



Trustee – Role Summary

As a Trustee of Home-Start Merton, you will play a vital role in shaping the charity's future and ensuring it continues to deliver high-quality support to local families with young children. Working collaboratively with the Chair and fellow Trustees, you will provide strategic leadership, ensure effective governance, and support the Charity Director and staff team in achieving the organisation's mission and objectives.

Trustees are custodians of the charity's purpose and values, helping to ensure that Home-Start Merton remains financially sustainable, well governed and responsive to the needs of children and families across the borough.

Key Responsibilities

Strategic Leadership

Contribute to the development of the charity's long-term vision, strategic priorities and business plans, ensuring Home-Start Merton continues to make a meaningful and lasting difference to families in Merton.

Governance and Compliance

Ensure that the charity fulfils its legal, regulatory and safeguarding responsibilities and operates in accordance with Charity Commission guidance and recognised best practice.

Financial Stewardship

Oversee the charity's financial health by reviewing budgets, monitoring performance and ensuring that resources are managed effectively and responsibly in support of the charity's objectives.

Support and Constructive Challenge

Provide support, guidance and appropriate challenge to the Charity Director and senior team, acting as a trusted and supportive 'critical friend' while maintaining clear governance boundaries.

Advocacy and Ambassadorship

Champion the work of Home-Start Merton within the local community and wider networks, helping to strengthen partnerships, enhance the charity's profile and identify opportunities for fundraising and growth.

Board Contribution

Actively participate in Board meetings and strategic discussions, contribute to collective decision-making and, where appropriate, serve on Board sub-committees to support the effective governance of the charity.

Person Specification

We are seeking individuals who can demonstrate:

- A commitment to improving outcomes for children and families with young children.
- An understanding of, and commitment to, the values and mission of Home-Start Merton.
- Sound judgement, integrity and the ability to work collaboratively, taking collective responsibility for Board decisions.
- The ability to think strategically and contribute to high-level discussions and decision-making.
- Strong communication and interpersonal skills.
- A willingness to devote the necessary time and commitment to the role.

Skills and Experience

Experience or expertise in one or more of the following areas would be welcomed, ***although this is not essential:***

- Charity governance
- Finance and accounting
- Human resources and people management
- Safeguarding, early years or family support services
- Fundraising and income generation
- Community engagement and partnership development
- Legal, marketing or communications
- Leadership within the voluntary, public or private sectors

Previous Trustee experience is not essential. We are committed to building a diverse and inclusive Board and warmly welcome applications from individuals with different backgrounds, lived experience and perspectives. If you share our belief that every child deserves the best possible start in life and are passionate about supporting families to thrive, we would be delighted to hear from you.