

## Starlight Children's Foundation

### Trustee Safeguarding Lead

<b>Location:</b>	Hybrid- Hammersmith office/online
<b>Time commitment:</b>	Minimum 4 Board meetings per year of 3-hour duration, continuing Covid uncertainty means that we also meet online once a month for no longer than an hour. Chair 4 Safeguarding Committee meetings annually.
<b>Term of office:</b>	Three years with the potential for a second three-year term
<b>Reporting to:</b>	Chairman and Board of Trustees
<b>Remuneration:</b>	Unpaid but related travel expenses are reimbursed

### About Starlight

We are the national children's charity dedicated to using the power of play to make the experience of illness and treatment better for children and their families.

### The Importance of Play

Playing, for children, is surpassed in importance only by the need to be loved, cared for and nourished. Insufficient and inadequate play provision can be really detrimental, affecting children's happiness, health and future life chances. The modern world creates many barriers, and children can often find their play marginalised, undermined or compromised by adult concerns. This is especially the case when a child is admitted to hospital. The primary focus of treatment can sometimes mean that looking after a scared child with gentleness, kindness, good communication and a respect for their voice is overlooked. Starlight Children's Foundation protects, the space, the time and the opportunity for children to play in hospital – protecting their right to play.

A child's right to play is enshrined in Article 31 of the United Nations Convention on the Rights of the Child. It is nearly 50 years since the Department of Health recommended the employment of play professionals in children's wards and nearly 20 years since they recommended that children staying in hospital should have daily access to a play professional and that the therapeutic purpose of play should be included in care plans. We know from Care Quality Commission data that a positive experience of hospital reported by children and parents is linked to having professionals to play with and enough things to do, but inequalities remain in access to both.

Until quite recently Starlight has been *publicly* recognised as a wish granting charity, but health professionals, especially play professionals, recognise Starlight as the main providers of resources for play in hospital. Since the introduction of an Insight & Impact team 3 years ago, we have been listening carefully and deepening our understanding of the impact that serious illness and hospital stays can have on children and their families. This has enabled us to create a unique dataset, which combined with a review of existing research enables us to make evidence-based decisions on service development and delivery. It has also enabled us to reposition Starlight as the "Protectors of Play" with a new strategy that entirely focuses on using the power of play to



make the experience of illness better for children and their families and a new visual identity that is more appealing in the hospital environment and better represents our purpose.

Our strategy has 3 core pillars:

1. We make the hospital experience more positive
2. We create opportunities for social connection
3. We listen, learn and share knowledge enabling others to contribute towards our vision to protect play and influence decision-makers for systemic change

You can read more about our strategy and plans in our [Trustee Report and Accounts](#) and our [Impact Report](#).

Our Trustees, who are also the Directors of our registered company are passionate and purposeful in ensuring that as a charity we are effective and efficient. They work with the Starlight SMT to ensure that all our valuable resources support doing the most we can to improve the lives of children and their families.

All our Trustees share ultimate responsibility for governing Starlight and directing/delegating how it is managed and run. This vacancy has arisen because a very experienced and much-valued Trustee, Dr Chris Hanvey, recently retired from our Board. We would like to add further experience and expertise to the Board, enabling us to take forward and develop our good work on safeguarding policy, code of conduct, training and reporting. The person appointed to this role will also be the safeguard challenge as Chair of the Safeguarding Committee and act as an identified liaison between employees and the Trustee Board. With a highly experienced Children's Services team led by Dr. Krutika Pau, the new Trustee will be well-supported in their role.

## Our Purpose and the Trustee Safeguarding Lead Role

Safeguarding means taking reasonable steps to protect people from harm when they come in to contact with Starlight and it is the shared responsibility of all our Trustees. As safeguarding is a high impact risk area for Starlight, we have also found it vital to have an experienced Safeguarding Lead Trustee to support the Board with this responsibility.

Children are of course of primary importance to our purpose, but our safeguarding responsibilities also extend to their families, our employees, volunteers and any other people who come into contact with us and our work. Integral to our safeguarding culture is the Trustees' role in promoting a fair, open and positive Starlight culture and ensuring that everyone involved with Starlight feels able to report concerns, confident that they will be heard and responded to

## Safeguarding duties

### 1. Strategic

- Consider the organisation's strategic plans and make sure they reflect safeguarding legislation, regulations specific to our activities, statutory guidance, and the safeguarding expectations of the Charity Commission.
- Work with our designated safeguarding lead to regularly review whether measures put in place are creating a safer culture and keeping people safe.



- Oversee safeguarding risk especially ensuring that our risk register reflects safeguarding risks properly and includes appropriate management and mitigation measures.
- Ensure there is space on Board Meeting agendas for safeguarding reports and help trustees to understand and confidently challenge those reports.
- Chair the operational Safeguarding Committee and be the liaison between the Committee and the Board of Trustees.

## 2. Effective policy and practice

- Ensure that there is an annual review of safeguarding policies and procedures and that this is reported to trustees.
- Understand the monitoring that Starlight does to see whether policies and procedures are effective.
- Audit data and review cases to learn and improve Starlight's policies, procedures and practices.
- Oversee safeguarding allegations against staff or volunteers, with CEO and designated safeguarding lead.
- Be a Trustee point of contact for staff or volunteers if someone wishes to complain about a lack of action in relation to safeguarding concerns.

## 3. Creating the right culture

- Champion safeguarding throughout the organisation.
- Attend relevant safeguarding training events and conferences.
- Support the trustees in developing their individual and collective understanding of safeguarding.
- Attend events and activities to engage with the Starlight team, volunteers and families to understand safeguarding on the ground.
- Work with the chair, CEO, designated safeguarding lead and communications team in the event of a serious safeguarding case.
- Support regular safeguarding training and updates

## Duties of all Trustees

The Trustees of Starlight are also the company directors of the Charitable Company, this is a summary of your duties and more detailed information can be found on the [Charity Commission website](#):

1. Excited and inspired by our purpose you'll ensure that everything we do is aligned to driving forward that purpose for the benefit of sick children and their families. You'll be actively involved in developing our strategy, agreeing plans and evaluating their impact.
2. With other experienced Trustees you'll ensure that we are a well-run charity, operating responsibly, complying with our governing document and the requirements of multiple regulators including the Charity Commission, Companies House and HMRC.
3. You'll always act in the best interests of the charity, working together with the other Trustees to make balanced and well-informed decisions. You'll be prepared to question and challenge, contribute an opinion and accept and drive forward majority decisions when they've been made.



4. Our resources are limited and precious so you will want to ensure that they are used responsibly, managing risks, protecting assets and always protecting the reputation of Starlight. You'll also be willing to roll up your sleeves to help raise the money, the resources and create the connections that the charity needs to achieve our ambitions for children and their families.
5. Our Board is diverse, and everyone acts with skill and care, you'll enjoy using your own skills and experience, but you'll also be willing for the Board and the charity to take expert advice if it's needed. You'll naturally want to prepare well for meetings by ensuring that you have the information needed which will enable you to be an active participant.
6. You'll always have positive intent as a critical friend to the Starlight SMT and wider team.

## Principles and Values

At Starlight we value the Nolan principles to guide our ethical standards, these are selflessness, integrity, objectivity, accountability, openness, honesty and leadership. With our new strategy and brand, we are also working on values specific to Starlight which we hope to be able to share with you at interview.

## To apply

To read more about starlight please go to our website [www.starlight.org.uk](http://www.starlight.org.uk).

In your application we'd love to hear about what inspires you about Starlight's purpose, your expertise and experience in safeguarding and how you would also be able to contribute more broadly to the Trustee role and Starlight's success. We'd like a document that is very personal to you, an email is fine or if you prefer a letter, accompanied by a CV which will need to have two current referees – employment and character ideally.

We will consider applications until Friday February 11<sup>th</sup> and interviews will take place on February 16<sup>th</sup> with the Chairman Alain Wolffe, Director of Children's Services Dr. Krutika Pau and CEO Cathy Gilman.

For serious applicants we are happy to have an informal chat. To arrange this, and to apply please contact [katarina.adams@starlight.org.uk](mailto:katarina.adams@starlight.org.uk)

## Equality, Diversity & Inclusivity at Starlight

We believe that everyone has the right to be treated with consideration and respect. Starlight is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual. We aim to ensure that all staff, Trustees, volunteers, donors, partners, contractors, and the public are treated fairly. This will be regardless of sex, sexual orientation, gender, marital or civil partnership status, ethnicity, disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

Starlight actively welcomes Trustee candidates from diverse backgrounds. If you are invited to an interview and need any adjustments made or have particular access needs, please let us know at that stage. Thank you very much for your interest in Starlight