



Trustees

Candidate Pack

2025



Welcome from the Board

It has been a significant year of change and growth for the charity, under the leadership of our Chief Executive Officer, Ali Stathers-Tracey. On behalf of the Board of Trustees, we are excited to support the charity in continuing to achieve its strategic objectives over the coming years.

I would also like to thank each and every volunteer, my fellow Trustees and each member of staff for their support and dedication in continuing to deliver the amazing services that our children, young people and adults tell us that they need, every day. The skills and experience of each and every one of our team shines through in living our shared CANW values.

I am excited to see the next phase of CANW's growth and development, not least the opening of our first residential children's home, James Dixon House, in the coming months.

Steve Peddie

Chairperson, CANW



We continue to maintain the highest of standards, across all of our services and our leadership team, who continually deliver incredible performance results against our priority areas outlined in our strategic plan. We have spent some time this year refreshing our shared CANW values and are excited to present some of the evidence of our impact for 2024/25.

We are proud that we continue to hold our Investors in People accreditation, as well as our Trusted Standards level 2 award. These awards, along with many others, recognise each and every member of CANW staff's commitment and dedication to the delivery of high-quality services, to achieve the best possible outcomes.

2024-25 has been the start of a transformation for CANW and gives us confidence that we can further embark on this exciting journey of renewal by introducing new and much needed services that our service users tell us they need. This includes our anticipated registration of our new residential home, James Dixon House, welcoming children in a beautiful calm, therapeutic place – taking us back to our original purpose.

I would like to say a huge thank you to all of our trustees, staff and volunteers for everything that they do to make such a difference.

Ali Stathers-Tracey

Chief Executive Officer, CANW





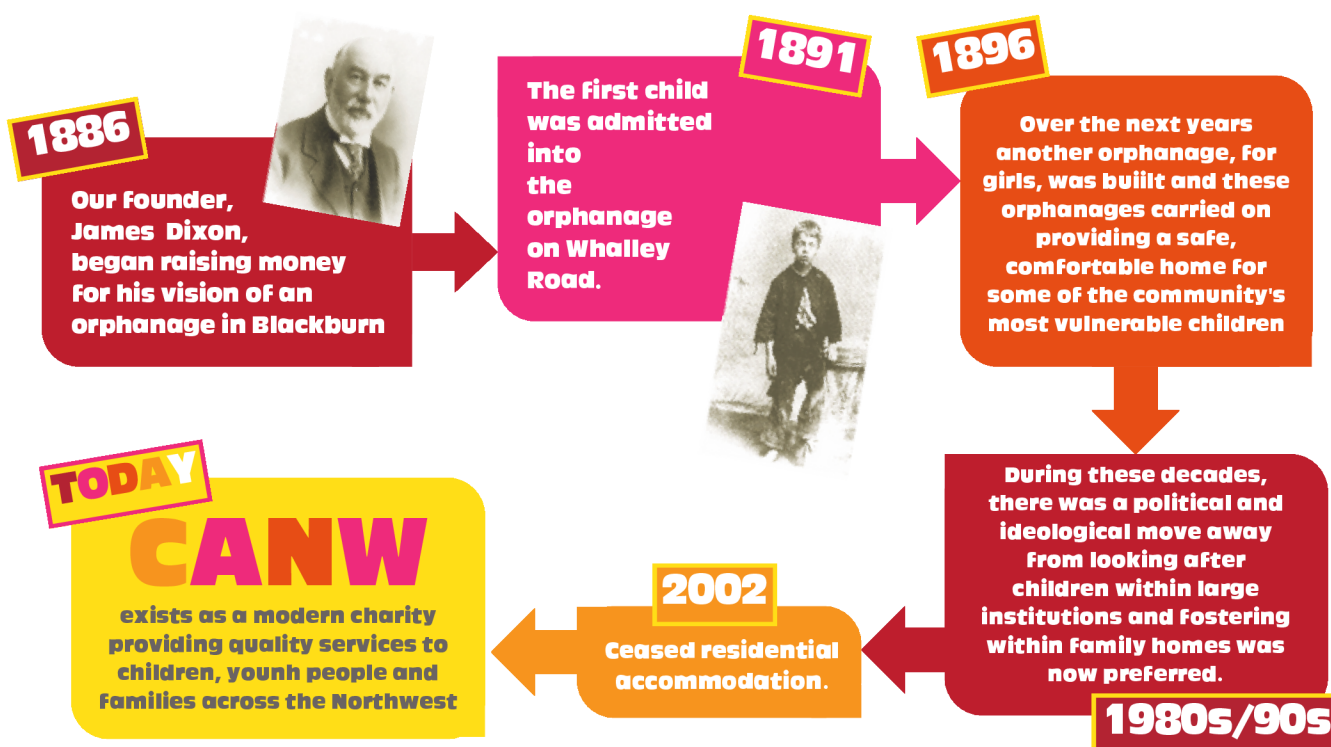
About CANW

Our History

Our organisation has a long and rich history.

We are all proud of this history and use it as a constant reminder of why we work here and who it is we are here to provide quality services for.

CANW has been in existence for over 130 years since the founding of Blackburn Orphanage in 1886, we've been caring for children and young people from some of the most deprived areas of the region.



Our Values, Mission & Vision

Values

We never give up

We believe in those we support and will do everything we can to promote and encourage individual positive growth and change

We care

Kindness, caring and concern for those around us is at the heart of everything we do

We empower

We empower people to believe in themselves and their ability to take control of what happens in their lives, to become strong, more independent and confident

Mission

The inequality that exists up and down the country means that many communities face complex challenges -simply getting by is tough.

Our mission is to support **children**, **adults** and **families** across the country, ensuring that when life presents difficult circumstances, we're there every step of the way to make sure they get the support the need.

Inspiring lives, changing futures,

Vision

Our vision is that everyone gets the support they need, when they need it, to navigate the challenges they face in their day-to-day life.

Our Areas of Impact



Our Strategy & Governance

CANW Strategic Business Plan 2024-2027

- To grow, modernise and expand our Foster Care Offer - new, fully-staffed team rated Good by Ofsted 2023
- To establish and deliver residential care for children and young people - James Dixon House Ofsted registration imminent
- To expand our Family Time and Pro Contact service - North England CAFCASS Contract with 10% uplift
- To expand our Emotional Health and Wellbeing offer - delivering for NHS, Lancashire County Council and six schools
- To grow our Appropriate Adults and Community Service - expanding into new areas of the UK
- Celebrate our new HQ in Chorley and secure income and repurpose our buildings and estate

Governance Structure

CANW Board

Our board is currently made up of seven trustees including Steven Peddie, our Chair, and Lewis Baxter our Vice-Chair.

Senior Leadership Team

Our Senior Leadership Team is made up of Ali Stathers-Tracey, our Chief Executive, Naomi Hollinshead, our Chief Operating Officer, and Charlotte Robinson, our Corporate Services Director.

Operational Leadership Team

We have a broader Operational Leadership Team made up of 13 colleagues across two directorates, Corporate Services and Operational Services.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

At CANW, we know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive and to being a place where all belong. We are keen to ensure our board membership reflects our values and therefore particularly encourage applications from candidates who represent faith and cultural communities and from young people especially those who may have lived experience of the care environment.

By joining our board, you will contribute to a cause that truly matters and have the opportunity to make a lasting difference in the lives of the children, young people, vulnerable adults, and communities we serve.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for care and childcare whilst you are at interviews.
- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a first stage interview with Inclusive Boards to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about or think we could provide, please let us know.

About the Roles

Responsibilities of a Charity Trustee

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that the organisation complies with its governing document (memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of the organisation
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Following proper and formal arrangements for the appointment, supervision, support, appraisal, and remuneration of the chief executive (if the charity employs staff)
- In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

Person Specification

Applicants should bring all of the following skills, experience and attributes:

- A commitment to the organisation
- A willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- We are particularly interested in hearing from candidates with skills in one or more of the following areas: **Finance and treasury, Commercial law, Business development and growth, Digital.**





Additional Information

Directorship

All Trustees are Company Directors registered with Companies House and the Charity Commission. You will be an authorised signatory for the organisation's bank account and the annual audit of accounts.

Time Commitment

CANW holds six board meetings per year on the first Monday of every other month. Board meetings take place in person at the Chorley Headquarters Board Room between 6-8pm.

We ask that Trustees join one of the following committees:

- Safeguarding
- Finance and Assets
- Fundraising and Volunteering
- Policy review

These committees meet once a quarter via Teams.

There may be other ad hoc responsibilities such as attending gala dinners, fundraising events, award ceremonies, football competitions, award celebrations and staff awards day.

How to Apply

This recruitment process is being undertaken by Inclusive Boards on behalf of Child Action Northwest. If you wish to apply for these positions, please supply the following by **11:59pm on 30/11/2025**.

- A detailed CV, setting out your career history, with responsibilities and achievements.
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email CANW@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply or send your CV and cover letter to CANW@inclusiveboards.co.uk.

Thank you for your interest in becoming a Trustee for Child Action Northwest.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



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