



HR TRUSTEE CANDIDATE PACK



The
Caldecott
Foundation

WHO ARE THE CALDECOTT FOUNDATION?

Helping children build a future

The Caldecott Foundation provides specialist residential care, fostering families and education for disadvantaged, vulnerable and traumatised young people in the UK.

All of our services work to the Caldecott Foundation's Relational Model, providing young people with a secure base from which they can feel safe enough to develop strong relationships with adults and other children.

The Caldecott Foundation is one of the country's leading providers of therapeutic care, with services based in Kent and Nottinghamshire caring for young people from across the UK. We have seven registered children's homes, all of which are rated either good or outstanding.

From an initial assessment completed by our own Clinical Psychologists through to our leaving care support service, The Caldecott Foundation provides individually tailored interventions that achieve outstanding long term outcomes.

With our therapeutic approach we support young people with a complex range of behaviours and challenges including specialising in self-harm, sexually harmful behaviours, attachment disorders and those at risk of child sexual exploitation.

“Children living in this home receive an exceptionally good standard of care.” Ofsted, 2024



RESIDENTIAL CARE

The Caldecott Foundation has been committed to providing outstanding childcare for more than a hundred years. We recognise that caring for children who have experienced extreme trauma in their young lives is a challenging and complex task. The basis of our approach is the creation of a secure base for each child which we achieve through our relational model of care.

For us this work begins with the key worker. We believe it is important for the child to initially build a safe, secure, trusting relationship with one individual rather than expecting them to manage multiple relationships as soon as they arrive. Indeed the key worker plays a crucial role for our children and young people throughout their placement and beyond.

We also recognise the importance of providing a warm, safe and emotionally containing home for our young people and invest in the environment as a family would. Having school photos on the bookshelf and toys in the living room to play with. A bedroom which they can personalise to create a space where they feel comfortable and can enjoy spending time. Mealtimes together to talk about their day at school and what they would like to do at the weekend.

Routines, structure and boundaries are there to support and nurture the unmet needs of the children. Regular meetings, study days and case management meetings are all in place to maintain a culture of containment and space to consider each child's progress.

FOSTERING

Caldecott Fostering, rated Outstanding by Ofsted, is committed to child-centred practice and personalised packages of care and support to our Foster Carers. Becoming a Foster Carer with them means joining a community dedicated to transforming young people's lives.

“Children blossom within the strong relationships they have with staff. Outcomes for young people are remarkable.” – Ofsted, February 2020




CALDECOTT THERAPY

The Caldecott Foundation has a long-standing tradition of caring for children who have suffered pervasive trauma and attachment disruption throughout their early lives. To address these trauma symptoms The Caldecott Foundation provides a safe, containing and facilitative therapeutic environment. All staff are trained in attachment informed, psychodynamic therapeutic care theory and practice. They are supported through regular mentalisation consultation to understand the meaning inherent in the child's behaviour, so to respond in an attuned and reflective manner to meet the child's emotional, psychological and behavioural needs, as they change through their individual therapeutic and developmental process.

To ensure continuity of therapeutic focus across all areas of the child's life, an individualised integrative treatment plan is completed, to guide intervention, and reviewed every six months to ensure treatment efficacy longer term. This plan is informed via extensive reading of background information, observations of the child in all contexts of their life, and is augmented through a range of assessment protocols/scales relevant to the child's unique trauma experience, behavioural presentation and assessed therapeutic needs.

CALDECOTT SCHOOL

The Caldecott School is a non-maintained special school catering for young people with social, emotional and mental health difficulties, including a range of communication needs, between the ages of 8 and 18. Governors, senior leaders and all staff teams work tirelessly to provide a safe, stimulating and nurturing learning environment where boys and girls can develop their full potential. Through a personalised curriculum offer, underpinned by a holistic approach to therapeutic interventions we aim to re-engage each and every learner. Our approach supports rapid improvements in pupils' behaviour and builds the key competencies and skills pupils need for the next stage of their learning, be that moving between a key stage, re-integration to a new school or transition to college or work.



“The staff regularly talk to children to gain their views, wishes and feelings.” Ofsted, 2023

ABOUT THE ROLE

The Caldecott Foundation have a committed Board of Trustees with a wide range of experience and personal skills.

This is an exciting opportunity to join a team of Trustees and staff helping some of the most vulnerable children in our society to build a future and reach their potential. We are keen to hear from anyone who shares our values and feels that their HR experience and expertise could be beneficial to our Board.

The HR Trustee will help to ensure the highest standards of governance relating to employee relations, recruitment, retention, reward and recognition as well as staff training and development. You will act as a critical friend to the CEO and Executives responsible for Human Resources whilst providing expert advice to Trustee colleagues in respect of HR best practice, regulatory compliance and employment law.

Main Duties

- To ensure that HR activities and interventions are linked to the company's charitable objectives and complement the company culture.
- To ensure that the charity complies with legislative and regulatory requirements and acts in accordance with its governing document.
- To safeguard and promote the values and mission of the charity.
- To determine the overall direction and development of the charity through clear strategic planning and business planning.
- To manage the charity's resources responsibly.
- To ensure the charity is accountable.
- To promote and develop the charity in order for it to grow and to maintain its public benefit.

Person Description

- Up-to-date HR and Employment Law knowledge and experience, and ability to communicate this with Trustee colleagues.
- Experience of operating at a senior level of business, preferably within an organisation which links to children and young people or someone who has worked with children and vulnerable adults in the past.
- Ability to provide strategic oversight on HR related policies.
- A good team player who can work with a small, committed Board of Trustees and Executive team.
- Existing Trustee experience is desirable but not essential.
- Having an interest in our cause is crucial for all Trustees.

What impact the opportunity will have?

Your experience and expertise will add immense value to the existing Board. The Trustee role is a critical one within the functioning of the organisation and as part of a group of volunteer Trustees you will be an important member of the leadership team. Through your involvement you will contribute to an organisation achieving outstanding long term outcomes for some of the most vulnerable young people in our society.

What's in it for the volunteer?

This is an exciting time to get involved with the work of the Caldecott Foundation and add to the existing skills of fellow Trustees. This is an opportunity to get involved with the Caldecott Foundation at a strategic level, having a direct impact on the decision-making processes which will affect the organisation's future as well as the quality, impact and thoroughness of its service delivery.

Time Commitment

- Board meetings are held four times a year.
- All Trustees are asked to sit on at least one committee relevant to their experience and interests - Audit and Risk, Finance, Care & Therapy, School Governors – which meet 4 times a year. There is also a Remunerations committee which meets annually, and the HR Trustee may be asked to join.
- 4 Board meetings per year would be the minimum commitment with most Trustees attending 8 meetings per year including committees.
- Trustees are encouraged to attend charity events.
- Ideally Trustees attend meetings in person, but remote attendance is also possible.



HOW TO APPLY

The TrusteeWorks Team at Reach Volunteering are supporting The Caldecott Foundation with their Trustee recruitment and applications should be made via TrusteeWorks in the first instance.

To apply please submit your CV along with a covering letter stating why you wish to join the organisation and how your skills and experience would add value to the Board.

Please let us know if you need any support with your application or to apply in a different way and we will be pleased to work with you to ensure this is possible.

Please email your application to: trusteeworks@reachvolunteering.org.uk

