

Join Together's Board:

help turn commitment into action for children's rights in Scotland

Do you have experience in finance and accountancy, developing and delivering training and consultancy services, business development and income generation, or ethical use and governance of artificial intelligence? Are you passionate about making children's rights real in practice? Join Together's Board as a charity trustee to help us take forward our mission to make sure that every baby, child and young person in Scotland experiences all of their human rights, all of the time!

Welcome from Together's Chair, Susan Hunter

Thank you for your interest in becoming a Trustee with Together. We're at a pivotal point in our journey - with the UNCRC now part of Scots law through the UNCRC (Incorporation) (Scotland) Act, our focus is on turning Scotland's commitment to children's human rights into action. This is an exciting and vital time to join our Board and help shape the future of children's rights in Scotland. This year, we are specifically looking for new Trustees with skills and experience in finance and accountancy, developing and delivering training and consultancy services, business development and income generation, or ethical use and governance of artificial intelligence and emerging technologies – coupled with a passion for children's human rights. If this sounds like you, we'd love to hear from you!

About Together

Together (Scottish Alliance for Children's Rights) is a charity working to ensure that every baby, child and young person in Scotland grows up with all their human rights respected, protected and fulfilled – all of the time.

We are a membership organisation made up of a diverse network of children's charities, professional bodies, and individuals. Together, we share a clear vision: a Scotland where all children and young people grow up in an atmosphere of happiness, love and understanding.

Our work is guided by the United Nations Convention on the Rights of the Child (UNCRC) and shaped by the priorities of our members and the children and young people we work with. Our [Strategic Plan 2024-32](#) focusses on three core priorities:

- Getting children's rights right – embedding rights in law, policy and practice from the start
- Holding power to account – monitoring progress and strengthening access to justice
- Leading the children's rights community – supporting a strong, inclusive and resilient movement

Registered Office:

Together (Scottish Alliance for Children's Rights), The Melting Pot, 15 Calton Road, Edinburgh, EH8 8DL
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We take a collaborative, inclusive and constructive approach, putting babies, children and young people at the centre of everything we do, and prioritising those whose rights are most at risk. With a small expert team, we support members through training, advocacy, resources and strategic influencing at national and international levels.

Who we're looking for

In 2026, our Board is seeking a balance of continuity and fresh perspectives. We have several trustees standing for re-election whose skills and experience are of great value to Together, and we hope to retain them on the Board for a second term. Alongside this, our skills analysis has identified some additional areas where we would benefit from further knowledge and experience. These are:

- Finance and accountancy
- Developing and delivering training, learning and development, consultancy or advisory services
- Trading, social enterprise, business development, and income generation
- Ethical use and governance of artificial intelligence and emerging technologies

But more than that, we're looking for people who are values-led, collaborative, and passionate about progressing children's rights in Scotland. You don't need to be an expert in children's rights – but you should be committed to learning and passionate about making a difference for babies, children and young people across Scotland.

We welcome trustees with a wide range of experiences – whether that's professional expertise, community leadership, or lived experience of the systems, structures and barriers that shape children's lives. We particularly value the insights of those who have first-hand experience of rights-related issues and are committed to amplifying the voices of children and young people through our work.

What's involved?

- **Time commitment:** up to 1 day/month for all trustees (2 days/month for office bearers)
- **Meetings:** 4 Board meetings per year (typically online, during the working week)
- **Sub-committees:** Involvement in Executive, Finance or Operations groups
- **Support:** Full induction and informal pre-application conversations available
- **Eligibility:** Trustees must be members of Together, endorsed by an NGO member, and eligible under the Charities and Trustee Investment (Scotland) Act 2005.

Next steps

We'd love to hear from you. You can:

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- Read the full role description in the next section.
- Get in touch with our Director or a current Trustee for an informal chat.
- Submit a short biography and expression of interest ahead of our AGM.

If you're not sure whether the role is right for you – or if you've never been on a Board before – please do still get in touch. We are committed to supporting new trustees and to building a Board that reflects the diversity of Scotland's communities and the lived realities of children and young people.

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Further information about becoming a Together Trustee

The role of a Together Trustee

Together has a skilled and enthusiastic Board made up of trustees elected by Together's membership and drawn from its member organisations and individual members. The Board can have up to ten trustees, the majority of whom are elected by the membership at the AGM with up to three who may be co-opted by the rest of the Board in line with [Together's Constitution](#). Trustees include three office bearers: Chair, Vice Chair and Treasurer.

Elected trustees serve for a period of three years and are eligible for re-election for a further term of three years after which time they will be ineligible for re-election until the following AGM. Co-opted trustees can only remain in post until the next AGM, at which they are eligible to stand for election by the membership.

Our Trustees play a vital role in shaping Together's direction, supporting our staff team, and ensuring we remain a strong, values-led and accountable organisation. Trustees do not represent their own organisation's interests but act independently to support Together's mission.

Trustees are responsible for:

- Setting and reviewing our strategic direction
- Ensuring good governance and sound financial management
- Overseeing key policies and risk management
- Supporting the Director and staff team
- Bringing fresh ideas and lived or professional experience to Board discussions

The role of trustees usually requires a time commitment of up to one day per month for all trustees and up to two days a month for trustees who are office bearers. There may be occasions when additional time commitment may be required, including for trustees who join sub-committees. Meetings typically take place online during the business week, with a minimum of one face-to-face Board/Team meeting each year.

Trustees must act in the best interests of Together and ensure compliance with all legal and regulatory obligations, including those outlined in the Charities and Trustee Investment (Scotland) Act 2005 and the Charities (Regulation and Administration) (Scotland) Act 2023.

Trustees have collective responsibility for Together's decisions and actions, and are expected to maintain transparency and accountability. There is a wide range of information on Trustees' roles and responsibilities. See the following for further details:

- [OSCR \(Scottish Charity Regulator\)](#)
- [Charities and Trustee Investment \(Scotland\) Act 2005](#)
- [Scottish Council for Voluntary Organisations \(SCVO\)](#)

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Our ways of working

The Board is made up of 10 trustees with the Director in attendance. It meets four times a year unless there is a need for an Extraordinary Board meeting(s) due to specific circumstances. The Board determines Together's overall goals and priorities, oversees Together's activities, and ensures that sound governance structures and practices are in place.

Together has three sub-committees:

- the **Executive sub-committee** is made up of the office-bearers, Chair, Vice Chair and Treasurer, with the Director in attendance. It is chaired by the Chair. This sub-committee meets between each Board meeting. Its purpose is to provide additional office-bearer oversight and support to the Director between Board meetings, respond promptly to any issues which arise, and which may require delegated decision making/advice, identify agenda items for Board meetings and make recommendations as appropriate.
- the **Finance sub-committee** also meets between Board meetings and is chaired by the Treasurer with up to three other trustees as members, with the Director/Assistant Director in attendance. The purpose of the sub-committee is to maintain oversight of financial matters, provide advice to the Director, respond promptly to any financial issues which arise, and which may require delegated decision making/advice, and report to the Board with recommendations if required.
- The **Operations sub-committee** is chaired by a member appointed by the Subgroup itself and includes at least three Board Members, with the Director in attendance. This sub-committee meets at least four times a year, typically two weeks before each Board meeting, with additional meetings held as necessary to meet organisational needs. The purpose of the sub-committee is to oversee the routine operations of Together, ensuring alignment with the organisation's policies and procedures and Strategic Plan. The sub-committee is responsible for making recommendations to the Board regarding all aspects of human resources, policies and procedures, and membership-related issues. While it supports the Director in these areas, decision-making authority remains with the Chair and the Board. The Chair of the sub-committee provides regular updates at Board meetings, and minutes of the meetings, along with recommendations, are made available to the Board of Trustees.

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Election of Trustees

Together aims to ensure that the members of its Board have the skills and experience to govern the charity effectively. We conduct regular skills audits to ensure the Board maintains a balance of diverse skills and interests.

Eligibility

All Trustees must be a member of Together and be endorsed by one of Together's NGO members. Each NGO member may nominate one individual at any given time. All Trustee appointments are subject to a successful PVG check, carried out by Together following the AGM. The role of Trustee cannot begin until the PVG check is complete.

A person will not be eligible for election or appointment to the Board if they are disqualified from being a charity trustee under the Charities and Trustee Investment (Scotland) Act 2005 or the Charities (Regulation and Administration) (Scotland) Act 2023 or an employee of Together.

Procedure for Elections

In accordance with Section 84 of Together's [SCIO Constitution](#), Trustees are elected by NGO members during the relevant AGMs, and the election process follows the procedures prescribed by the Board. The election process is as follows:

11th August – Open for Recruitment: Trustee vacancies will be advertised via Together's website, social media, and sent to members. Applicants are requested to submit their biographies and expressions of interest by 9th September.

9th September – Deadline for Applicants: All applications must be received by this date.

16th September – Shortlisting: The Executive Subgroup (comprising the Chair, Vice Chair, and Treasurer) will meet to shortlist applicants based on the specific skills gaps identified for the year and the core competencies required for Together Trustees.

16th September – Notification: All applicants will be notified of the outcome. Unsuccessful applicants will receive constructive feedback on why they did not meet the required criteria.

23th September – AGM Election: Shortlisted candidates will be put forward for election by Together members at the AGM. The election will take place in two stages:

- *Stage 1 – continuity of governance:* Existing trustees standing for re-election for a second term will be recommended by the Board of Trustees for election by members.
- *Stage 2 – skills gap:* Candidates who meet the core criteria and would contribute knowledge and experiences of the specific identified skills gaps will be put forward for election to fill remaining space(s).

Together encourages applicants to have informal discussions with a Trustee or the Director before applying. In line with Together's [Equal Opportunities and Diversity Policy](#), we aim to

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recruit Trustees who ensure diversity, equality, and inclusiveness on the Board. We are committed to treating all Trustees fairly and equally, regardless of sex, gender, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability, or union membership status.

All Trustees must have an expressed commitment to children's human rights, in alignment with Together's vision and strategic plan.

Together Trustee Role Description

Introduction:

At Together, Trustees play a crucial role in shaping the strategic direction and ensuring we remain focused on our mission to advance children's rights. Trustees should bring knowledge and understanding to maintain an oversight of our activities at a strategic level. We are looking for individuals who can contribute well-informed views, offer constructive challenge, and commit to best practice. We value diverse perspectives and experience, and while we don't expect any one Trustee to have all the skills listed below, we are looking for Trustees with knowledge and experience in one or more of the following areas:

- Finance and accountancy (including individuals interested in taking on the Treasurer role in due course)
- Developing and delivering training, learning and development, consultancy or advisory services
- Trading, social enterprise and income generation
- Ethical use and governance of artificial intelligence and emerging technologies

Trustees are expected to commit 1 day per month to their role, attending Board meetings, reading materials, and contributing to Together's work.

Key Responsibilities:

Governance and Oversight: As a Trustee, you will help ensure Together operates in line with its mission and legal frameworks. You will play an integral part in strategic decisions and hold the organisation to account for its actions.

Strategic Leadership: Your insights will help guide Together's long-term vision. You will work with other Trustees and the Director to shape Together's direction, making sure our work remains focused on our mission and strategic priorities.

Financial Oversight: You will oversee Together's financial management to ensure we remain financially sustainable and accountable. Your guidance will ensure the charity makes sound financial decisions, from budgeting to resource allocation.

Fundraising and Resource Development: Trustees will help steer Together's fundraising strategy, ensuring we have the resources necessary to carry out our work and advance children's rights.

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Public Policy Engagement: You'll help shape our approach to policy advocacy. Your input will be vital in influencing policy and advancing our mission at local, national, and international levels.

Collaboration and Teamwork: Trustees work closely with Together's staff and fellow Trustees. Your role will involve collaborative decision-making, offering advice, and helping support staff in delivering Together's objectives.

Legal and Governance Responsibilities:

Trustees must ensure Together complies with all legal and regulatory requirements, including the Charities and Trustee Investment (Scotland) Act 2005 and the Charities (Regulation and Administration) (Scotland) Act 2023. This includes overseeing financial reporting, trustee disclosures, and ensuring that Together operates according to its charitable purposes.

Trustees will support Together in maintaining transparency and accountability in its operations, ensuring that the charity continues to meet its legal obligations.

Person Specification

We're looking for Trustees who bring a mix of experience, knowledge, and personal commitment. While it's not necessary for any one Trustee to possess all the competencies listed below, Trustees should be willing to apply their expertise to the role. We particularly welcome Trustees with knowledge and experience in the following areas:

- Finance and accountancy: Knowledge of charity finance, including budgeting, financial reporting, and fundraising strategies. This includes individuals interested in taking on the Treasurer role in due course.
- Developing and delivering training, learning and development, consultancy or advisory services
- Trading, social enterprise and income generation
- Ethical use and governance of artificial intelligence and emerging technologies

In addition, we are looking for Trustees who are:

Passionate about children's rights: You'll align with Together's mission and values, bringing empathy and understanding of the challenges faced by children and young people in Scotland and globally.

Strategic thinkers: You'll help guide the charity in making long-term decisions that align with Together's goals, always keeping the broader mission in mind.

Collaborative: You'll work effectively within a small team, respecting and drawing on the expertise of others while contributing your own insights.

Ready to commit time and energy: Trustees are expected to dedicate 1 day per month to the role, including attending meetings, reviewing documents, and contributing to ongoing initiatives.

Office Bearers are expected to commit 2 days per month due to their additional responsibilities.

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