

HOME START HOST

Trustee

Recruitment Pack

October 2026

Welcome

Thank you for your interest in joining our board of trustees.

Home-Start HOST is a vibrant family support charity that focusses on the vital early years of life.We offer a wide range of support services from pregnancy to age 5 so that every parent has the support they need to give their children the best possible start in life.

We are a large member of the federated Home-Start network, and we operate across half of the Greater Manchester city-region, primarily focussing on Tameside, Oldham, Stockport, Bolton & Bury, although we deliver some work across the whole of Greater Manchester.

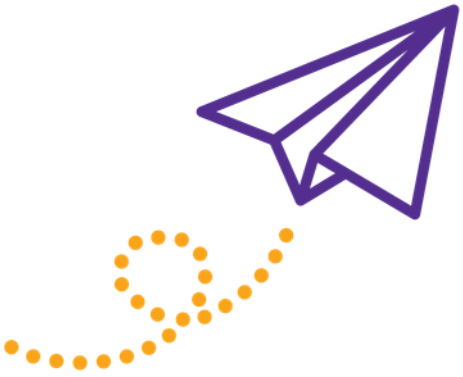
We are seeking new trustees to support our CEO and staff team to continue to deliver vital support to families.

We are particularly keen to hear from people with skills in HR, Marketing, Retail and Commissioning/Contracting, but whatever your background or achievements, if you have exceptional collaboration, communication and interpersonal skills and understand the governance responsibilities involved in being a trustee, we'd love to hear from you.

In return, we offer a fulfilling opportunity to grow the impact that HOST can have for families by joining a charity in robust financial shape and with a passionate and committed team.

We actively encourage applications from people with diverse experience and backgrounds. If you can help us to achieve even more for families, then we very much look forward to hearing from you.

Karen Rose, Chair of Trustees



About Home-Start HOST

Established in 1998, Home-Start HOST is an ambitious charity that aims to make a difference to families across Greater Manchester and particularly in Oldham, Stockport, Tameside, Bolton & Bury.

We are an independent member of the Home-Start network www.home-start.org.uk and one of four Home-Starts operating in the Greater Manchester area. We currently support over 4,000 families per year through our various projects, which include:

- Weekly volunteer home-visiting for families with children aged 0-5
- Parent-infant mental health volunteer home-visiting for families with children aged 0-2
- Perinatal peer support groups, known as 'With You in Mind' for families with children aged 0-2
- Family peer support groups known as 'Pitter Patter Play & Natter' for families with children aged 0-2
- Dad Matters – perinatal peer support for dads with children aged 0-2
- Play, Learn, Grow – 8-week courses for parents and children aged 2-5
- Infant Feeding Peer Support – offering support in the hospital, in groups, over the phone and through home visits
- Community Genetics - offering sensitive and specialised support for families affected by genetic health conditions, including access to screening
- Baby Bank – we have one of the largest baby banks in Greater Manchester, supporting children aged 0-10 who are living in poverty or financial hardship

Our Vision, Mission & Values

A child's earliest years are irreplaceable. Without a stable, loving, and nurturing environment, a child will not develop the vital foundations they need. Home-Start is there for parents when they need us most, because childhood can't wait.

Our Vision

Every parent has the support they need to give their children the best possible start in life.

Our Mission

To empower and uplift families with children from pregnancy to age 5 by providing comprehensive support and resources which increase confidence and reduce isolation.

Our Values

- We are **Aspirational**
- We **Build relationships**
- We are **Creative**
- We are **Empowering**
- We are **Understanding**

We currently have a team of 61 paid staff and around 180 volunteers each year. Our income is around £2,500,000 from a variety of sources and we have healthy reserves. Accounts can be provided separately or are available at https://register-of-charities.charitycommission.gov.uk/en/charity-search/-/charity-details/5009370?_uk_gov_ccew_onereg_charitydetails_web_portlet_CharityDetailsPortlet_organisationNumber=5009370

Trustee Role Profile

Values

Trustees are expected to work to the values of Home-Start HOST at all times and to honour the Nolan Principles of public service: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Strategic Leadership

Provide strategic leadership to the charity, ensuring that Home-Start HOST can maximise its impact for the families it serves.

Understand and promote equity, equality, diversity and inclusion and help advance our commitment to progress further.

Build effective relationships with other trustees and staff to provide challenge, support and counsel to the charity in achieving the organisation's mission.

Governance

Work with the Chair of Trustees and other trustees to support the Board to fulfil its duties and responsibilities to ensure the sound health of the charity, with robust systems in place to ensure financial accountability and integrity.

Contribute to a healthy culture of challenge, scrutiny and support among the Board, that governance arrangements and meetings are working effectively.

Support the Board in regular review of major risks and associated opportunities and ensure that robust systems are in place including in relation to the safeguarding of children and vulnerable adults.

Ensure that Home-Start HOST complies with all legal and regulatory requirements, the objects of the charity, the governing documents and quality standards.

Relationships

Act as a trusted ambassador for the charity, with external stakeholders and influencers including representing the charity at events and in generating income as required.

Be prepared to act as a spokesperson for the charity and to act as senior point of referral for problem-solving and disputes.

Time Commitment: Around 2 hours per week to allow for attendance at quarterly Board meetings, sub-group meetings and time to read papers and contribute to any ad-hoc work.

Remuneration: The role of trustee is unpaid, although travel and other agreed expenses may be claimed.

Equality, Diversity & Inclusion

Home-Start exists to offer inclusive support for diverse families. We are committed to building inclusive and diverse cultures to achieve this and warmly welcome diverse people and experiences to help us do this. As a charity, we recognise that we are on a journey to be more representative of the families we serve at all levels, including within our Board. We are actively seeking diverse talented people from a wide range of backgrounds, who will bring to the Board the skills, experience and commitment to drive progress on diversity and inclusion as a feature of our transformation.

Safeguarding

Home-Start UK requires the Chair and all trustees and committee members to be committed to promoting the welfare of children, young people and vulnerable adults and take a serious and proactive commitment to effective safeguarding.

How to Apply

We hope you will consider making an application. If you have questions about the appointment or require further information and would find it helpful to have an informal conversation, please do send an email to HOST's CEO, Sarah Cook: sarahcook@homestarthost.org.uk

To make an application, please send us your CV (no more than three sides) and a supporting statement that sets out why you are interested in this appointment and the experiences and qualities you believe you can bring in order to be successful in post. Please also tell us about any dates when you are not available for interview.

For more information on our work, see our website: https://home-starthost.org.uk/. You can find our last annual impact report here: https://home-starthost.org.uk/wp-content/uploads/2026/09/Impact-Report-24-25-digital.pdf