HOME START Cymru



Trustee Recruitment Pack

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Welcome

Thank you for taking the time to find out more about Home-Start Cymru and our work supporting families across Wales.

As Chair of the Board of Trustees, I am immensely proud of what this organisation represents, compassion in action, community in partnership, and change through connection.

Every day, our dedicated staff and volunteers support families who are navigating some of life's toughest challenges, from financial hardship and poor mental health to social isolation and the pressures of early parenthood.

At Home-Start Cymru, we believe that no family should feel alone, and that every parent deserves the confidence and support to give their children the best start in life. That belief drives everything we do. It underpins our strategic direction, informs our partnerships, and unites everyone connected to this charity, from volunteers and funders to trustees and staff.

The last year has been one of both challenge and achievement. We've supported more families and children than ever before, strengthened our governance and systems, and co-produced a bold new organisational strategy that will shape our work through 2030. We've deepened our partnerships, broadened our funding base, and continued to influence national conversations around child poverty, parental wellbeing and early intervention. Our Board of Trustees is instrumental in all of this.

catalysts for innovation, strategic thinkers and advocates for families. As we look to the future, we are seeking individuals who will bring their expertise, integrity and passion to help guide our next chapter.

If you share our belief in the power of early intervention, community connection and relational support and you want to play a part in creating lasting change for families across Wales, then I warmly encourage you to apply.

You'll be joining a committed and experienced Board that values collaboration, inclusion and reflective learning. You'll also be part of a vibrant charity with a clear purpose, a strong leadership team and a culture that genuinely lives its values.

We would be delighted to welcome you into the Home-Start Cymru family.

Jonathan Richards

Jonathan Richards

Chairperson
Home-Start Cymru



About Home-Start Cymru

Home-Start Cymru is a national Welsh charity working across Wales to support families with young children who may be experiencing difficulties.

We believe that children deserve a secure and happy childhood, and that parents and carers play the key role in giving their children the best possible start in life.

Our volunteers and staff work closely with families, often in their own homes, offering compassionate, non-judgemental support, peer encouragement and practical help.

In 2025 – 26 we supported **1,153** families and **2,220** children. We operate across multiple regions in Wales including North, South, Mid and West Wales.

Our services span home-visiting, peer-support groups, specialist support tailored to specific needs and we work collaboratively with community partners and statutory organisations.



Our strategic objectives are focussed on three key areas:

Our new strategy builds on a strong foundation of growth, learning and collaboration. It sets out a clear direction for how Home-Start Cymru will deepen its impact and strengthen families and communities across Wales over the next five years.

Priority 1: Amplifying Family and Volunteer Voice

We believe that lasting change happens when families' voices are heard and valued.

Through co-production, partnership and advocacy, we will empower parents, carers and children to share their experiences and shape the policies, services and systems that affect their lives. By raising lived-experience to the forefront, we aim to influence national conversations on family wellbeing, early years support, and equality in Wales.

Priority 2: Building Financial, Digital and Organisational Resilience

The need for our work has never been greater. Over the next five years, we will expand our reach to ensure that every family in Wales can access the right support at the right time.

We'll achieve this by strengthening our volunteer base, diversifying our services and forming new partnerships across sectors and regions. Growth for us means both scale and depth. It means more families supported and each one experiencing meaningful, life-changing connection.

Priority 3: Driving Quality and Strengthening Impact

We are committed to continuous improvement and excellence in everything we do.

This means investing in our people, systems and evidence, embedding quality standards, measuring outcomes and using data to learn and adapt.

We will continue to lead with compassion, integrity and innovation, ensuring that every act of support we deliver is rooted in evidence, empathy and effectiveness.

Our Strategy 2026 – 2030

Our strategic vision for 2026 - 2030 is to build on our strengths, deepen our impact and ensure that no family in Wales feels alone.

»Purpose

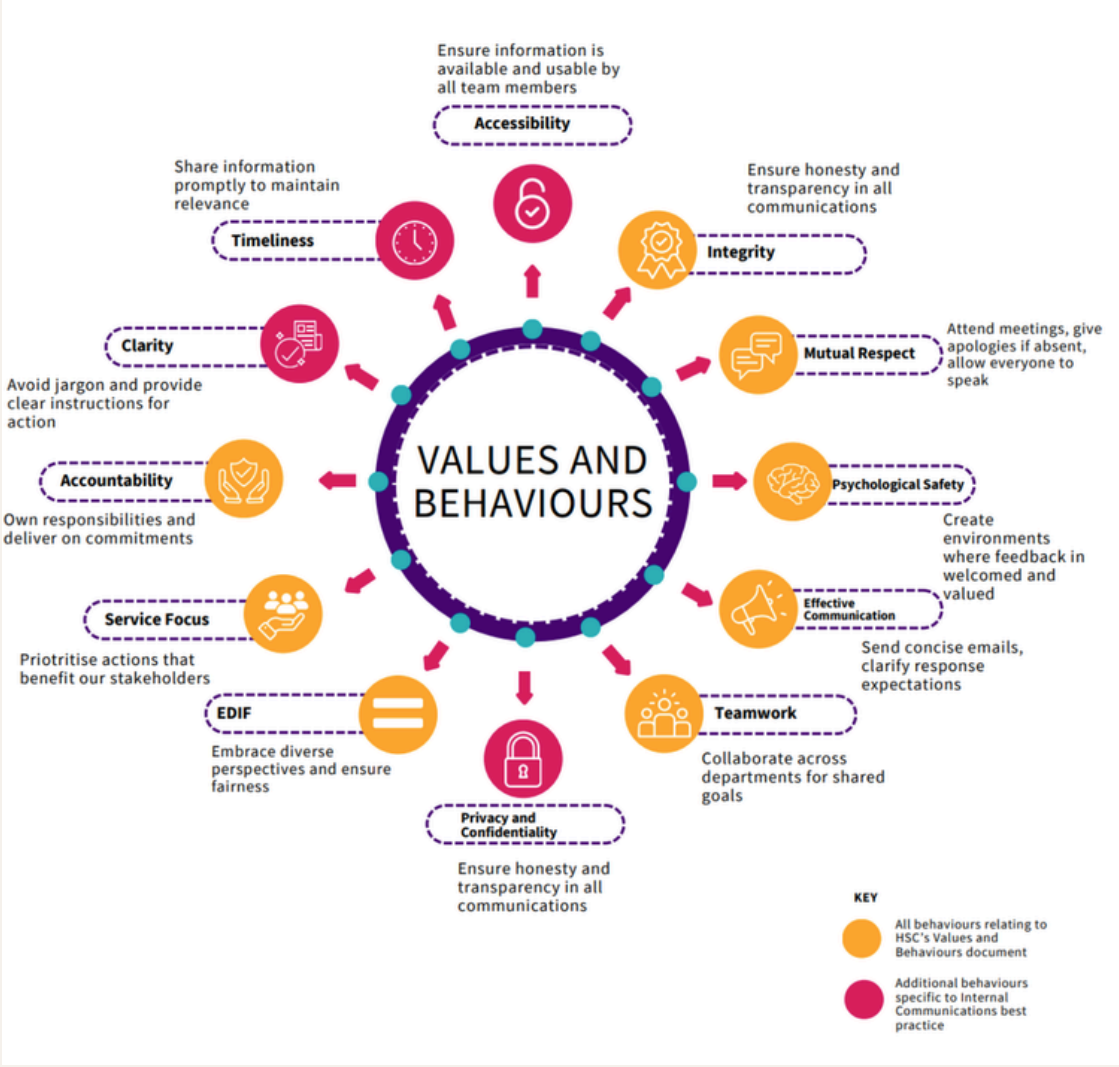
To build the skills and confidence of families so children can develop positively and thrive.

»Vision

A Wales where every family feels confident, connected and supported to ensure every child has the best start in life.

»Mission

To offer trusted, volunteer-led early support that nurtures confidence and whole-family wellbeing. We work alongside families and partners to reduce isolation, build resilience and create strong foundations for children's futures.

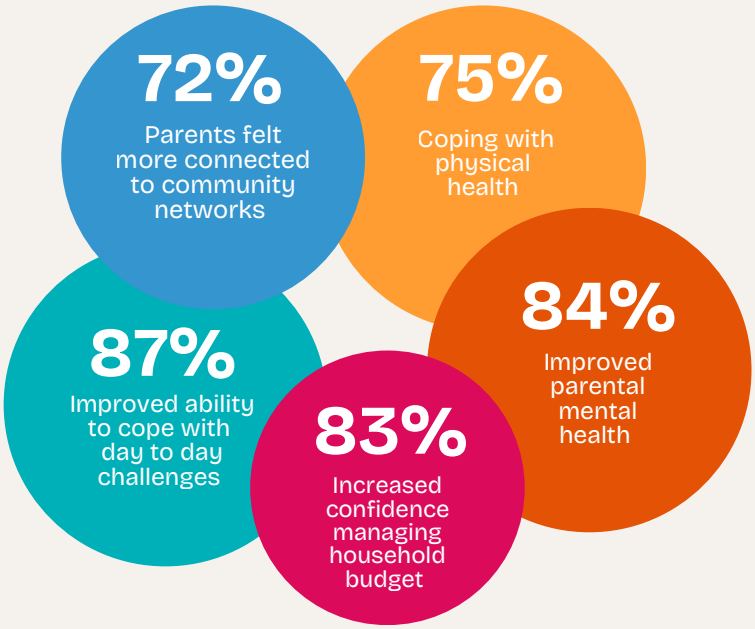


Our impact at a glance

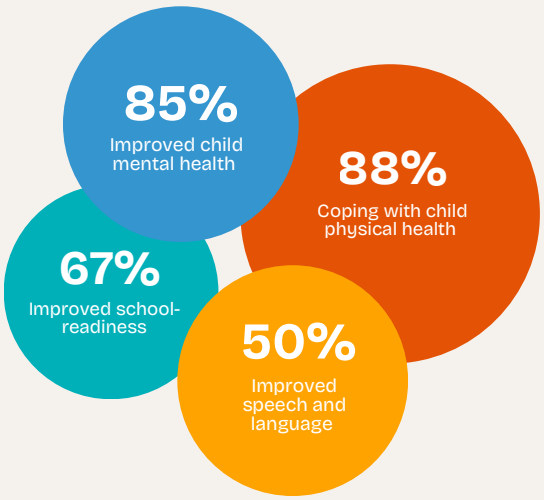
In 2025/26, we supported...



Parental outcomes



Children's outcomes



Trustee Opportunities

We are now inviting applications for new Trustees to join our Board and contribute to the delivery of our 2026 - 2030 strategy.

This is an exciting opportunity to bring your expertise, insight and drive to a charity making a real difference to families' lives across Wales

We are looking for trustees who can strengthen the board and we are particularly interested in hearing from those with particular skills and experience in the following areas:

- Strategic finance, audit, risk management and governance.
- Fundraising, income generation, business development and social enterprise.
- Human resources, workforce development, organisational culture and leadership.
- Public policy, advocacy, government-relations, sector-influencing.
- Marketing, communications, digital engagement and branding.
- Child Psychology, CAMS and/or Neurodiversity expertise.
- Expertise or lived-experience of the communities we support (for example families with young children, Welsh-speaking communities, single parents, disadvantaged families).
- Trustees will serve as volunteers and play a vital role in providing strategic oversight, challenging and supporting the leadership team, and acting as ambassadors for the charity.

Commitment to Diversity and Inclusion

At Home-Start Cymru, we are committed to ensuring that our Board of Trustees reflects the rich diversity of the communities we serve across Wales. We believe that a broad range of perspectives, backgrounds and experiences strengthens our decision-making and helps us deliver greater impact for the families we support.

We are continually seeking new and innovative ways to reach and include more people, embracing our Welsh identity, culture and language, and championing equity, diversity, inclusion and accessibility in all areas of our work. Our commitment to sustainability also ensures we act responsibly toward our environment and communities.

We warmly encourage applications from people of all ages, genders and backgrounds, including those from the global majority, LGBTQIA+ communities, disabled people, and those with lived experience of the families and communities we support.

Together, we can build a Board and an organisation that truly represents and serves the diversity of Wales.

Being a Trustee

As a Trustee of Home-Start Cymru you will:

- Ensure that the charity remains true to its charitable objectives and operates in a financially sustainable manner.
- Provide strategic leadership, ensuring robust governance and effective risk-management.
- Support the Chief Executive and senior leadership team, bringing constructive challenge and expertise.
- Uphold the values and reputation of HSC, act as ambassadors in the wider sector and Welsh communities.
- Help shape policy, influence systems and ensure that the voices of families and volunteers are central to our decision-making.

Time Commitment

Board meetings are usually held in person, **at least quarterly**. Hybrid options are available to support participation when circumstances dictate. You may be also be called to attend very infrequent 'special meetings', either online or in person, if there is an issue that needs immediate discussion or needs additional time that a board meeting would not allow. On average, the board meets **every two to three months.** Trustees are expected to spend time reading the board papers in advance of the meetings. You will also be expected to participate in **at least one annual strategy/away day**, and possibly membership of one or more Board committees or working groups. **The role is voluntary (unpaid); reasonable travel and other expenses will be reimbursed.**

Training

To support your professional development, a comprehensive training programme and induction process will be provided to all trustees on appointment including all relevant resources. This will include access to all current policies and procedures, governing documentation, and copies of annual reports and accounts.

New trustees may also be assigned a mentor , or another experienced trustee on the board to provide support and guidance for up to a year.

Other support from us:

All meetings are conducted in an inclusive way, with regular rest breaks and refreshments.

Specific and reasonable adjustments for communication can be provided.

Person Specification

The Charity Commission outlines the six main responsibilities of trustees:

1. Ensure your charity is carrying out its purposes for the public benefit. There's no legal definition of public benefit, but generally your purposes must be charitable, beneficial and benefit the public or a sufficient section of it.

2. Comply with your charity's governing document and the law.

3. Act in your charity's best interests.

4. Manage your charity's resources responsibly.

5. Act with reasonable care and skill.

6. Ensure your charity is accountable.

Along with your specific skills, the following outlines our expectations of all Home Start Cymru trustees. Applications will be assessed on your potential contribution to the board, not just your previous experience. Overall, a willingness to work together as part of a board committed to helping Home Start Cymru achieve its aims is critical.

- Are strongly aligned with the vision, mission and values of Home-Start Cymru.
- Can think strategically, ask questions, challenge constructively and make sound judgments.
- Are comfortable working as part of a collective Board, collaborating effectively with colleagues, senior team and stakeholders.
- Have relevant professional or life experience that will meaningfully contribute to our work.
- Are enthusiastic about promoting equity, diversity and inclusion and committed to seeing all families and communities in Wales flourish.
- Are able to act as a positive ambassador for the organisation, communicating our story, building networks and fostering partnerships.

Desirable (but not essential):

- Experience of the Welsh context, including understanding of Welsh language, culture or bilingual working.
- Experience of the voluntary/third sector, children & family support, public health or social care.
- Experience of board-level governance, charity regulation or organisational leadership.
- We particularly encourage applications from under-represented groups including people with lived experience of the families we serve, people from Black, Asian & Minority Ethnic backgrounds, people who speak Welsh, and people with disabilities.
- A background or qualification in Child Psychology or Education.

Application Process

If you would like to have an informal discussion with the CEO, Chair or another board member before applying, please email Jayne.Drummond@homestartcymru.org.uk to make arrangements.

You can apply using any of the following formats:

CV and covering letter including how you match our requirements and what you would bring to the board.

VIDEO

Via YouTube or Vimeo.

AUDIO

Via a sound file.

Please email to Jayne.Drummond@homestartcymru.org.uk
using '**Trustee Application**' as the subject line.
If you are a submitting large file, please send it via the free sharing platform WeTransfer, but let us know by email so we can download it.

The closing date for applications is:
OPEN

Interviews can be held **ONLINE** or **IN PERSON**

If there is anything we can do to make the recruitment process more accessible or inclusive for you, please let us know. We are committed to a transparent, inclusive recruitment process — and welcome conversations and questions to help you decide if this role is right for you.

Thank you for considering becoming a Trustee of Home-Start Cymru. Together, we can help ensure that every family in Wales has the support they need and that every child has the best start in life.

HOME START

Cymru

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Registered Charity: 1105577 Company Number: 5199118