



Trustee

(Quality, Safeguarding, Experience & Assurance Committee)

Candidate information pack

October 2026

About us

We are the UK's leading charity for children with brain injury and neurodisability. We deliver rehabilitation, education and community services through skilled teams who work with children and young people, and their families.

Every year 40,000 children in the UK are left with a brain injury as a result of an accident or illness – they may no longer be able to walk, talk, stand, sit, or feed themselves – sometimes all of these abilities.

At The Children's Trust, we aim to help rebuild as many of their skills as possible, as well as their self-esteem. A child's confidence is central to that relearning.

We help children do this through play, exploration, laughter and having fun; things that are often absent when a child has limited mobility or has had a challenging time. By combining music, singing, arts and crafts, day trips and other activities, with therapy, healthcare and education, children do not focus on what they cannot do, they just do it and have fun.

Our services are provided through:

Rehabilitation

- Our Rehabilitation service provides individually tailored, multidisciplinary rehabilitation programmes at our national specialist centre for children who have experienced a brain injury.

The Children's Trust School

- The Children's Trust School provides education for children with complex needs, alongside multiple barriers to learning. The school also offers an early years programme.

Community Rehabilitation Service

- Our Community Rehabilitation Service offers digital resources, national virtual advice and consultation, as well as community rehabilitation and outpatient packages, for children with acquired brain injury.



Our impact in numbers 2025/26

Overall reach

415

children and young people accessed one or more services

510

goals set with 72 children with an average improvement of 128 %

95%

of families said they would recommend us to their friends, family, and other parents if they needed similar care or support



Rehabilitation outcomes: rebuilding skills and confidence

91%

of school aged children returned to their previous educational setting

415

goals set by 59 children completing rehabilitation, with an average improvement of 130 %

85%

of the children and young people we support were able to return to their family home with no or only minor adaptations



The Children's Trust School: helping every child thrive

47

children and young people attended our school

14

families attended our parent-child group, Taddies

82%

of children met or exceeded goals in communication and cognitive development



Community Rehabilitation Services

270

services were delivered through our Community Rehabilitation Service

153

children and young people received follow-up support and guidance during key transition points, including returning to school

31,448

people accessed information and support through our Brain Injury Hub and Bumps Happen resources



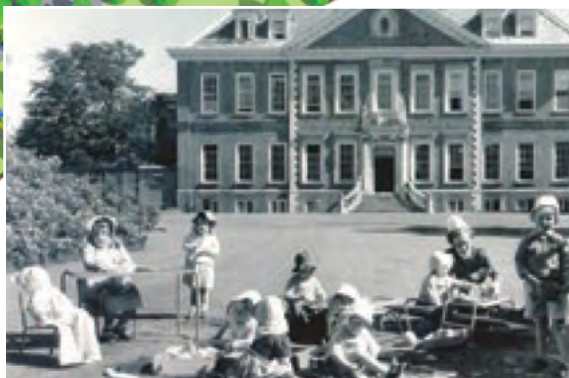
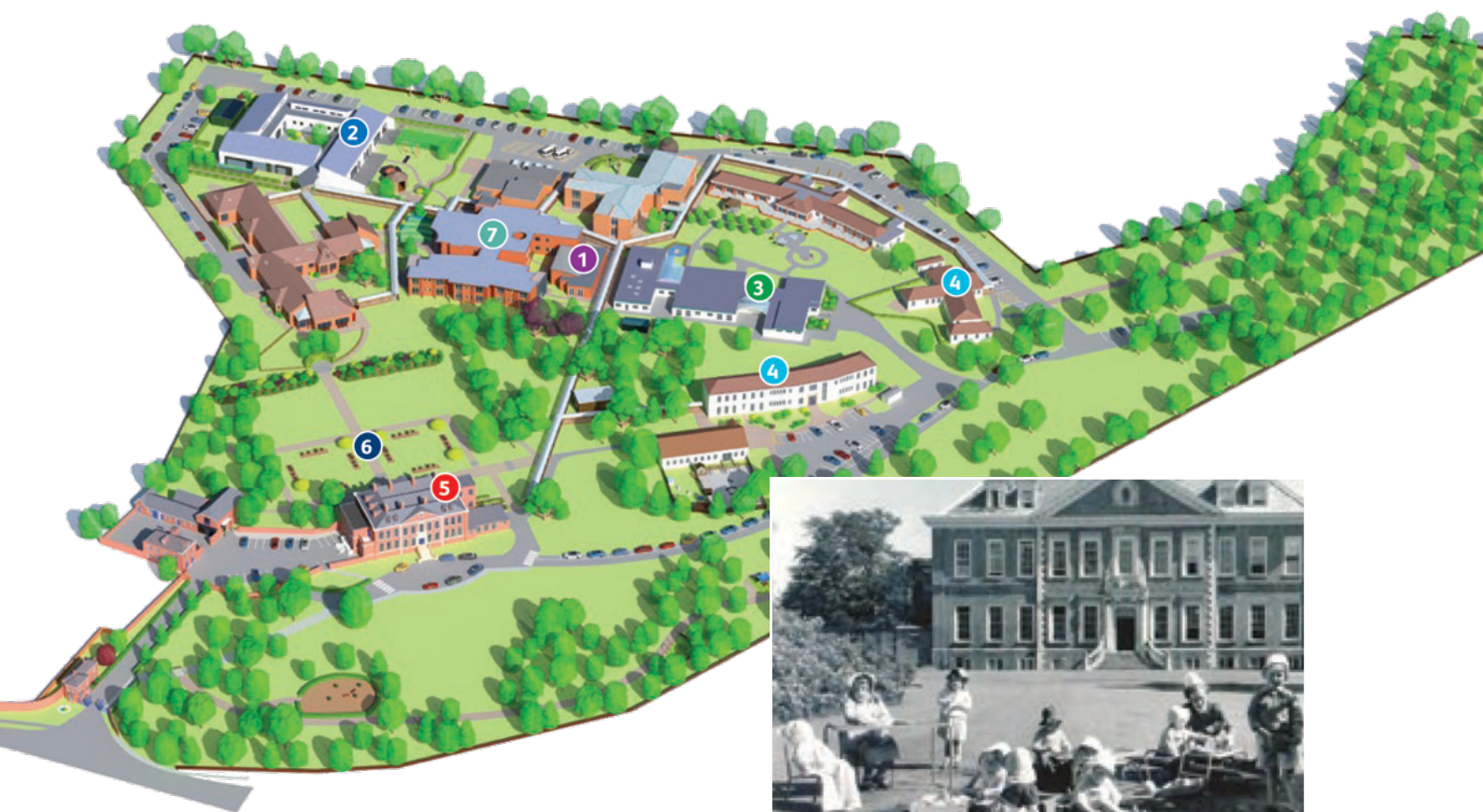
Source: Annual Report and Accounts 25/26

About the site

Tadworth Court, a country mansion, has been here since the 17th century. Caring for children on site began in 1927 when Peter Reid left a legacy of £20,000 to create a country branch of Great Ormond Street Children's Hospital (inset). In 1984 The Children's Trust became proud custodians. Today it's home to our specialist rehabilitation service for children with acquired brain injury.

We are trusted and recognised as the country's leading centre of excellence. Our team of experts care for some of the most vulnerable children with brain injury, neurodisability and complex needs from across the UK. Over the years, our amazing supporters have helped us create specialist, purpose-built facilities all on one historic site.

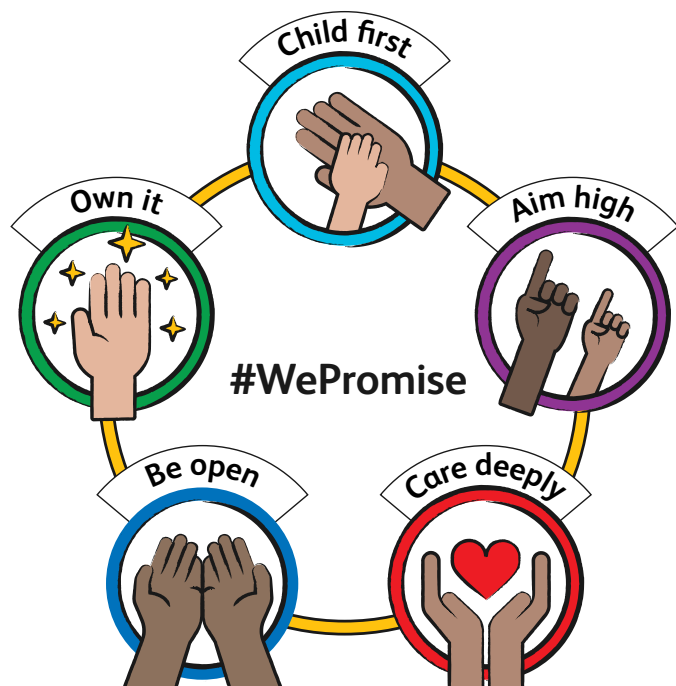
Site map



Key

1. **Hydrotherapy pool** – for rehabilitation, physical development and well-being.
2. **New Cheyne Centre** – our therapy centre, funded through legacy donations. A variety of sessions take place here including physiotherapy, occupational therapy, speech and language therapy, psychological support, music therapy and play therapy. It houses a gymnasium for physiotherapy sessions, an occupational therapy kitchen, a sensory room, a music room, a soft play facility as well as school classrooms.
3. **The Children's Trust School** – for children with complex health and medical needs, alongside multiple barriers to learning.
4. **Family accommodation** – we have a range of options for parents and carers to stay on-site.
5. **Mansion** – including reception, offices, canteen and meeting rooms.
6. **Rose garden** – heritage garden set out in original 17th century style.
7. **Residential houses** – we have 8 residential homes located across our site for children visiting us for neurorehabilitation and for residential pupils from The Children's Trust School. Our residential houses provide a home from home atmosphere.

Our culture and values



Our Promises capture our strengths and aspirations. They guide the way we act, interact and come together to achieve our goals.

The journey we took to reach our Promises was an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees and suppliers, internally and externally.

Perhaps most importantly, at the core of this process are the children, young people and their families.

This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them.

That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises.

Our promises

Child first

- To put children and young people first, seeking their views and sharing decision-making with them.
- To contribute to our community, making it warm, positive and fun.
- To connect meaningfully with children and young people, enriching their lives.

Aim high

- To be curious and courageous, exploring new ideas.
- Think big, finding ways to add value and improve what we do.
- To focus on quality, act responsibly and use evidence to support our choice.

Care deeply

- To be friendly and show genuine compassion.
- To connect and collaborate effectively inside and outside of our charity.
- To recognise and encourage each other, taking time to celebrate successes.

Be open

- To speak up confidently and look for solutions.
- To listen to others, sharing and receiving feedback in a positive way.
- To invite different views, respecting everyone's roles and contributions.

Own it

- To take responsibility, owning what we do and delivering on our promises.
- To set ourselves high standards and use our expertise across the charity.
- To grow from mistakes, taking every opportunity to develop and improve.

Role description

Trustees of The Children's Trust play a critical role in the leadership of our charity, ensuring that it achieves its objects to the benefit of children, young people, and their families.

With one of our trustee members of the Quality, Safeguarding, Experience & Assurance Committee (QSEAC) having recently resigned from the Board, we are looking to appoint a new trustee with recent Board-level experience as a strategic medical leader, ideally with senior paediatric experience.

This is an exciting time to join the Trustee Board as we roll out our new strategy to ensure the charity continues to thrive into the future, fulfilling its duties and responsibilities to its beneficiaries.

Our most important objective is to appoint trustees who are motivated and excited by the charity's work and ambition and who display a strong affinity with the needs and experiences of its beneficiaries.

We are particularly looking for someone who can bring strategic medical leadership, strong clinical governance insight, and an understanding of how specialist services operate and develop within the NHS. The successful candidate would be a full Board member and member of QSEAC.

At the heart of our new strategy is our role as a provider of clinical services working increasingly closely as part of wider local, regional, and national healthcare systems.

Providing safe and effective care for all children and young people at The Children's Trust is and will continue to be our number one priority. We continue to strengthen our clinical governance systems and processes further in line with national policy.

We would like to hear from you if you are, or have been, a senior medical leader with experience in paediatrics or a closely related specialty and can help the Board provide strategic oversight of quality, safety, service development, and clinical governance. Experience of paediatric neurodisability, acquired brain injury, rehabilitation pathways, specialised commissioning, or service growth would be welcome, but is not essential.



Key responsibilities

As a trustee and full Board member, you will be responsible for:

- Ensuring The Children's Trust (TCT) is carrying out its purpose for public benefit, maximising its reach and impact.
 - Ensuring compliance with TCT's governing document, charity law, and all other relevant regulations.
 - Ensuring the Board acts in the charity's best interest, exercising reasonable care and skill in its decision-making, managing TCT's resources responsibly, and avoiding exposing the charity's assets, beneficiaries or reputation to undue risk.
 - Contributing to the strategic development and planning process, including providing commercial acumen, insight into the external market and wider sector, or bringing experience of strategy development at similar organisations.
 - Ensuring the organisational culture and values, governance arrangements, management, and operational structures are fit for purpose, helping TCT achieve its strategic aims and objectives and minimise risk.
- Reviewing and approving budgets and business plans to ensure alignment with strategic objectives.
 - Supporting the Board to fulfil the full range of its statutory and oversight responsibilities. This includes oversight of operational and financial performance, risk management, governance (corporate, clinical, and educational), quality and regulatory compliance and providing assurance on these matters to the board.
 - Coaching and mentoring senior leadership or providing subject matter expertise on specific topics/ challenges.
 - Participating and contributing to the activities of any working party groups, the Board or its committees may set up from time to time to lead specific projects and initiatives.
 - Supporting fundraising events and initiatives including through personal networks.
 - Ensuring the organisation has robust safeguarding arrangements in place.



Person specification

Specific skills and experience

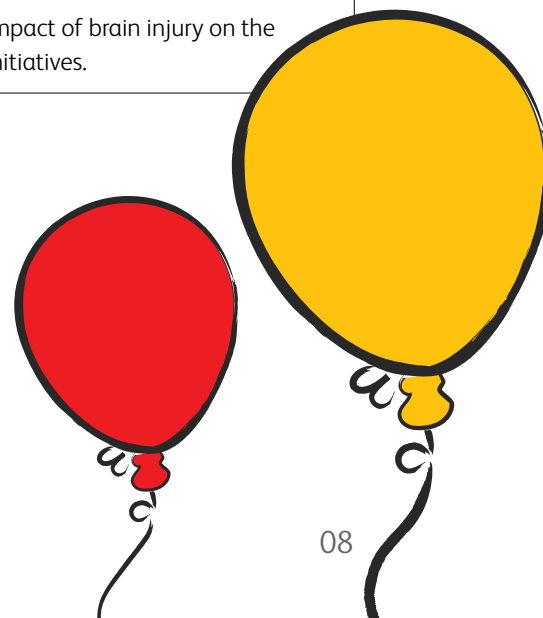
Essential

- A senior medical leader, likely with consultant and Board-level experience, who brings credibility in paediatrics or a closely related specialty and a strong understanding of quality, safety, and clinical governance.
- A senior medical leader who can contribute effectively to the broader organisational strategy, quality oversight, and Board-level assurance, including through constructive challenge and an understanding of clinical risk.

NB: The trustee does not necessarily need to be practising clinically but should still be viewed as a credible senior medical leader.

Desirable

- **Service-level experience:** Experience in paediatrics or a relevant specialty, with knowledge of specialist or complex care pathways. Experience of acquired brain injury, paediatric neurodisability, rehabilitation, community paediatrics, complex long-term conditions, or multi-disciplinary services would be particularly helpful.
- **Strategic thinking, service improvement, transformation, innovation, and development:** The ideal candidate will have the ability to help the Board answer:
 - Where should TCT expand?
 - Which services should we prioritise?
 - Where should we invest?
 - How will NHS strategy and policy affect demand?
 - What are the future commissioning opportunities?
- **System influence:** ability to contribute external perspective, understand NHS systems and clinical networks, support stakeholder engagement and help raise TCT's profile appropriately.
- **Clinical governance:** Strong understanding of quality governance, patient safety, clinical risk, regulatory assurance, and outcomes measurement. Strong grasp of current patient safety principles, such as Freedom to Speak Up, models for continuous improvement, complaints procedures and PSIRF.
- **Regulatory:** Familiarity with regulatory requirements, including CQC requirements for children and young people.
- **Safeguarding:** Good understanding of best practice safeguarding policy and practice and familiarity with current legislation.
- **Patient experience:** Demonstrable knowledge and understanding of the impact of brain injury on the whole family. Experience in the oversight of patient and family experience initiatives.



General personal attributes

- Understanding of the responsibilities of charity trustees.
- A well-developed, continuous improvement mindset.
- An effective communicator who can express ideas clearly and concisely, listen actively to other views and engage stakeholders in a positive future vision.
- Able to build relationships with key stakeholders.
- Able to absorb sometimes complex information and rationalise appropriately.
- Able to think laterally and independently in order to arrive at proportionate and pragmatic solutions.
- Able to commit sufficient time to help drive the charity forward through a period of change.
- High standards of ethical behaviour and avoidance of any personal conflicts of interest.
- Able to recognise, declare and manage actual or perceived conflicts of interest, particularly where current or recent roles involve organisations that commission, provide or compete with similar services.
- A clear commitment to equity, diversity, and inclusion through either lived experience or allyship towards under-represented communities.
- Lived experience or proximate exposure to brain injury and neurodisability.



How to apply

The closing date for applications is **20 November 2026**.

Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post (**ideally no more than two pages**).
- A **Curriculum Vitae (CV)**, **ideally no more than three pages**, with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- You will need the following reference code: **TCT-TRUSTEE-1026**

All applications will be acknowledged.

For an informal conversation about the post, please contact **Jackson Wilson** at our recruitment partners, Hunter Healthcare by email: jwilson@hunter-healthcare.com or by phone: 07432 414998; or **Lauren Virot** by email: lviro@hunter-healthcare.com

[CLICK HERE TO APPLY ONLINE](#) →

KEY DATES:

Application Deadline	20 November 2026
Shortlisting	30 November 2026
Interviews	w/c 14 December 2026





The Children's Trust

Tadworth Court

Tadworth

Surrey KT20 5RU

Company registered in England & Wales no. 1757875

Registered charity no. 288018L

t: 01737 365 000

w: www.thechildrenstrust.org.uk

e: enquiries@thechildrenstrust.org.uk

X [@childrens_trust](https://twitter.com/childrens_trust)



Floor 2, Berkshire House
168-173 High Holborn, London WC1V 7AA

T: 020 7935 4570
E: enquiries@hunter-healthcare.com