



NSPCC

Trustee and Services Development
Committee Member

Welcome from Emma Scott – the NSPCC’s New Chair

Thank you for considering the role of Trustee and member of the Services Development Committee at the NSPCC. It’s a position of profound responsibility and impact, one that sits at the heart of our mission to end child abuse and neglect. As the newly appointed Chair, I’m honoured to be part of an organisation that has stood for children’s safety and wellbeing for over 140 years, and I’m excited to welcome you and introduce to you this role.

The NSPCC is a charity like no other, powered by the generosity of the public, guided by evidence, and driven by a relentless commitment to protect every childhood. We are bold in our ambitions and grounded in our values. Our strategy is clear: we want everyone to play their part in preventing abuse, we want every child to be safe online, and we want children to feel safe, listened to, and supported. These goals demand strong leadership and sound governance.

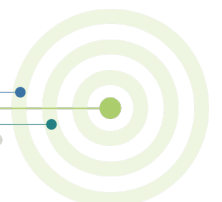
As a Trustee and member of the Services Development Committee, you will play a vital role in shaping our future. As we seek to transform all aspects of our services, you will offer a fresh perspective, strategic oversight and robust challenge and support ensuring our approach to safeguarding, performance improvement, quality assurance and compliance, are both best in class and continue to put children at the centre of everything we do.

This is more than a governance role. It’s a chance to be part of a movement, to stand up for what’s right, to amplify the voices of young people, and to help build a society where every child is safe. If you believe in our mission and have the skills, experience, and heart to help lead us forward, I warmly encourage you to apply.

Thank you again for your interest. I look forward to meeting you.

Emma Scott

Chair, NSPCC



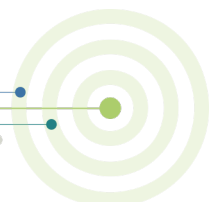
Our Organisational Context

Established in 1884, the NSPCC's charitable purpose, enshrined in its Royal Charter, is the prevention of cruelty to children. The strength and authority of its iconic brand is grounded in:

- Our independence. The NSPCC is funded overwhelmingly from voluntary donations, with its largest source of income being regular donations from hundreds of thousands of individuals united by their determination to fight for every childhood. Income generation is critical to our success;
- In the choices we make about what we do directly, what we enable, and what we influence. Though people think of the NSPCC as a large charity, we are tiny in relation to the scale of the problem we seek to resolve. We currently raise c£120m a year against annual spend by UK social services of c£11bn. Amplification of impact well beyond what the charity does itself is a vital part of changing attitudes, behaviours and laws;
- In the centrality of evidence when it comes to the actions we take;
- In building momentum behind our cause – we seek active engagement in keeping children safe as well as being a national conscience for child protection;
- In securing value for money from all donations, so we can demonstrate efficiency and impact from all we do; and
- Having the voices and perspectives of young people themselves at the heart of the charity.

The NSPCC is a large and complex organisation, active in all four nations of the UK and the Channel Islands. We employ around 1,500 people and have around 6,000 volunteers. We operate a network of hubs as focal points for service delivery, deliver place based partnerships, run Childline, here 24/7 for young people with nowhere else to turn, and a national NSPCC helpline for any adult concerned about a child.

To read more NSPCC [CLICK HERE](#)



Our Strategy

Our strategy – working together, towards the difference we want to see by 2031.

Our strategy has teamwork at its heart. Everyone has a role to play and we want many more people to play a part in protecting children. We will work with people and communities across the UK and Channel Islands to bring about change in these three areas, using a set of principles to shape and guide everything we do.

When deciding on our focus from 2021 onwards, we listened extensively to many people — staff, volunteers, young people, external stakeholders and more. We used this insight to plan what our distinctive focus should be. From this insight, our strategy ensures that we will make our services even stronger, based on what children and young people need most, and continue building the relationships we have in communities across the UK. We strive to be nationally significant and locally relevant, and look at where we are best placed to do, enable, influence or celebrate the efforts of others in our shared endeavour to keep every child safe. In delivering on this aspiration, we decided to work towards three impacts for children:

- Everyone plays their part to prevent child abuse. We'll work together to make it easier for everyone to play their part and create a social safety net that prevents child abuse and neglect.
- Every child is safe online. Together, we'll help transform the online world, so it's safe for every child to go online.
- Children feel safe, listened to and supported. More children will be able to speak out, so they feel safe, listened to and understood — and abuse doesn't shape their future.

To read our Annual Report and Accounts 2024/25 [CLICK HERE](#)



Our Values

Embodying Our Values

Our values aren't just words — they're the heartbeat of our organisation. They guide us, inspire us, and remind us why we do what we do. More than that, they're woven into the fabric of our daily decisions and actions. That's why we've placed these values at the forefront of this job description. We're seeking a candidate who doesn't just understand these values but lives them.

- Putting children first: we believe in children, we want what's best for them, and we make sure we fight for every childhood.
- Taking a stand: we are courageous in standing up for what is right. We speak out when something is wrong and celebrate success with those who help things improve.
- Working together: our passion inspires others, and working with inspirational people, organisations and children helps us achieve more.
- Striving for excellence: we're constantly learning, developing our work, measuring what's effective and sharing knowledge with others.
- Making an impact: we base our actions on evidence and the difference we will make to children.

Young People's Voice

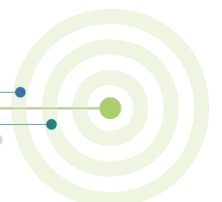
Participation means 'taking part'. For us, this means we listen to and work with children and young people so they are involved in the decisions that affect them.

Key to evidencing this commitment is our Young People's Board for Change which was launched to give young people the chance to shape and influence our work, and is an important part of making sure that young people are right at the heart of our decision-making.

Diversity and Inclusion

Child abuse can affect any child, whatever their background. It's a universal issue that can only be tackled through collective responsibility. But how can we reach every child from every diverse background if we're not a diverse and inclusive organisation? The key to breaking down barriers and prejudice, and creating an equal and fair society, is that it must start with us. We're making good progress and moving in the right direction through our three year action plan, but we know there's more work to do.

To read more about our efforts and aspirations [CLICK HERE: NSPCC Equality, Diversity and Inclusion vision](#)



The Trustee Role

Trustees of the NSPCC (the Society) are charity trustees within the meaning of the Charities Act 2011. The Board of Trustees is responsible for the overall governance and strategic direction of the charity, its financial health and the probity of its activities, pursuing its objectives in accordance with the Royal Charter and compliance with legal and regulatory obligations.

A Trustee must carry out the functions of his/her office with the utmost good faith.

Trustees are responsible for the proper administration of the charity in accordance with all legal and regulatory requirements, and for acting within its powers in line with the Royal Charter, and the Charities Act 2011 as amended.

Main duties

The duties of NSPCC Trustees are to:

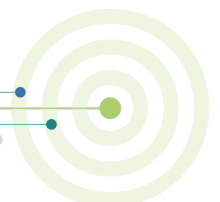
- Approve the strategic direction for the NSPCC including its vision, aims and strategies in accordance with the Society's purpose and powers.
- Guide the NSPCC to achieve its aims in the most efficient and effective manner, consistent with its constitution and strategy.
- Regularly monitor the context and operating environment in which the Society works and address emerging issues that may impact on strategy, or reputation with key stakeholders.
- Ensure that the Society functions within the legal and financial requirements of a registered charity, and in accordance with the Charity Governance Code.
- Approve strategic plans, budgets, the reserves policy and position, authorisation limits of the Chief Executive and the annual report and accounts.
- Ensure that the NSPCC has the resources, both human and financial, to achieve its aims.
- Ensure an on-going risk assessment and management process is in place across the NSPCC that is informing policies, procedures and plans.
- Monitor and evaluate the progress of the NSPCC against its strategic aims, objectives and financial targets.
- Support the Chairman, Chief Executive and the Executive Board (the Senior Management Team) in ensuring delivery of the NSPCC's strategy.

Personal Responsibilities

Attend on a regular basis the Board and the Service Development Committee meetings (these are a mixture of online and in person meetings) and to contribute effectively to them, ensuring that the business of the Board and Services Development Committee are suitably conducted and meets the requirements of best practice and governance.

Be an advocate for the NSPCC and behave in a way which reflects well on it.

To provide leadership and act as a critical friend to NSPCC staff, volunteers and supporters;



Person specification

We are particularly looking for a strategic leader with significant expertise of Children's Services with (Safeguarding, Quality, Inspection and Change)

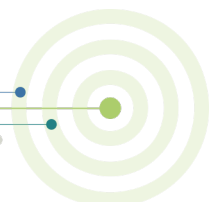
In addition to the above a successful candidate will be able to demonstrate:

Part One

- In depth understanding of safeguarding, performance, quality assurance, quality improvement and compliance
- Highly effective communication skills with experience of providing guidance, support and robust challenge
- A sophisticated understanding of governance and the respective roles between the Board, it's Committees and the Executive
- Commercial acumen, with a good appreciation of risk management
- A high degree of personal and professional credibility and integrity, engendering trust and confidence with diverse audiences across the public, private, and voluntary sectors
- A proven track record of transformational change
- A proven track record of sound judgement and effective decision making
- A history of impartiality, fairness and the ability to respect confidences
- Significant analytical skills, with a strong appreciation of risk management within a complex organisation
- Commitment to the aims of the Society and a willingness to devote the necessary time and effort
- Willingness to speak their mind and to listen to the views of others.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- A demonstrable commitment to the Nolan principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership).
- A track record of commitment to equality, diversity and inclusion, valuing differences to make better decisions and deliver better outcomes

Part Two

- Excellent inter-personal and communication skills, diplomacy and clear judgement
- Strategic thinking, fluidity of style and emotional intelligence
- Empathy, personal integrity and authenticity
- Data driven, with the clarity of thought that enables them to guide the NSPCC forward with regards to impact, income, and influence
- A history of impartiality, fairness and the ability to respect confidences. Commitment to the aims of the Society and a willingness to devote the necessary time and effort.
- An ability to use technology to participate in virtual meetings.



Terms and Conditions

This is an unremunerated role, although reasonable travel and other out of pocket expenses will be reimbursed. Applicants must be ordinarily resident in the UK and comply with the Charity Commission's [Trustee eligibility](#) requirements.

The successful candidate will be asked to undertake an enhanced DBS check

We envisage a time commitment of approximately one day per month.

The majority of Board and Committee meetings are held on-line and usually take place during the working day.

How to Apply

If you are interested in applying, please do so via the Attenti Microsite:

www.attenti.co.uk/NSPCCT

Please ensure you provide the following:

- A comprehensive CV including details of your achievements in each role (no more than three pages). Please ensure it contains your email address and mobile phone number.
- A written supporting statement, outlining your suitability and your motivation for becoming Trustee.
- Details of two referees, one of whom should be with regard to your current or most recent role and let us know whether you would be happy for us to contact them as part of the process.

Referees will not, of course, be contacted without your prior consent

Please ensure that you indicate in your application any dates when you will not be available, or where we might have difficulty in contacting you.

All applications will be acknowledged. Attenti will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Please let us know of any accessibility accommodations you may require

Closing date for all applications is **10 AM Monday 27th July 2026**

After having read this appointment brief, please speak with our advising consultants at Attenti:

Anita Denton on 07725 554 802, Anita.Denton@attenti.co.uk or

David Fielding on 07810 507 235, David.Fielding@attenti.co.uk

