



**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 EVERY CHILD CAN THRIVE, AWAY FROM A LIFE ON THE STREETS

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street-connected children. Across India, Tanzania and the UK, hundreds of thousands of children are lost and alone on streets and public transport. As we embark on our new strategy to 2030, we have ambitious plans to ensure no child is left behind, wherever we work.

Every year, British Transport Police identify around 10,000 children at risk on the UK rail network. It offers young people a means to escape whatever they are running from and a place of shelter that feels safe.

However, public transport can also deliver them to danger...

With strong relationships across the UK rail industry, Railway Children applies contextual safeguarding principles to make sure someone is on hand to intervene early and protect children before they come to serious harm.

Our Youth Practitioners create turning points in these young people's lives that help them on a path to a better future.

Together we can make our transport system a safe place for everyone.

## WHO WE ARE



### Our Mission

To safeguard children at risk of being lost to the streets by empowering families, communities and partners to create lasting change, ensuring every child can reach their full potential.



### Our USP

We are leaders in protecting the rights of street-connected children. We work with transport networks to reduce risk, intervene early and safeguard children before they face serious harm.



### Our Goal

By 2030, we will have refined and enhanced our direct work to protect children and to demonstrate effective, impactful and scalable interventions that influence systemic change.

WILL YOU JOIN US ON THE JOURNEY?





# 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 have identified a need for more Trustees with financial skills to join our Finance and Audit Committee and we are therefore particularly looking for people with this skillset in this round of recruitment.

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:

- Four board meetings per year.
- 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:**
  - Organisational finance.
  - Budgeting, forecasting and monitoring.
  - Risk management and financial reporting.
  - Financial qualifications desirable but not necessary.
- **Skills and Abilities:**
  - Strong strategic skills.
  - Ability to analyse and interpret financial data.
  - Aptitude for presenting financial information clearly and make it understandable for non-finance people.
  - 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 situations.
  - 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 email your CV and covering letter to [jobs@railwaychildren.org.uk](mailto:jobs@railwaychildren.org.uk)

If you want to know more about the role or the selection process, please contact Rob Capener, CEO via his Executive Assistant [s.armitage@railwaychildren.org.uk](mailto:s.armitage@railwaychildren.org.uk)

## FURTHER READING

- Railway Children website – <https://www.railwaychildren.org.uk>
- Railway Children 2024 annual report and accounts – [click here](#)
- Railway Children Trustee Handbook – [click here](#)
- Strategy Tree Diagram – [click here](#)