

# Trustee Recruitment Pack

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Closing date: 1st February 2026



## Could you be one of our next trustees?

“

[At PACT] I've had goosebumps in multiple board meetings. Coming from the corporate world, I've never had goosebumps in a board meeting before. When you hear that these young children have been placed in their forever homes, it just gives you that real sense of worth.”

- Dean Hunter, PACT Trustee



Parents And Children Together

Building and strengthening families since 1911

# Introduction

## What we do

PACT – Parents And Children Together – is an adoption charity and trauma support provider helping hundreds of families every year through outstanding adoption support services and community projects across London and southern and central England.

Established in 1911, PACT is now one of the UK's leading charities in its field and is dedicated to the placement of children with secure and loving families, continued support through therapeutic services, supporting and empowering women facing multiple disadvantages and the recovery of children affected by domestic abuse.



If you are excited by our work, this fantastic opportunity could be for you.

## Our trustees

Trustees play a crucial role in setting and supporting PACT's strategy. We have an excellent board of trustees and you can read more about our current board here:

<https://www.pactcharity.org/about-us/leadership-team/>



Two of our trustees will be stepping down from our board in the coming months and we would love to hear from people who are interested in joining our board as a trustee, particularly with skills and experience in the following areas:

- Safeguarding
- HR

We value diversity and believe that a wide range of perspectives strengthens our work. We particularly welcome applications from individuals who bring different lived experiences, cultural backgrounds, and professional insights, including those from underrepresented communities.

## What will I get from being a trustee?

You will benefit from becoming an important part of one of the UK's leading charities in its field providing outstanding and award-winning services.

You'll have the opportunity to work alongside and network with other skilled and committed trustees and colleagues who are passionate about what they do.

You will be able to give something back, by using your skills and knowledge, collaborating with individuals who are fully engaged with doing their very best for our beneficiaries.

If you are new to the charity sector or being a trustee you will be able to develop your career by expanding your knowledge and experience in a new environment or context.

Often our beneficiaries will join board meetings to share their first hand, lived experience of the difference that PACT has made to their lives. Their stories are powerful and moving. On a personal level, you will have the satisfaction of knowing your contribution will make a real difference to the lives of many vulnerable children, women and families.

“

PACT is an amazing place to work, the culture and values are threads running through the everyday work that we all do. I can't help but get very enthusiastic when telling people that I work for PACT. The positivity that shines through towards the various service users futures.”

- PACT staff member from the 2025 Employee Survey



“

I love supporting PACT as it allows me to help make a difference within the lives of giving children the chance to have a great family life, which is not afforded to all.”

- David Villa-Clarke, Lead Trustee for Income Generation



## Message from the Chair of the Board of Trustees, Wes Cuell

I am very pleased to know that you have expressed an interest in joining PACT's Board of Trustees.

I have had the privilege of being chair of this efficient, effective and very enjoyable board for six years and for me it has been a constant source of pride and pleasure to be part of such a successful organisation that achieves so much for children and families.

The role of trustee is not one to take on without careful thought. As a board the overall governance of the organisation is our responsibility and we are living in challenging times for everyone but especially for the voluntary sector.


Being a trustee does require engagement and commitment but the time commitment will fit in well with even the busiest life and the work involved is more than balanced by the great sense of satisfaction and achievement that comes from hearing about the lives that have been changed so dramatically for the better by our committed and very capable team of volunteers and staff.

If you already have experience as a trustee you will understand what I'm talking about but if this is the first time you have considered such a role I can assure you that in my experience the vast majority of trustees regard the role as one of the highlights of their lives and careers.

PACT is a great place to work with our staff satisfaction surveys results always in the high 90%. Despite the very tough economic situation we are currently in a good place and we are ambitious for the future.

To help our board provide the best possible support and challenge for our workforce we are seeking some new trustees who will ensure that we have a full range of skills and experience to inform our thinking and decision making.

If this sounds like what you are looking for, we would love to hear from you.



Wes Cuell

Chair of the Board of Trustees



## Message from the CEO, Natausha van Vliet

I am so delighted that you are interested in finding out some more about joining our Board of Trustees. I have been a part of PACT for over 12 years and became CEO in April 2021. I am extremely proud to lead this organisation and of the difference that we make every day. The team spirit at PACT and our commitment to our culture and values is threaded through the organisation and integral to our success.

Our board members play a vital role in ensuring our organisation is well governed and to support the strategic development with our senior management team. We have proven ourselves to be a dynamic and agile organisation in recent years and embraced opportunities to innovate and develop.

This is made possible by our dedicated volunteer and staff workforce and this dedication is also reflected in our board. Being part of an organisation that makes such a tangible difference every day is energising and engaging and the positive feedback we receive in our annual staff survey supports this.

Our trustee board brings experience, knowledge and different perspectives that are vital to the ongoing development of our organisation, ensuring we remain beneficiary and outcome focused.

We know that we do a good job, but it is always great to have that externally validated. Our adoption service has been rated outstanding by Ofsted in our last three inspections and we have received numerous awards for our service provision over the recent years, acknowledging the quality of our work. We were exceptionally proud to receive the Queens Award for Voluntary Service in 2022. This was specifically for our Alana House volunteers of whom we are so grateful to for the support they provide and the difference they make.

We can't do what we do without our dedicated trustee Board. If you'd like to be a part of our trustee team and help PACT to keep making a difference, please do apply. I am looking forward to hearing from you.



Natausha van Vliet

Chief Executive



# Key achievements report 2024-2025

*"It is always such a pleasure to introduce PACT's annual Achievements Report.*

*We continue to be impressed by the breadth of excellent work carried out by our passionate and committed teams at PACT. The difference that our work makes to so many children, families and women is never taken for granted. We know that one of the reasons why our support is so well received is that our teams keep our beneficiaries central to everything that we do, ensuring their voice is included in how we deliver our services and shape them for the future. We are fortunate to not only have an excellent team of staff, but also a wonderful team of generous volunteers who support our work, as well as our board of trustees, who also volunteer their time. This year we sadly said goodbye to some very committed and much-valued trustees, but were also able to welcome a number of new trustees, who bring a wealth of professional and lived experience to our board which will be of great benefit for PACT.*

*This year we were pleased to launch our co-produced Equality, Diversity and Inclusion Strategy and to keep that co-development by working together with our staff teams on shaping the action plan underpinning it. The engagement across the whole organisation in this important piece of work has been truly inspirational and we are looking forward to working and learning together as we continue on our EDI journey as an organisation.*

*We know that times are challenging and that right now many of our beneficiaries need us more than ever. The numbers in this report really do speak for themselves in evidencing just some of the key areas of work delivered by PACT. It is important to note that behind every number we share here there is a child, family or woman and to acknowledge that it is a privilege to be able to work with all of them. We are incredibly grateful to our friends, partners, funders and supporters and everyone who helped to make these achievements possible over the year and look forward to seeing what the next year brings."*



**Natausha van Vliet**  
Chief Executive



**Wes Cuell**  
Chair of the trustee board

*"We want to acknowledge everything PACT has done for us over the last several months - everyone has been wonderful, helpful, and professional."  
From prospective adopters to a PACT senior social worker*



## ADOPTION

<b>84</b> children placed with <b>55</b> families	<b>69</b> families approved as adopters	<b>19</b> adoption panels were held	<b>95</b> adoption orders were made
<b>1,026</b> enquiries from prospective adopters	<b>26</b> adoption information events were held	<b>695</b> prospective adopters attended information events	
<b>6</b> single adopters had children placed with them	<b>28.5%</b> of parents who adopted identified as LGBTQ+	<b>66%</b> of adopters stated they had a faith	
<b>16</b> children were placed through early permanence	<b>51%</b> of children placed were girls and <b>49%</b> were boys		
<b>14.5%</b> of children placed with Black or mixed ethnicity parents			

*"Both A\*\* and I are ever so grateful for your support and everyone else in this journey... This journey wouldn't have been possible without all of your continued engagement and reassurances at the various stages."  
Approved adopter to senior social worker*

## ADOPTION SUPPORT

<b>3,954</b> people were registered to use CATCH	<b>12K</b> views of CATCH webinars and videos	<b>23</b> adopted people accessed their birth files through PACT
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*"Very positive experience and warm welcome at your office. SW took a sensitive approach." - Adopted person who accessed their record through PACT*

<b>18</b> support sessions for adoptive parents	<b>119</b> families were supported by the Strengthening Families Team
<b>38</b> events/group meetings for children and adopted young people	
<b>84</b> children attended our family fun days	

*"I've been very grateful for the support offered by the strengthening families team. It has been a great format to reflect, discuss and vent and has been extremely productive in finding solutions to help our children and our family to settle."  
-Parent who was supported by the Strengthening Families Team*





## ALANA HOUSE

**242** women received support from Alana House

**88** women were supported through donations

**143** counselling sessions were provided to 17 women

**389** group sessions were attended by 120 women



**86.5%** of women recorded a positive improvement or sustained score across all needs with the top 3 being: Employment, Training and Education (95.7%), Mental Health (93.6%) and Finance, Debt and Benefits (89.8%).

*"Whenever I come to Alana House, I feel empowered!" - Alana House woman*



*"I've met other people going through exactly the same thing as me, I no longer feel on my own. I've really connected with people on the course. This has really helped me to start to heal. I'd like to do more. Lisa says this will be possible."*

Maternal separation group attendee

*"The abuse I've suffered has taken me to the depths of no return and just when I thought I couldn't go on Alana stepped in and pulled me back out. I'm not there yet and I'm not through my personal situation but it's comforting to know that Alana will stick with me till this hell is over... Thank you."*

Alana House woman



## BOUNCE BACK 4 KIDS

**158** children directly supported by the BB4K team

**10** children received play therapy

**284** parents supported by the BB4K team

**552** children supported directly and indirectly



**78.4%** of parents self reported improvements or sustained progress in 'play and enjoyment' with their child and **75.7%** reported improvement in 'empathy and understanding'.

*"I have calmed down, which in turn has resulted in [child] calming quicker. School behaviour has improved loads. We're more open with each other."*

BB4K parent

*"It is fun here and I feel VERY happy here!" - BB4K child*



## FUNDRAISING

**£1.5m** total fundraising income

**£10.7k** donated by our Friends of PACT

**£21k** raised through our events like Marathon In May, and our Carol Concert

**£8.6k** donated by churches

### Some of the exciting things that happened this year

- PACT was awarded the High Sheriff of Berkshire Award.
- We enjoyed our best turnout yet for our Carols at the Minster event.
- Alana House was visited by HRH Princess Beatrice.
- We doubled the number of Bounce Back 4 Kids recovery groups.
- Alana House was named winner of the 2024 Robin Corbett Award.
- Our London Marathon 2025 runners raised a huge total of £15,888!
- Jason climbed Mount Kilimanjaro for PACT!



## PACT TEAM

**1,479** hours of staff time were invested towards learning and development goals

**19** new employees were welcomed to PACT

**45** volunteers help PACT do the work we do



Find out all the ways we made a difference in 2024-25



@pactcharity | info@pactcharity.org  
0300 456 4800 | www.pactcharity.org



PACT is the trading name of the Oxford Diocesan Council for Social Work Inc, a company limited by guarantee, registered in England (No 1636098).  
Registered Charity (No 285214)





## PACT's vision and strategic aims

Our vision is to deliver high quality services to build and strengthen an increasing number of children and families. This vision shapes everything that we do, and is reflected in our hallmarks of quality, expertise and innovation.

### The foundations to achieve this vision are:

- Strong organisational health and a resilient workforce
- Financial stability
- Quality beneficiary focused service delivery, breaking the cycle of trauma and abuse
- Digital focus

The focus of PACT's business plan remains to deliver quality services for children, women and families. Central to the success of this business plan will be good organisational health, a resilient workforce and continued diversification of income. The business plan and strategy are supported by PACT's digital strategy and delivery plan and co-created EDEI strategy and delivery plan.

“Joining PACT for me was driven from a place of giving kids the best chance in life, which is a great passion for me... having met most of the team now, it is an incredible group of people who have come together with the same interest in mind, the welfare of the children. It's a very special place.”

- Dean Hunter, Lead Trustee for HR

## Role description and person specification

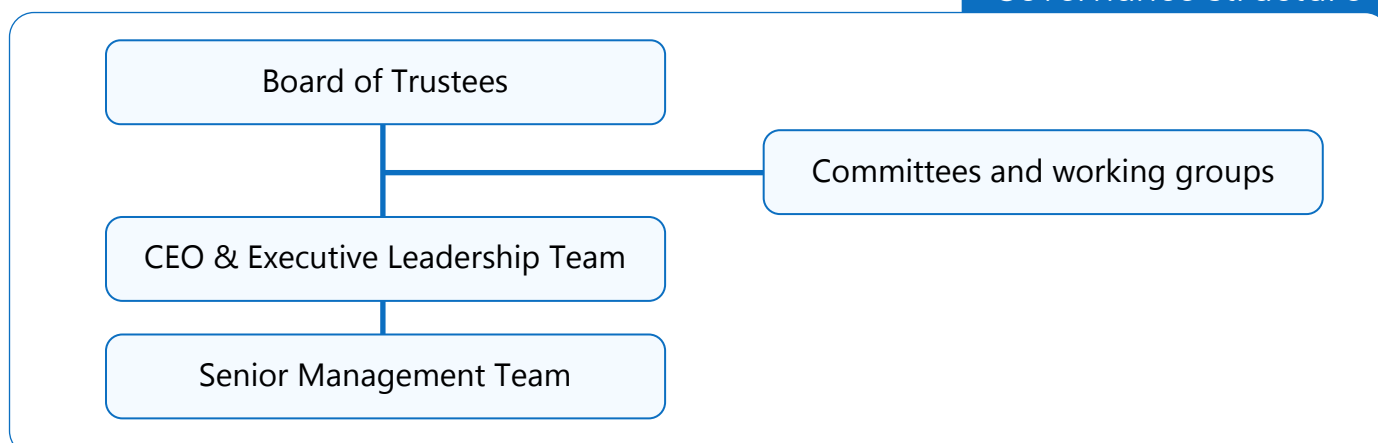
### Summary

As a trustee your role will be to use your skills and your personal experience to contribute to the work of the board. The trustees are volunteers and form a collective body (board of trustees), with shared responsibility for all aspects of the governance of the organisation.

The purpose of the board is to further the organisation, keeping within its charitable objectives. The trustee's role is focused on providing strategic oversight of the charity's operations and financial probity with day-to-day operational management in the hands of the CEO and Senior Management Team.

At this time we are looking for trustees with professional safeguarding or HR experience.

### Governance structure





# PACT Trustee Role Description

## Role Purpose

To further the organisation, keeping within its charitable objectives.

## Main tasks

- To take part in formulating and regularly reviewing the strategic aims of the organisation.
- With other trustees to ensure that the policy and practices of the organisation are in keeping with its aims.
- With other trustees to ensure that the organisation functions within the legal and financial requirement of a charitable organisation and strives to achieve best practice.

## Main Duties

<b>Formulating strategic aims:</b>	<b>Ensure policies and practices are in keeping with aims:</b>	<b>Ensuring best practice:</b>
Consider the organisation as a whole and its beneficiaries, whether as a member of the trustees or any of its committees, sub-committees, groups  Reflect the organisation's vision and principles, strategy and major policies at all times: and  Contribute specific skills, interests and contacts, and support the organisation in fundraising activities.	Follow the code of conduct at all times, particularly when exercising the functions of the trustees, or any of its committees, sub-committees, groups  Attend meetings of the trustees; and  Reflect the trustees' policies and concern on all its committees, sub-committees, groups.	Be an active member of the trustee body in exercising its responsibilities and functions;  Maintain good relations with senior managerial staff;  Take part in training sessions provided for the benefit of the trustees; and  Fulfil such other duties and assignments as may be required from time to time by the trustee body.

## Knowledge and experience

- Open to sharing new experiences and offering different perspectives
- Experience of using specific skills, knowledge and experience to help others reach sound decisions (ideally at board level but not essential)
- Understanding of the legal duties, responsibilities and liabilities of trusteeship (desirable – training will be provided)
- Current knowledge of policy and best practice in chosen field
- Experience as a trustee (desirable—however we are also happy to consider applications from people to become trustees who have potential and are willing to learn and we intend to offer training and, where required, mentoring.
- Current experience in HR or Safeguarding (essential)

# Becoming a trustee at PACT – FAQs

## What is a trustee?

Trustees are the people who have overall strategic oversight of and responsibility for our charity. Trustees are volunteers and form a collective body, the executive board, with shared responsibility for all aspects of the governance of the organisation.

Trustees are the people responsible for ensuring there is a clear strategy and we have currently been working towards our North Star vision to form the basis for our next 3 year strategic plan. Trustees ensure that PACT remains true to the charity's purposes as well as safeguarding the charity's assets. Trustees are also expected to act as ambassadors for the organisation.

## How much of my time will be required?

On average, the time commitment will be approximately a day per month made up of preparation for, and attendance, at quarterly board meetings and time to input on other charity matters. The board aims to offer flexibility and tries to accommodate personal availability wherever possible. Trustees engagement is highly valued by PACT and, through their Lead roles trustees will form close strategic working partnerships with their relevant Senior Management Team colleagues and have interactions outside of the board meeting cycle.

You may also be asked to join champion a specific project, participate in a specific working groups or sub-committees or invited to attend one-off events, such as all staff get-togethers or fundraising and networking events such as the annual garden party or Christmas carol concert.



## How much travel is involved?

The role will be home based, with occasional travel to our head office in Reading for in person meetings for which we pay reasonable travel expenses.

## If I become a trustee, how long will this be for?

Trustees are appointed for three-year terms, the maximum number of consecutive terms a trustee can serve is three (so a total nine years maximum), unless it's considered it is in the best interests of the charity for a particular trustee to serve beyond that period.

## What support will I receive?

You will receive high-quality induction, training and support from us and other charity-support organisations. You will have regular reviews with the chair of trustees and support from your fellow trustees.

# Application and appointment process

We would encourage you to browse the PACT website for lots more information on the charity, and our current board of trustees. One of our current trustees has also kindly provided this short [video](#) with further details. If you have any other questions, please contact Natalie Derkatsch, Executive Assistant to the CEO ([trusteerecruitment@pactcharity.org](mailto:trusteerecruitment@pactcharity.org)).

If you believe you can contribute to the skills and diversity of our board and would like to apply, please visit our website: <https://www.pactcharity.org/about-us/careers/volunteer-roles-pact> where you will find a role description and application form. **The closing date for applications is Sunday 1st February 2026. Interviews are likely to take place on 24th and 27th February 2026.**

*PACT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Anyone joining our team is subject to PACT's safer recruitment pre-appointment enquiries. These include an Enhanced Disclosure Barring Service (DBS) check, overseas police check where applicable and references covering a minimum five-year period.*

Our safer recruitment policy is available on our website. If you have any queries about our safer recruitment processes, please contact our friendly HR team who will be available to help you from the first step and through the recruitment process.

Please email [trusteerecruitment@pactcharity.org](mailto:trusteerecruitment@pactcharity.org) or telephone 0118 402 1681.

Thank you for considering joining our fantastic PACT team. We look forward to hearing from you!



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