



Trustees

Candidate Pack

May 2026



Welcome from the Board

It has been a significant year of change and growth for the charity. 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.

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 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.

The last two years 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. We are extremely proud of our new residential home, James Dixon House, welcoming children in a beautiful calm, therapeutic place – taking us back to our original purpose.

We 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.

Charlotte Robinson and Naomi Hollinshead
Acting Joint Chief Executive Office, CANW





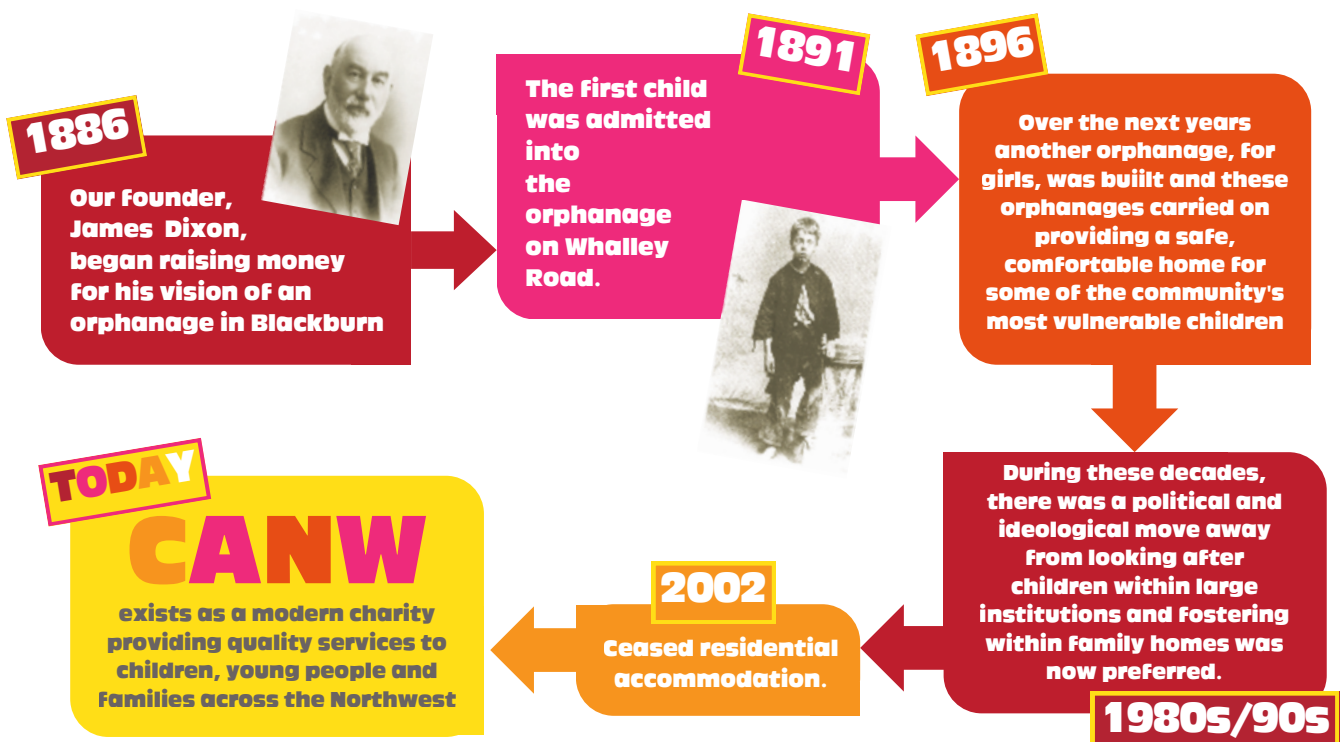
About CANW

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.

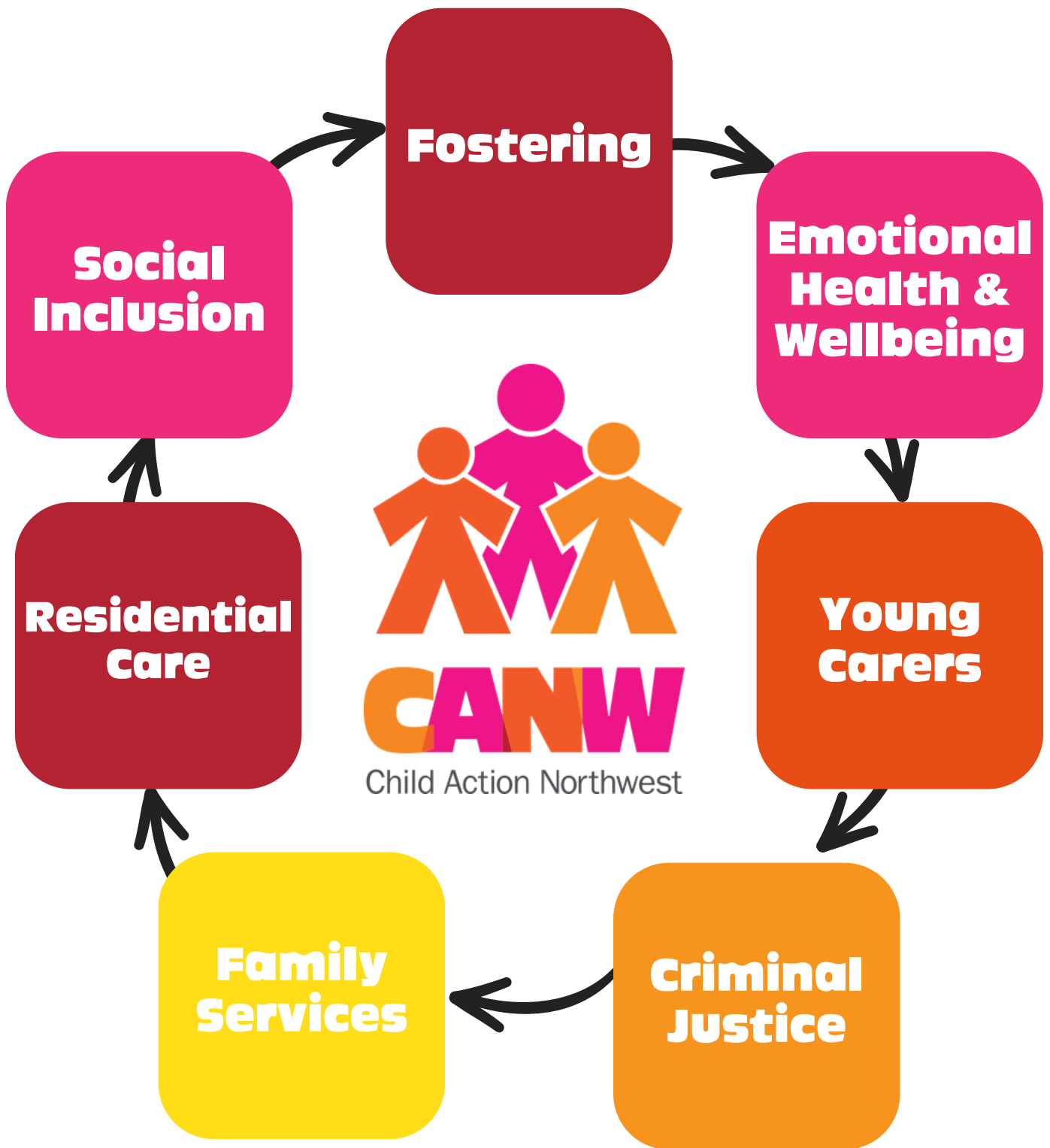
Our mission is to support **children, adults** and **families** across the country, ensuring that when life presents difficult circumstances, we're there every step of the way to make sure they get the support the need.

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 Southwest Team rated Good by Ofsted 2023
- To establish and deliver residential care for children and young people
- To expand our Family Time and Pro Contact service
- To expand our Emotional Health and Well-being offer - delivering for NHS, Lancashire County Council and schools
- To grow our Appropriate Adults and Community Service - expanding into new areas of the U
- 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 Naomi Hollinshead, our Chief Operating Officer, and Charlotte Robinson, our Corporate Services Director. Naomi and Charlotte are currently acting into the CEO role, whilst recruitment for this vacancy is underway.

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 (i 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

Capabilities and Attributes

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.



Person Specification

Skills, Experience and Background

We are particularly interested in hearing from candidates with skills in one or more of the following areas:

Finance and Commercial: we welcome applications from candidates who are financially astute, can read a set of accounts, and bring business acumen and commercial exposure. You will bring senior strategic finance experience developed in the voluntary, public, or private sector to help ensure that CANW is financially sustainable over the long term so we can continue to deliver vital services to children, young people and families across the Northwest.

Fundraising: whilst the majority of CANW's income comes from commissioned services, we are still working to make sure that our income streams are robust and well diversified. Part of this strategy involves building up our efforts with respect to trusts, foundations, and major donors.

Children's Services: from the criminal justice system and residential services to support for neurodivergent children and young people and residential services, CANW operates a broad portfolio of services designed to give families the best chance at success in life. It is important that our board has deep expertise in these and other services.

If you feel that you have skills, experience and a background that may add value to CANW's Board but are not listed above, this doesn't mean that we wouldn't be happy to hear from you. Please get in touch with Inclusive Boards at CANW@inclusiveboards.co.uk for a confidential discussion if you are interested and would like to find out more.



Person Specification

Trainee Trustee Opportunity

Given our focus on children and young people, CANW is deeply committed to representing those who use our services at Board level. We recognise that there are many young people out there at the forefront of professional skills development and we give equal value to recent experience as much as seniority in a field.

Anyone from the age of 16 can become the Trustee of a Charitable Company such as CANW and we welcome applications from young people with skills in the following area:

Digital Communications:: in an increasingly digital world, it is vital that CANW is effectively reaching people who need our services with our communications. We would love to hear from people who understand search engine optimisation (SEO), AI search, and raising brand awareness through digital channels.

Joining our Board means you will have the opportunity to develop your strategic leadership skills, learn about governance, and make a real, tangible difference in the lives of children, young people and families across the Northwest. We will ensure you have access to the right support to succeed, including a Board Development Programme, a dedicated mentor, other training opportunities to enhance your skills, knowledge and expertise.

To find out more about what it means to be a Charity Trustee, [please visit the Charity Commission website](#).





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 21/06/2026**.

- 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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