

# **StCHRISTOPHER'S CREATING BRIGHTER FUTURES**



## **St Christopher's Fellowship Trustee Candidate Information Pack 2026**

# Welcome message from our Chair

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Dear Candidate,

Thank you for your interest in becoming a Trustee of St Christopher's Fellowship.

St Christopher's in the United Kingdom is a charity founded in 1870 providing children's and semi-independent homes, fostering and specialist support and housing services, all designed for young people in care, on the edge of care, or leaving care. As Chair, it is both a profound responsibility and a great privilege to help guide this charity at a time when our work has never been more vital. Last year 32,270 entered care bring the total in care to 81,770, all of whom should have a future of hope. Our mission is clear: to create brighter futures for children and young people. To do that, we need exceptional people to join us.

In 2024/25 we supported 366 young people over the course of the year. Our residential placements last 40% longer, and our fostering placements last over 204% longer than the national averages. In 2025 approximately 83% of our young people were in some form of employment, education or training. Whereas the national average of looked after children who are NEET is 39%. This is a testament to the commitment and dedication of our members of staff and the foster carers who strive to understand and put the needs of these children and young people first. They work tirelessly to build genuine, and meaningful relationships that provide stability, consistency and love in the lives of those in their care.

We are entering a defining period for the charity. We are restructuring and going through a demerger with our Isle of Man subsidiary as we exit a 20 year relationship with the Isle of Man. Our strategy places bold focus on sustainable growth, financial stability and resilience, enhanced, excellent care quality and ensuring that the needs and wellbeing of children and young people in our care shape our direction.

At the heart of achieving this is strong, confident governance. As a Trustee, you will join a committed and supportive Board which contributes diverse experience, thoughtful challenge, and deep compassion. You will help guide the long-term vision, resilience, and sustainability of the charity, ensuring that we deliver the brightest futures we can for our children and young people in care today while preparing the organisation for the demands of tomorrow. The Board works closely with our senior leadership team, offering strategic insight, wise stewardship, and encouragement.

We are particularly keen to welcome individuals who bring expertise that strengthens our collective capability. We are interested in hearing from candidates with experience in social care and safeguarding, property development in a social housing setting, as well as finance, risk or IT digital transformation. Equally important is a collaborative spirit, curiosity, and a desire to champion our values of integrity, respect and caring, being professional and agile, honest and innovative.

One day we would love to see a society where our services are no longer needed and every child is safe, loved and happy. However, while there is still a need for children and young people to be supported and cared for, we believe St Christopher's people are the best people for the job. We want to build upon and grow the work we do to meet the needs of children and young people. We are confident that our homes and services are supported by brilliant staff who regularly show outstanding excellence in their work.

Becoming a Trustee is a significant commitment—but it is also an extraordinary privilege. You will be part of a passionate, mission-driven community, working to transform outcomes for children and young people who must be placed in care. I hope you will feel inspired, as I do every day, by what we achieve for those in our care and their stories, the dedication of our teams, and the rising needs and urgency of our cause.

If you would like to be a part of this amazing charity, and join this committed, passionate and child-centred team, please apply today.

We look forward to hearing from you.

Yours sincerely,

Anne Stoneham  
Chair of Trustees (UK)

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# About St Christopher's Fellowship

We are a charity founded in 1870 to create brighter futures for children and young people. We work across the UK providing children's homes, supported housing, fostering and specialist support services, all designed for young people in care, on the edge of care, or leaving care. We work alongside young people to support their development, grow their confidence and reach their full potential.

Our work is shaped by our philosophy of care underpinned by the 'Head, Heart, Hands' principles of social pedagogy. The Head represents the evidence-base behind our practice; Heart is for the meaningful relationships we forge with young people; and the Hands symbolise how we equip young people for real life by empowering them to make decisions.

[For more information on our services please visit our website.](#)

Our 2024-2029 strategy outlines how we will support children and young people. This new chapter represents a refocussed enhancement and extension of our previous strategy and was co-produced in collaboration with our dedicated staff and young people, whose insight and input remains invaluable. At the mid way point of our strategy, having successfully had a period of deliberate consolidation and stabilisation, we are entering into a period of strategic growth and development in defined and qualified areas.



**Further information about our 2024 - 2029 Strategic Plan is available upon request. Please contact [StChris@inclusiveboards.co.uk](mailto:StChris@inclusiveboards.co.uk)**



## Our Vision, Mission and Values

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**St Christopher's vision** is for every child and young person to be safe, loved & happy, to achieve their potential and have a bright future.

**St Christopher's mission** is to create brighter futures for children and young people. We do this by providing fostering, residential and support services where children and young people can feel safe and cared for. We support them to make positive relationships which give them the confidence to succeed.

**St Christopher's values** are our ways of working:

We care about children, young people and our staff

- We are **respectful** of every individual, and value the strengths in everyone
- We are **professional** and committed to reflection and continuous learning.
- We are **flexible** and agile so that we can be fit for the future
- We are **honest** about what we can do, and optimistic about the future.
- We are **creative**, and passionate about positive change

# Our commitment to equality, diversity and inclusion

At St Christopher's we want to create and maintain an inclusive learning and working environment. One where equality is promoted, diversity is valued and discrimination in any form is not tolerated.

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

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



# About the Trustee roles

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St Christopher's Trustees bring a variety of transferable skills and knowledge to the organisation and spend time getting to know our young people and staff.

**We are currently seeking 3 new Trustees to join our Board.**

All Trustees hold collective responsibility of the Council.

The general duties of Trustees are:

- To contribute actively to Council's role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets;
- To safeguard the good name and values of St Christopher's;
- To ensure that St Christopher's applies its resources exclusively in pursuance of its objects, i.e. St Christopher's must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are;
- To ensure the effective and efficient administration of the organisation including consideration of the risks and mitigations;
- To ensure the financial stability of the organisation;
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds;
- To ensure that St Christopher's complies with its Memorandum and Articles of Association, charity law, company law and any other relevant legislation or regulations;
- To ensure that St Christopher's pursues its objects as defined in its Memorandum and Articles of Association;
- To appoint the Chief Executive and monitor their performance.

In addition to the above 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 Council papers, leading discussions, focusing on key issues and providing advice and guidance on new initiatives or on other issues in which the Trustee has special expertise.

Trustees are also required to adhere to St Christopher's Trustee Code which sets out the expectations of Trustees and to fulfil the duties of a Charity Trustee as set out in the Charities Act.



## **Person specification**

We are currently seeking 3 new Trustees to join the UK Board who can bring one of the following expertise:

- Safeguarding
- Property Development
- Finance, Risk and Transformation

### **The Safeguarding role:**

This role will serve as the Safeguarding Lead for the Board and will Chair the Safeguarding Committee. The Safeguarding Lead will provide additional assurance to the Board on their safeguarding responsibilities and will be responsible for reporting to the board, and its committees, on matters pertaining to safeguarding and the operation of the Safeguarding Committee.

In addition to the attributes expected of Trustees in general (see below), the Safeguarding Lead should demonstrate:

In depth understanding of the safeguarding issue for young people;

- Ideally, some experience/understanding of the safeguarding issues in a residential children's homes or other relevant social care setting;
- A preparedness to make unpopular recommendations to the Council;
- A willingness to be available to management and staff for advice and enquiries on safeguarding matters relating to St Christopher's on an ad hoc basis;
- A willingness to undertake Designated Safeguarding Lead training.

Desirable criteria includes:

- Previous trustee experience.

# Person specification

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## **The Property Development role:**

To support our strategy and bolster the existing expertise of the Board, we are seeking a Trustee with expertise in property development, ideally in the social housing sector.

In addition to the attributes expected of Trustees in general (see below), this role should demonstrate:

- Robust experience and understanding of the property sector;
- Understanding of the market conditions relevant to St Christopher's housing services.

Desirable criteria includes:

- Previous trustee experience.

## **The Finance, Risk and Transformation role:**

To support our strategy and bolster the existing expertise of the Board, we are seeking a Trustee with expertise in finance, risk and transformation. This role will also join our Audit & Risk Committee.

In addition to the attributes expected of Trustees in general (see below), this role should demonstrate:

- Robust financial knowledge and risk management experience;
- The ability to interpret and communicate complex financial information;
- Transformation skills and experience supporting organisations to be more agile, for example through digital transformation.

Desirable criteria includes:

- Digital transformation expertise;
- A financial / accountancy qualification;
- Previous trustee experience.

# Person specification

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## General Trustee person specification:

All Trustees are expected to demonstrate:

- A commitment to the mission, vision and values of St Christopher's;
- A willingness to devote the necessary time and effort to undertaking the role of Trustee;
- Strategic vision;
- Good, independent judgement;
- An ability to think creatively;
- A willingness to speak their mind and do the right thing;
- An understanding and acceptance of legal duties, responsibilities and liabilities of trusteeship;
- An ability to work effectively as a member of a team and within an agreed consensus;
- A willingness to invest time to engage and understand the organisation and the sector and undertake training necessary to discharge the role of Trustee of St Christopher's;
- Promote the principles of equality, diversity and inclusion within the Council and St Christopher's;
- Displaying Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership and following the Charity Ethical Principles.

# Additional information

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## **Time commitment:**

The Board meets 4 times a year and holds two strategy/Away Days. Typically, 3 Board meetings a year are held in-person and 1 virtually; the Away Days are held in person.

All Trustees will be expected to join a Committee:

All Committee meetings are held virtually.

- The Safeguarding Lead will Chair the Safeguarding Committee. This Committee meets 4 times a year.
- The Property Development role will join the Audit & Risk Committee. This Committee meets 4 times a year.
- The Finance, Risk and Transformation role will join the Audit & Risk Committee. This Committee meets 4 times a year.

Additional time expectations include ad-hoc meetings, meeting preparation, and Trustees are expected to visit our services once a year to deepen their understanding of our work.

The estimated total time commitment of the roles is 10 days per year.

## **Location:**

1 Putney High Street, London, SW15 1SZ

## **Term of appointment:**

Trustees are appointed for a term of 3 years, with the opportunity to extend for 2 further term of 3 years.

## **Remuneration:**

These are voluntary roles: reasonable expenses will be paid.

## **Conflicts of interest:**

All candidates will be asked to declare any conflicts of interest. These will be examined to see if any actual conflicts exist.



## How to apply

The recruitment process is being undertaken by Inclusive Boards on behalf of St Christopher's Fellowship. If you wish to apply for this position, **please complete the [Application Form found here](#) by 11.59pm on 10/08/2026** .

[Please also complete our diversity monitoring form found here.](#) The information you provide will stay confidential, will be reviewed and processed separately from the application you make, and is not assessed as part of your application.

If you have questions after reading this pack, please email [StChris@inclusiveboards.co.uk](mailto:StChris@inclusiveboards.co.uk) or call 0207 267 8369.

**INCLUSIVE**  **BOARDS**

This candidate pack has been produced by Inclusive Boards.