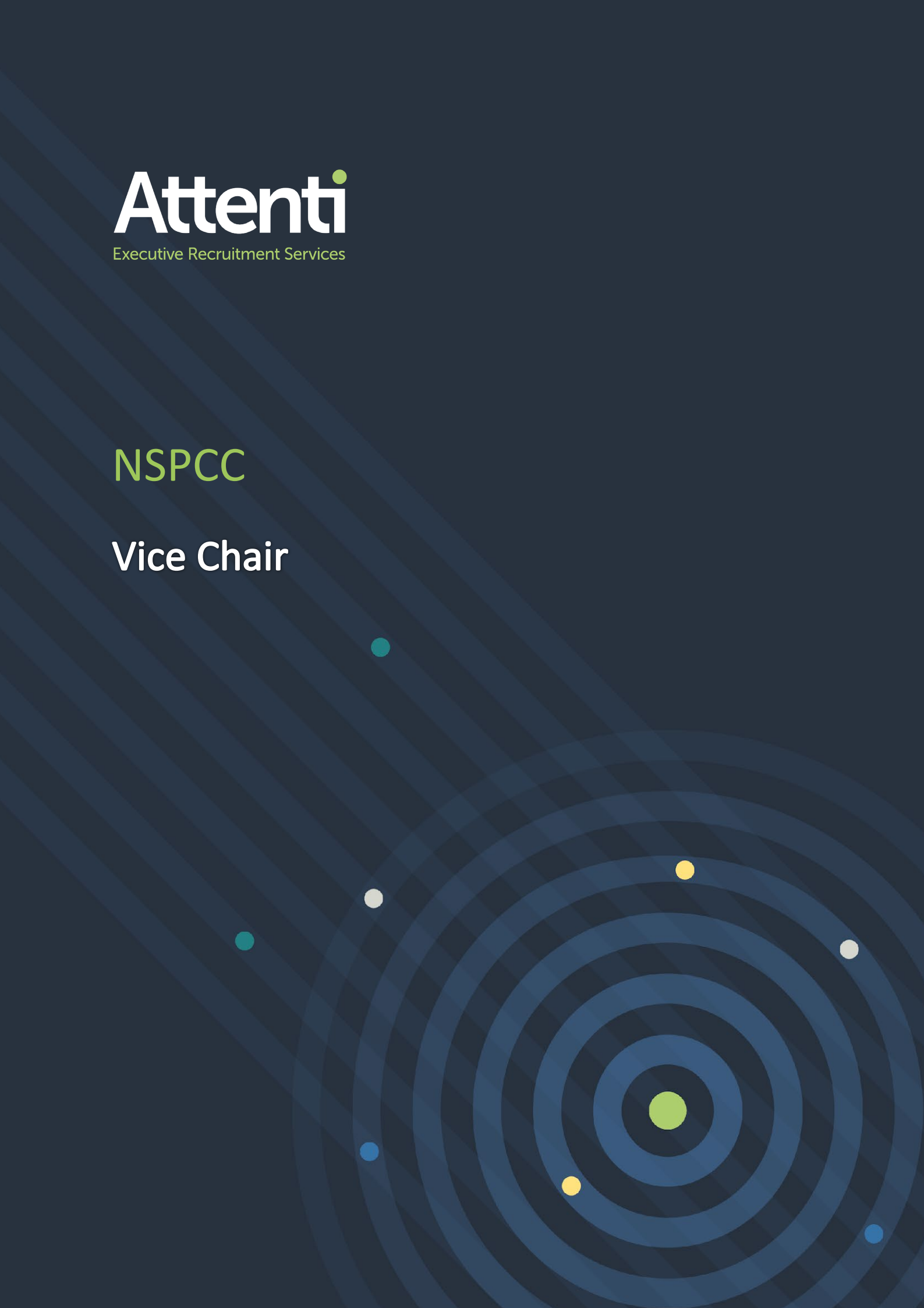
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NSPCC

Vice Chair



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Welcome from Emma Scott – the NSPCC's Chair

Thank you for considering the role of Vice Chair of the NSPCC. The NSPCC occupies a unique position in British public life. For more than 140 years, we have stood up for children, combining direct services with evidence, campaigning, and public influence to help prevent abuse and neglect to babies, children, and young people.

As Chair I am honoured to be part of an organisation that has stood up for children for more than 140 years, and I am delighted to introduce this opportunity to join our Board.

We are now at an important point in the charity's development. We are reviewing our long-term strategy and how we can make the greatest difference for children in a rapidly changing world. This demands clear strategic choices, strong leadership and a Board capable of providing both support and rigorous challenge.

As Vice Chair, you will play an important role in helping to shape the future direction of the NSPCC. Alongside your responsibilities as a Trustee, you will support the effectiveness of the Board, act as a trusted adviser and sounding board, providing independent support, challenge and perspective when needed. You will offer appropriate support and challenge to the Chief Executive and executive team, holding them to account for the delivery of the agreed organisational strategy and plans.

We are seeking an experienced and collaborative leader with strong strategic judgement, a commitment to excellent governance, and the ability to navigate complex opportunities and challenges. You will bring an independent perspective, contribute to robust decision making, and help ensure that the NSPCC remains focused on delivering the greatest possible impact for children.

The NSPCC is powered by the generosity of the public, guided by evidence, and driven by an unwavering commitment to protect every childhood. Our ambitions are bold: we want everyone to play their part in preventing abuse, every child to be safe online, and every child to feel heard, supported and protected. Delivering these ambitions requires strong leadership, sound governance and effective partnership between the Board and Executive.

This is an opportunity to contribute to an organisation with an extraordinary history, an important public voice and a vital role in the lives of children and young people. I look forward to meeting those who share our ambition and believe they can make a distinctive contribution.

Emma Scott
Chair, NSPCC

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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 about the NSPCC CLICK HERE

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Our Strategy

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.

NSPCC is currently reviewing its strategy, and we expect to announce a new strategy in 2027, evolving the priorities agreed in 2021 as our current strategy comes to an end.

To read our Annual Report and Accounts 2024/25 CLICK HERE

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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



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Vice Chair

Overview

The Vice Chair is first and foremost a Trustee of the NSPCC, sharing collective responsibility with fellow Trustees for the charity's strategy, performance, stewardship and long-term impact. In addition, the Vice Chair works closely with the Chair to strengthen the Board's strategic leadership, ensure effective oversight of organisational performance and hold the Chief Executive and executive to account for delivery against the charity's objectives.

The role calls for an accomplished senior leader who brings independent judgement, broad experience and the ability to challenge constructively on strategy, performance, risk and organisational effectiveness. The Vice Chair also supports the Chair in developing a high-performing Board, acts as a trusted sounding board and fulfils the independent responsibilities of the Vice Chair.

Responsibilities as a Trustee

As a member of the NSPCC Board, the Vice Chair shares the collective responsibilities of all Trustees, including:

- Setting and overseeing the charity's strategic direction, ensuring it delivers its charitable purpose and the greatest possible impact for children.
- Holding the Chief Executive and executive to account for organisational performance, delivery of agreed priorities and the effective use of resources.
- Ensuring sound financial stewardship, effective risk management and appropriate safeguarding and regulatory oversight.
- Exercising independent judgement, contributing constructively to Board decisions and acting in the best interests of the charity.
- Upholding the charity's values, legal obligations and standards of integrity and accountability.

Additional Responsibilities as Vice Chair

Strategic Leadership and Organisational Performance

- Work with the Chair and fellow Trustees to provide effective strategic leadership and oversight of the NSPCC, ensuring the Board remains focused on the charity's purpose, priorities and long-term impact.
- Support the Board in holding the Chief Executive and Executive Leadership Team to account for organisational performance, delivery of agreed priorities and effective management of resources.

- Bring independent insight and judgement to significant strategic, financial, operational and reputational decisions, ensuring the Board provides appropriate scrutiny and constructive challenge.
- Help the Board navigate complex issues, competing priorities and stakeholder interests, maintaining a clear focus on the NSPCC's mission and the outcomes it seeks for children.
- Support a constructive and accountable relationship between the Board and Executive Leadership Team, with clarity of roles and responsibilities.

Governance and Board Effectiveness

- Support the Chair in fostering an effective, diverse and high-performing Board culture characterised by constructive challenge, collaboration and accountability.
- Work with the Chair and fellow Trustees to strengthen Board effectiveness, Trustee development and succession planning.
- Support the Board in maintaining high standards of governance, accountability and compliance with the NSPCC's constitutional and regulatory obligations.

Vice Chair Responsibilities

- Act as an independent point of contact for Trustees and others where matters cannot appropriately be raised with or resolved through the Chair.
- Provide independent counsel and, where appropriate, facilitate the resolution of significant Board or leadership matters requiring impartial intervention.
- Maintain the independence and objectivity necessary to provide constructive challenge to the Chair and support the effective functioning of the Board.

Chair Appraisal and Effectiveness

- Lead the annual appraisal of the Chair, drawing on the views of fellow Trustees and providing constructive feedback, support and challenge to strengthen the Chair's effectiveness.

Representation and Deputy Responsibilities

- Deputise for the Chair when requested, unavailable or conflicted, including chairing Board meetings where appropriate.
- Represent the Board externally on agreed occasions, in consultation with the Chair.
- Undertake specific assignments on behalf of the Chair or Board as appropriate.

Personal Responsibilities

In addition to the responsibilities expected of all Trustees, the Vice Chair will:

- Be available to provide advice and support between scheduled Board meetings, including where significant or urgent matters arise.

- Build constructive and trusted relationships with the Chair, fellow Trustees, Chief Executive, and Executive leadership, while maintaining independent judgement.
- Act as an ambassador for the NSPCC and uphold its reputation at all times.

Person Specification

Core Trustee Skills and Attributes

All NSPCC Trustees are expected to demonstrate:

- Commitment to the NSPCC's charitable purpose, values and improving outcomes for children and young people.
- An understanding of the duties and collective responsibilities of charity Trustees, including stewardship, accountability and acting in the charity's best interests.
- The ability to think strategically, exercise independent judgement and contribute constructively to collective decision-making.
- Financial literacy and the ability to scrutinise organisational performance, risk and assurance.
- Integrity, objectivity and a commitment to the highest standards of conduct, including the Nolan Principles of Public Life.
- The ability to work collaboratively, respect different perspectives and provide appropriate support and challenge.
- Sufficient time, commitment and engagement to fulfil the responsibilities of the role.

Essential Experience and Knowledge

The successful candidate will demonstrate:

- A substantial track record of successful senior executive or non-executive leadership in a complex organisation, bringing strategic judgement, breadth of experience and credibility.
- Significant Board-level experience, with a strong understanding of the respective responsibilities of Boards and executive teams, and how effective oversight, constructive challenge and accountability contribute to organisational performance.
- Experience of leading or overseeing organisational change, strategic delivery and performance improvement.
- Experience of operating successfully within complex stakeholder environments where interests do not always align.
- A sound understanding of organisational risk, accountability and assurance.

Preferred Experience and Expertise

We would particularly welcome candidates who bring:



- Significant senior-level legal, regulatory or governance experience, with experience advising Boards and senior leadership teams on complex organisational, regulatory or reputational matters.
- The ability to apply expertise within a broader strategic, civil society and commercial context, bringing sound judgement rather than a purely technical or advisory perspective.
- Experience of working in organisations operating in complex legal, regulatory or public-interest environments.

Skills and Attributes

The successful candidate will demonstrate:

- Excellent judgement, integrity, discretion and independence of thought.
- Intellectual curiosity with the ability to engage with the NSPCC's wider strategic challenges and opportunities, rather than viewing governance as an end in itself.
- Highly developed interpersonal and influencing skills, with the confidence to offer robust, constructive challenge while building trusted relationships.
- Strategic thinking combined with practical judgement and emotional intelligence.
- Strong analytical capability and the ability to interpret complex information and evidence.
- A collaborative and low-ego leadership style, deriving authority from credibility, experience and judgement rather than position.

Values and Behaviours

The successful candidate will demonstrate:

- Commitment to the NSPCC's charitable objects, vision, values and strategic ambitions.
- Strong personal commitment to improving outcomes for babies, children and young people.
- Commitment to the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Commitment to equality, diversity and inclusion and to fostering an inclusive Board culture.
- Ability to maintain confidentiality and exercise impartiality.
- Willingness to devote the time and energy necessary to fulfil the responsibilities of both Trustee and Vice Chair.
- Confidence to speak openly and challenge appropriately while respecting the views of others.

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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/NSPCCVC

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 7th December 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