We're looking for new Trustees to join our charity

Stepping Stones North Edinburgh is a charity which has been supporting families living in North Edinburgh for the last 40 years. Our vision is that all families supported by Stepping Stones are enabled to live happy, healthy and fulfilling lives which support children to thrive.

To achieve this vision we provide a wide range of services focused on pre-birth support, the early years, education and group work.

Stepping Stones is a company limited by guarantee. It employs a team of about 20 people including an experienced full-time CEO and also a business manager.

Governance and oversight are provided and assured by a board of volunteer trustees. This currently comprises a Chair, treasurer and four other trustees.

Who we are looking for

We are looking to strengthen and broaden the Board by recruiting two new trustees. We are particularly interested in hearing from candidates who bring one or more of the following experiences, perspectives or areas of expertise. However, the key thing is enthusiasm to help make a difference, and we will consider applicants who do not necessarily fall within the below categories:

- **Cultural diversity:** Around 35% of the families we support come from culturally diverse backgrounds. We would like our Board to better reflect the diversity of the communities we work with and welcome applications from people who can bring these perspectives and lived experiences.
- **Lived experience:** We value the insight and understanding that comes from having shared experiences with the families we support. This might include being a young parent or lone parent, or having experienced challenges such as poverty or housing insecurity.

- **Connection to North Edinburgh:** We are keen to hear from people who have a connection to North Edinburgh, whether through living, working, volunteering or being part of the local community. An understanding of the area, its communities and the opportunities and challenges facing local families would be particularly valuable.
- **Professional experience:** We are also keen to hear from people with experience in the charity sector or in related fields such as social work, health or education.

What is in it for you?

Our families live in an area that experiences multiple disadvantages. Stepping Stones works alongside the community, stakeholders and beneficiaries to make a difference to those families. This recruitment presents a great opportunity for someone who is interested in contributing to that.

This is also an excellent opportunity for someone looking to gain their first experience of trusteeship within the charity sector. Stepping Stones is a well-run charity, with a clear understanding of the respective roles and responsibilities of the CEO and the Board.

Reporting to the Board is regular, open and transparent, including in relation to financial performance and risk management. This provides a supportive and well-structured environment in which someone who has not previously served on a board can develop their experience and confidence as a trustee.

Time commitment

Outside of the Chair and the Treasurer, the time commitment for most board members is around 1-2 hours per month. We hold around 5 board meetings per year and we also have an AGM. Board papers are provided one week in advance of meetings. They almost always consist of less than 10 pages. Board meetings are typically held in person and last around 1.5 hours.

There is also scope for board members to do more by getting involved in particular projects. From time to time there are sub-groups set up to enable this.

Next Steps

Further information about the organisation is available on our website: steppingstonesnorthedinburgh.co.uk. Please take the time to look at our most recent annual review of 25-26 and our strategic plan, both of which can be found on the website.

If you would like to arrange an informal discussion about becoming a trustee please contact the chair, Alastair Duncan, on alastair.duncan@axiomadvocates.com by the 16th of December. Alternatively, you can proceed straight to sending Alastair a short covering letter and summary CV by the 16th of December.

We hope to have completed the Trustee recruitment process by the 31st of January.