



Recruitment Pack

With Kids Board of Trustees

September 2025

With Kids is a Company Limited by Guarantee with Charitable Status.
Company number SC343897, Charity number SC022467. Registered
address is With Kids, 15 Annfield Place, Glasgow, G31 2XE.
www.withkids.org.uk



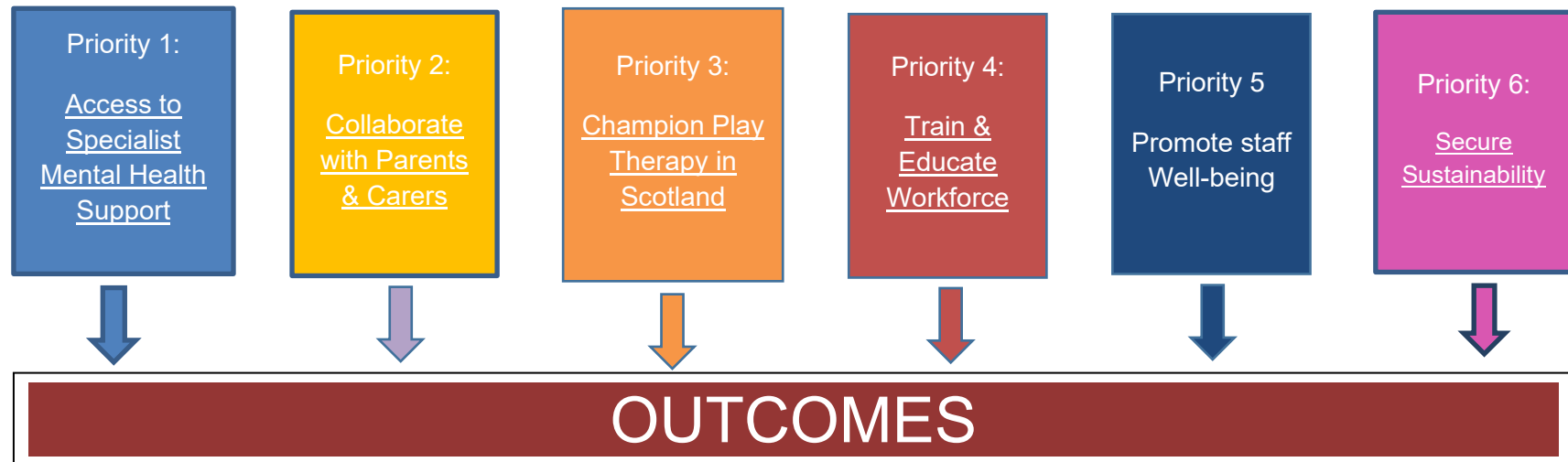
With Kids Mission Statement

We provide specialist Play Therapy to children whose mental wellbeing is affected by adversity. With the child at the centre, we work collaboratively with the important people in the child's family and community.

We are committed to promoting Play Therapy through awareness raising, education and by developing a skilled workforce that can deliver Play Therapy across Scotland to reach and make a difference to every child who needs it.

OUR PRIORITIES

With Kids priorities are underpinned by the vision and ambition of The Promise



Increased numbers of children have improved mental health.

Parents have increased confidence in parenting skills, strengthened attachments with children and mental well-being has improved for the whole family.

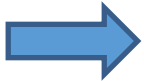
There is an increased awareness of the benefits of Play Therapy. Investment in Play Therapy increases in Scotland, widening access.

The children's sector workforce, and parents and carers are better equipped to respond to children's emotional needs.

With Kids staff team are valued, motivated and equipped to deliver high quality services to improve mental health outcomes for children and their families.

With Kids has good governance and internal systems to manage economic, financial and reputational risk to ensure organisational sustainability.

OUR ACTIONS



Priority 1

Access to Specialist Support

- Extend our reach by 10% to provide more therapeutic services to children who have experienced adversity
- Seek out opportunities to develop our work and maintain a high quality in our services
- Increase our work with nursery age children develop work in perinatal stages
- Champion the importance of earliest opportunity for play therapy intervention and preventative work



Priority 2

Collaborate with Parents & Carers

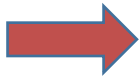
- Aim to involve parents/carers closely in our work with children
- Build and sustain collaborative relationships with parent support organisations
- Provide placements for counselling trainees
- Further develop With Kids parent and carer support services



Priority 3

Champion Play Therapy in Scotland

- Develop key messaging for different audiences
- Provide compelling evidence of impact of Play Therapy on children's mental well-being
- Continue to support and develop the Play Therapy Forum in Scotland



Priority 4

***Train and
Educate the
Workforce***

- Develop and deliver high quality relevant training that reflects the needs of the children's sector workforce and parents
- Increase capacity to deliver training
- Ensure delivery of MSc is sustainable
- Continue to review and sustain the exceptional quality of our MSc Play Therapy
- Increase numbers of professionals able to access our MSc Play Therapy to build capacity within the workforce
- Improve diversity of the MSc student base



Priority 5

***Promote
Staff Well-
Being***

- Ensure our team has the skills and resources they need to continue to deliver high quality interventions
- Continue to ensure staff have access to and are encouraged to relevant training and support
- Implement a process of reviewing and updating policies and procedures as necessary
- Maintain excellent & robust standards of respectful, professional and supportive management
- With Kids is a place where people want to work



Priority 6

***Secure
Sustainability***

- Maintain excellent standards of governance, financial and risk management
- Develop a strategic approach to fundraising, ensuring diversity of income streams
- Enhance communication and messaging about the success of With Kids and Play Therapy
- Develop relationships and partnerships with funders and other stakeholders
- Drive environmental sustainability in all aspects of With Kids activities and impact of operations
- Review and align internal systems and best practice in service delivery in order to #KeepThePromise

With Kids

With Kids is a children's mental health charity and provides an early intervention therapeutic service working with primary and nursery aged children who have experienced trauma, and their families across the central belt of Scotland. This includes individual therapeutic support for children, helping them build the personal skills and resilience to cope, alongside practical and emotional support to their parents/carers with a view to building networks of support.

We specialise in the provision of Play Therapy, employing Play, Art and Creative Therapists and Community and Family Support Workers. Much of our work is based in schools or around a particular community. With Kids are a Scottish wide charity, but we predominantly work in Edinburgh, West Lothian and Glasgow in some of the areas of highest deprivation. We run a Masters course in Play Therapy in collaboration with Queen Margaret University and we deliver a variety of highly regarded CPD trainings for other professions.

OUR VALUES

With Kids respects and values the uniqueness and diversity of each child's personality, family circumstance and social structure.

Rights

In accordance with the UN Convention on the Rights of the Child (UNCRC) we promote and protect the rights of all children to access whatever they need: "to survive, grow, participate and fulfil their potential".

Love

As well as being 'rights based' our work is profoundly influenced by the neuroscience of early brain development. We believe that early intervention can prevent long term chronic difficulties. Our vision is that all children feel a sense of belonging – and are loved and valued.

Voice

We believe that play is the best means of accessing and understanding the emotional life of children. We work with children, not just for them, we believe that every child has the right to a voice on matters that affect them; and to have their views taken seriously – in accordance with age and maturity.

Equality

All families can struggle from time to time; but many of those we work with also live with the harsh realities of long-term poverty. We believe that children's needs in these situations require to be understood and addressed at practical, physical, emotional and social levels.

Respect

We know that our relationship with children is temporary and only ever supplementary to the role of parents. We work alongside families, respecting parents roles, communicating openly and building confidence. We believe in the child's innate ability to resolve their difficulties given appropriate support.

Independence

We carefully protect our separateness from the 'state system'. Advocacy of a particular child's rights could potentially place us in opposition to officialdom; or even on occasion to a child's primary carer.

Community

We believe in being accessible and visible within the communities we serve. Our relationship with schools, families and children influences our work. We aim to build long term, self-supporting networks.

Collaboration

We will seek to work with like-minded individuals and agencies, to build the confidence of our sector and to incubate new initiatives. We will continue to value the partnerships we have with local schools and teachers, showing our recognition of the important role that these relationships play in our organisation.

Our Board

With Kids is a Charity overseen by a Board of Trustees. Trustees are responsible for the governance of With Kids through overseeing management and administration of the charity's assets and making sure that we fulfil our Mission. The Board in turn is responsible to the Office of the Scottish Charity Regulator (OSCR) and Companies House. Trustees take the time and effort to be involved, to understand what is going on, to ask questions and to challenge others, always acting in the best interests of With Kids and the children who rely on our services.

When you attend the With Kids board meetings the atmosphere will be relaxed, friendly and determined – to make With Kid a continued success.

Help us in our journey to improve mental health outcomes for Scotland's children by becoming a Trustee of our Board.

We are looking for motivated people from all backgrounds who share our values and are excited about how our services can change lives. Our Trustees are responsible for the governance of our charity, making sure that everything runs smoothly and that we are making the biggest difference we possibly can.

You need passion for our cause, a commitment to sharing your ideas and experiences, and the time to attend and prepare for Board meetings. We need people to bring diverse experiences, to think creatively, challenge the status quo, and have a strategic mindset. You will be welcomed into a supportive team who are ambitious and collaborative.

Trustees meet in person at our Glasgow office every eight weeks from 12 noon to 2pm on a Friday, with a break over the summer months (usually around 6 meetings per year). All Board roles are voluntary.

Full induction and ongoing support will be offered, so please do get in touch if you are interested.

We currently have opportunities for people with experience in the following areas:

- Finance / Accountancy
- Children's Mental Health and Wellbeing
- Adult Mental Health and Wellbeing
- Education (Nursery, Primary, Secondary, FE/HE)
- Care experience
- Lived experience

We are also keen to hear from people who have experience in:

- Community Learning and Development
- Children & family services
- Local government
- Social enterprise
- Community Wealth Building and development
- Corporate / Individual giving / fundraising
- Property management

Benefits of becoming a Trustee:

- The opportunity to enhance your existing skills and knowledge relating to the development of a key organisation supporting children's mental health in Scotland.
- The ability to enhance your network and broaden your experience of the third sector.
- The knowledge that you are playing a vital role in the running and progression of With Kids and Play Therapy across Scotland.

With Kids Trustee - Key areas of responsibility

- Ensure that With Kids complies with its governing document (Memorandum and Articles of Association), and all relevant legislation and regulations including for data protection and equality.
- Ensure that With Kids pursues its objects as defined in its governing document.
- Preferably, experience or skills in at least one of the key areas identified by the Board of Trustees.
- Actively contribute to the Board of Trustees, helping to set strategic direction of With Kids
- Set overall policy, define goals, set targets and evaluation performance.
- Monitor the financial position of the organisation to maintain financial sustainability.
- Ensure policies are in place and kept up to date with current legislation. Maintain policies and procedures to govern organisational activity.
- Manage risk, ensuring compliance and accountability.
- Ensure the organisation has the structure and resources for its work.
- Act in the best interests of the organisation and safeguard our values and reputation.
- Maintain confidentiality around any sensitive or confidential information.
- Act as an ambassador for With Kids, safeguarding and developing its reputation and values.
- Support staff at all levels.
- In addition to the above, Board members should use their specific skills, knowledge, or experience to support the Board in reaching sound decisions. This may involve leading discussions, identifying key issues and providing advice and guidance on new initiatives.
- To ensure that all conflicts of interest that may arise are declared.
- To adhere to all relevant With Kids policies with reference to staffing, health and safety and environmental responsibility and any other relevant policies and procedures.
- To work in such a way that helps the organisation to #KeepThePromise.

Person Specification
• A commitment to the mission, values and aims of With Kids • A willingness to work collaboratively in pursuit of the organisation's aims. • The ability to form positive and productive relationship with other Board members, the staff team and other partners. • Effective communication skills and a willingness to actively participate in constructive discussions. • Good numeracy skills, to the extent required to understand budget and cash flow spreadsheets and management accounts. • An understanding of good governance in the third sector • High standards of personal honesty and integrity and the ability to act with discretion. • Commitment to diversity, inclusion and equity. • A willingness to learn, develop and examine your own performance.

With Kids are committed to conscious inclusion that contributes to creating a sense of belonging and shared purpose. We welcome applications from everyone who feels passionate about our vision and mission.

If you think you have the skills, experience and personal qualities to support With Kids in delivering our strategy, we would be delighted to hear from you.

How to apply:

Please complete our application form, providing a statement on what you would bring to the role, highlighting any relevant experience. Send to the Chair of the Board, via k.simpson@withkids.org.uk; by the closing date Friday 3rd of October 2025.

We will let you know by the 17th of October if we are able to invite you for an informal interview to get to know you and tell you more about the role.

Please also complete and return our Equal Opportunities Monitoring Form.

Fair Processing Notice

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities, we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

How we use your information

The information we collect from you will in the main be basic personal and contact details, which we require to carry out our normal activities. There are occasions however where we are required to collect data of a more sensitive nature which we will always treat with the utmost confidentiality.

We will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally required to hold some types of information), or as set out in any relevant contract we have with you.

We may collect the following personal information about you:

- Name
- Address
- Date of birth
- Telephone number(s)
- Email address
- Employment history
- Educational achievements
- Professional memberships
- Gender
- Disability
- Signature
- Right to work in the UK
- Criminal record declaration / PVG Scheme membership
- Driving licence status
- References to support your application

We will also collect additional information when we make an applicant an offer of employment. This could include requesting and holding a copy of your passport, national insurance number and in some circumstances a valid driving licence, insurance and MOT documents.

We will not collect any personal data for you that we do not need.

How your information will be used

We need your information and will use your information to:

- Meet our legal obligations including information we must provide to regulators and statutory authorities.
- Ensure that an applicant has the legal right to work in the UK.
- Make reasonable adjustments for a candidate who has support needs
- Produce and monitor recruitment and selection statistics.
- Check criminal convictions information to ensure we meet legal obligations in relation to certain positions
- Process your data before entering into a contract with you, if your application for employment is successful.
- Process data during the recruitment and selection process to help us manage the process, and to assess an applicant or candidate's suitability for employment.
- Respond to and defend against any possible legal claims.

Consent

Where we collect special category data such as information about your ethnicity, sexual orientation, health or religion we do so for our monitoring purposes and only with your explicit consent. We also need and use your information for all other purposes consistent with the proper performance of our operations and business.

Sharing of Your Information

The information you provide to us will be treated by us as confidential and will be processed only by our employees within the UK/EEA. We occasionally need to share personal information with other organisations, however where this is necessary, we are required to comply with all aspects of GDPR. Even when this is required, we only share data within the UK. Unless required to do so by law, we will not otherwise share, sell or distribute any of the information you provide to us without your consent.

Your information may be shared internally with staff or board members involved in the recruitment process.

We may also seek information from the following third parties when an offer of employment has been made and may disclose your information to appropriate third parties who act for us including the following:

- Referees.
- Disclosure Scotland PVG scheme for certain positions.
- Relevant bodies to validate your qualifications or professional memberships; and
- Lawyers or solicitors where legal advice may be sought in relation the processing of an application and the recruitment process

The following organisations may be given controlled access to our electronic network for reason of security, maintenance, or any specific purposes outlined in their third-party agreement:

- IT support contractors.
- Specialist software providers.
- Electronic file system software provider.

We are also required to share information with statutory bodies, which govern finances for auditing or inspection purposes. However, this will be restricted to the actual information required from the Association and will usually be viewed within the Association, with strict permission set on our electronic file system to ensure use is controlled. We will also encrypt and limit the content of any files that require to be sent either electronically or otherwise.

Your Rights

You have the right at any time to:

- ask for a copy of the information about you held by us in our records
- require us to correct any inaccuracies in your information

If you would like to exercise any of your rights above, please contact us at info@withkids.org.uk or 0141 550 5770.

You also have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are: The Information Commissioner's Office (Scotland), 45 Melville Street, Edinburgh, EH3 7HL. Telephone: 0131 244 9001. Email: Scotland@ico.org.uk

The accuracy of your information is important to us; please help us keep our records updated by informing us of any changes to your details.