

Together (Scottish Alliance for Children's Rights)

Board of Trustees - July 2026



Together's governance arrangements

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.

The Board meets four times a year unless there is a need for an Extraordinary Board meeting(s) due to specific circumstances. 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.

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 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

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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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TRUSTEE

All Trustees must be eligible to become a charity trustee as set out in the Charities and Trustee Investment (Scotland) Act 2005 (as amended).

Overall

- Demonstrable interest and commitment to children's human rights and working to achieve social justice.
- Understanding, awareness of, and commitment to, the principles and practice of equal opportunities and diversity.
- Demonstrable skills in strategic oversight, development and team/collective working.
- Understanding and, where possible, experience of role as charity trustee
- Understanding of the distinctions between governance and management.
- Personal capacity for regular time commitment as a trustee
- Understanding of public policy formulation and influencing techniques across national and local policymaking in Scotland
- Knowledge of the children's sector across Scotland
- Understanding of financial statements, budgets and accounts in line with governance responsibilities
- Knowledge and, where possible, experience of, current and fundraising and finance practice relevant to charities.
- Knowledge of policies and practice related to effective management of organisations including human resources, staff management and organisational development.
- Effective communication skills, verbal and written, and use of IT.

Knowledge and skills

- Ability to contribute, as well as support, a small team in a cooperative, flexible and supportive manner.
- Background in any of the following areas with a specific focus and/or interest in children and young people's human rights: policy and public affairs; strategy and strategic planning; communications; service development and provision; finance, audit and risk; fundraising; media and PR; IT and digital strategy and innovation; professional experience in any of Together's areas of work.

Leadership and Commitment

- Understand and accept the duties and liabilities of being a charity trustee.
- Empathy with the vision, mission and aims of Together.
- A willingness and ability to devote the necessary time and effort.
- Actively demonstrate the values of Together.

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Leadership and Management

- Support the Director, providing a sounding board and guidance for any proposals which affect the work of Together.
- Contribute as a Board member to the strategic and organisational developments and the appointment of a Director and any new Trustees.
- Understand and contribute to strategic leadership and management within a small organisation.

Management and Accountability

- Exercise sound and independent judgment.
- Willingness to make and stand by collective decisions, including those which may be unpopular.
- Commitment to equality and diversity and with an inclusive approach.
- Ability to manage difficult and/or challenging situations.
- Commitment to maintaining confidentiality on confidential and/or sensitive information.

Focus and Organisation

- Apply knowledge strategically
- Think creatively
- Keep mission-focused
- Analyse and evaluate management information and other evidence
- Willingness to listen and learn

Communications and Information

- Communicate clearly and sensitively and to take an active part in discussions
- Influence and engage and work effectively as part of a team
- Willing to express own opinion in a reasoned way, while also listening to the views of others
- Able to challenge constructively and ask questions appropriately
- Ensure that communication channels and information flow between Together and its members/stakeholders are working well and meet business needs.

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