forward on the right strategic path.
- Represent the charity when appropriate.
- Support the Chief Executive and Executive team to harness all the talent to maximise impact across all Railway Children activities.
- Ensure that the charity is following best practice in terms of its business rigour.
- Provide expertise and insight at Board meetings.
- Actively promote and embody Railway Children's core values of Integrity, Bravery, Innovation and Effectiveness across the organisation and partners.
- Uphold and work within Railway Children's policies and procedures.
- Actively promote and embody Railway Children's core values of Integrity, Bravery, Innovation and Effectiveness across the organisation and partners.
- Undertake any other duties, as appropriate to the post.

Time commitments to include:

- 10-15 days per year to include:
 - Four Board meetings
 - Quarterly attendance at sub-committees and attendance at RC events
 - Preparation time for meetings
- We encourage Trustees to visit the work of the charity in order to broaden their knowledge of projects and to familiarise themselves with local conditions.

Length of term

Initial three-year term with the possibility of an extension for two further three years terms.



PERSON SPECIFICATION

Experience:

- Experience of international development large grant funding;
- Experience of leading public fundraising campaigns – ideally in an international context;
- Senior experience of working in the rail industry

Skills and Abilities:

- Strong strategic skills.
- Analytical and evaluative approach to decision-making.
- Open to feedback and willing to learn.
- Clear and sensitive communicator and able to engage and influence.
- Maintain confidentiality on confidential and/or sensitive information.
- Team player but able to express own opinions constructively and positively.
- Able to manage difficult and/or challenging situation
- Sound understanding of sustainability issues.

Personal Commitment:

- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.
- Understand and able to accept the duties and liabilities of being a charity Trustee.
- Empathy with the mission and strategy of Railway Children.
- A willingness and ability to devote the necessary time and effort
- A passion for improving the lives of children.



STILL INTERESTED?

HOW TO APPLY...

Please download the application form on our job listing page:
<https://www.railwaychildren.org.uk/who-we-are/jobs/>

Please email your application to jobs@railwaychildren.org.uk
Closing date – Friday 8th December 2023.

If you want to know more about the role or the selection process, please contact
Rob Capener, CEO via his Executive Assistant j.foster@railwaychildren.org.uk

FURTHER READING

- Railway Children website – <https://www.railwaychildren.org.uk>