

Trustee Recruitment (Scotland)

Candidate Information Pack

October 2026

Eastside People

Creating happy memories.

Building brighter futures



Welcome from our CEO

Dear Prospective Trustee,

Thank you for your interest in becoming a Trustee of The Honeypot Children's Charity.

I am delighted that you are considering joining us at such an important time for our charity. Your interest in our work is very much appreciated, and I hope this information pack will give you a real sense of who we are, what we do, and the difference we make to the lives of the children and young people we support.

At the heart of Honeypot is a simple but powerful belief: every child deserves the opportunity to enjoy childhood, to feel safe and valued, and to create happy memories that will stay with them for a lifetime.

We work with young carers and children aged 5-12 facing significant challenges in their lives, providing opportunities for respite, fun, friendship and new experiences. Our work offers more than a break from difficult circumstances; it creates space for children to build confidence, develop resilience and, perhaps most importantly, simply be children.

The difference this makes is profound. Every happy memory created, every new experience embraced and every moment a child feels understood reminds us why our work matters.

As a Trustee, you would have an important role in helping us protect and develop this work. Trustees bring their experience, skills, insight and independent judgement to support the charity's strategic direction, ensure strong governance and help secure a sustainable future for the children who need us. Just as importantly, they bring a shared commitment to our purpose and a willingness to champion the needs and voices of the children we support.

Being a Trustee is both a responsibility and a privilege. It offers the opportunity to contribute meaningfully, to work alongside a committed and passionate team, and to help shape the future of a charity whose impact is felt in the lives of so many children and families.

We are looking for people who share our values, who are curious and willing to challenge constructively, and who can bring fresh perspectives to our work. You do not need to know everything about our charity already; what matters is a commitment to our mission, a willingness to contribute and a genuine belief in the difference we can make together.

Thank you again for considering this opportunity. I hope you will be excited by what you discover and by the possibility of helping Honeypot to create more happy childhood memories for the children who need them most.

With warmest wishes,



Simmi Woodwal

Chief Executive Officer

About us

Who we are

Honeypot is the national young carers charity, supporting children aged 5-12 years. Since 1996, we have been working to enhance the lives of young carers and children experiencing difficult circumstances, giving them an opportunity to create happy childhood memories and build brighter futures.

Young carers shoulder huge responsibilities, stepping into surrogate adult roles to look after loved ones who cannot cope without their support. This causes a heavy mental and physical burden that places their wellbeing at significant risk, and leads unfairly to educational challenges.

We support children with an early intervention programme designed to alleviate social isolation, reduce stress and anxiety, build confidence, and reverse educational underachievement.

Our programme of wraparound support includes:

- Respite Breaks
- Health & Wellbeing Breaks
- Memory Making Days
- Digital outreach
- Wellbeing grants
- Pastoral services
- Healthy diet and nutrition advice

We are the only UK charity to provide this consistent, tailored level of support for young carers in the 5-12 age range.



Where we work

With headquarters in London, Honeypot operates three respite houses in Hampshire, England; Powys, Wales and East Ayreshire, Scotland. Each one is located in beautiful, quiet countryside with extensive facilities and grounds where children can relax, play, learn and explore.

What we do

Honeypot provides a continuous package of practical and emotional support designed around the needs of young carers and children facing difficult circumstances. Rather than offering a single intervention, we build an ongoing relationship with each child, creating opportunities for respite, friendship, confidence-building and personal development.

Respite Breaks

Children stay at one of our specialist houses for three days and two nights during weekends or school holidays. We provide minibus transport so that travel is not a barrier. In small groups of up to 12, children enjoy new activities, spend time with peers who share similar experiences and have the freedom to relax and simply be children. Each child is invited to return annually until the age of 13, providing dependable respite throughout their early years.

Health & Wellbeing Breaks

These four-day residential breaks support children who may struggle in larger school groups or have particular learning and wellbeing needs. Working closely with teachers before and after each visit, we tailor activities to individual goals and assess progress in areas such as confidence, emotional wellbeing, communication and teamwork. The programme has achieved the Learning Outside the Classroom Quality Badge.

- **Memory Making Days:** Trips and activities that help children reconnect with friends and Honeypot staff.
- **Digital Outreach:** Online workshops and meet-ups that reduce isolation and maintain connection between breaks.
- **Wellbeing Fund:** Grants of up to £250 for learning, personal development and essential household items.
- **Pastoral Services:** Whole-family support, care planning and links to health, welfare, housing and community services.

- **Healthy Eating and Nutrition:** Food vouchers, recipes and practical guidance to help families prepare healthy meals.

Our impact

In 2025–26, Honeypot delivered 11,247 interventions for young carers and other vulnerable children, including 153 respite breaks for 1,770 children, 27 Health & Wellbeing Breaks for 312 children and 25 Memory Making Days for 299 children. Across its services, Honeypot provided 6,549 hours of support, served 14,044 healthy meals and distributed 8,357 activity packs and birthday cards. Children reported strong outcomes: 92% felt happier after a respite break, 90% made a friend and 97% felt supported by staff, while positive mood across services increased from 68% before support to 92% afterwards.

Our 25-26 Impact Report is available here

Our beneficiaries

Jack

Jack is a young carer whose mum has serious health conditions. He supports her in ways most children never have to think about: cooking, cleaning, help with getting dressed and taking medication. Regular breaks at Honeypot give Jack respite from the stress of his caring role and restore his energy.



Taylor & Amy

Taylor and his sister Amy are currently living with their mum in a family refuge, waiting for a permanent home where they can feel safe and settled. Residential breaks at Honeypot and special days out have given them space away from this unfamiliar and stressful environment.



Gemma

Gemma joined Honeypot for a Health & Wellbeing Break after being referred through her school. At school, Gemma sometimes finds English and spelling challenging, which can affect her confidence in speaking up in class or working with others. The learning break gave Gemma more self-assurance.

Our values

Our Values

These statements reflect a values-driven commitment to young carers, staff, and all stakeholders, fostering an organisational culture that is caring, collaborative, and dedicated to positive outcomes.

Communication and Collaboration

We are dedicated to open and timely communication that supports understanding, passion, and teamwork. We aim to foster inclusive discussions, actively listen, and approach every interaction with empathy, valuing both public recognition and private feedback to build trust and cohesion.

Equality and Respect for All

We believe in fairness and inclusivity, recognising the importance of every individual within our organisation, from staff to referring agents, and young carers. We actively listen and value diverse voices at every level to foster a culture of growth, wellbeing, and equal opportunity.

Honesty and Integrity

We commit to transparency, accountability, and reliability in all that we do. We value honesty and strive to keep our promises, follow through on commitments, and make decisions that reflect our shared mission with purpose and clarity.

Inclusivity and Child Centered Support

Our services are designed to meet the unique needs of each young carer, ensuring they feel seen, valued, and included. We work collaboratively with stakeholders to adapt programmes, creating environments that prioritise each child's wellbeing and growth.

Respect and Understanding

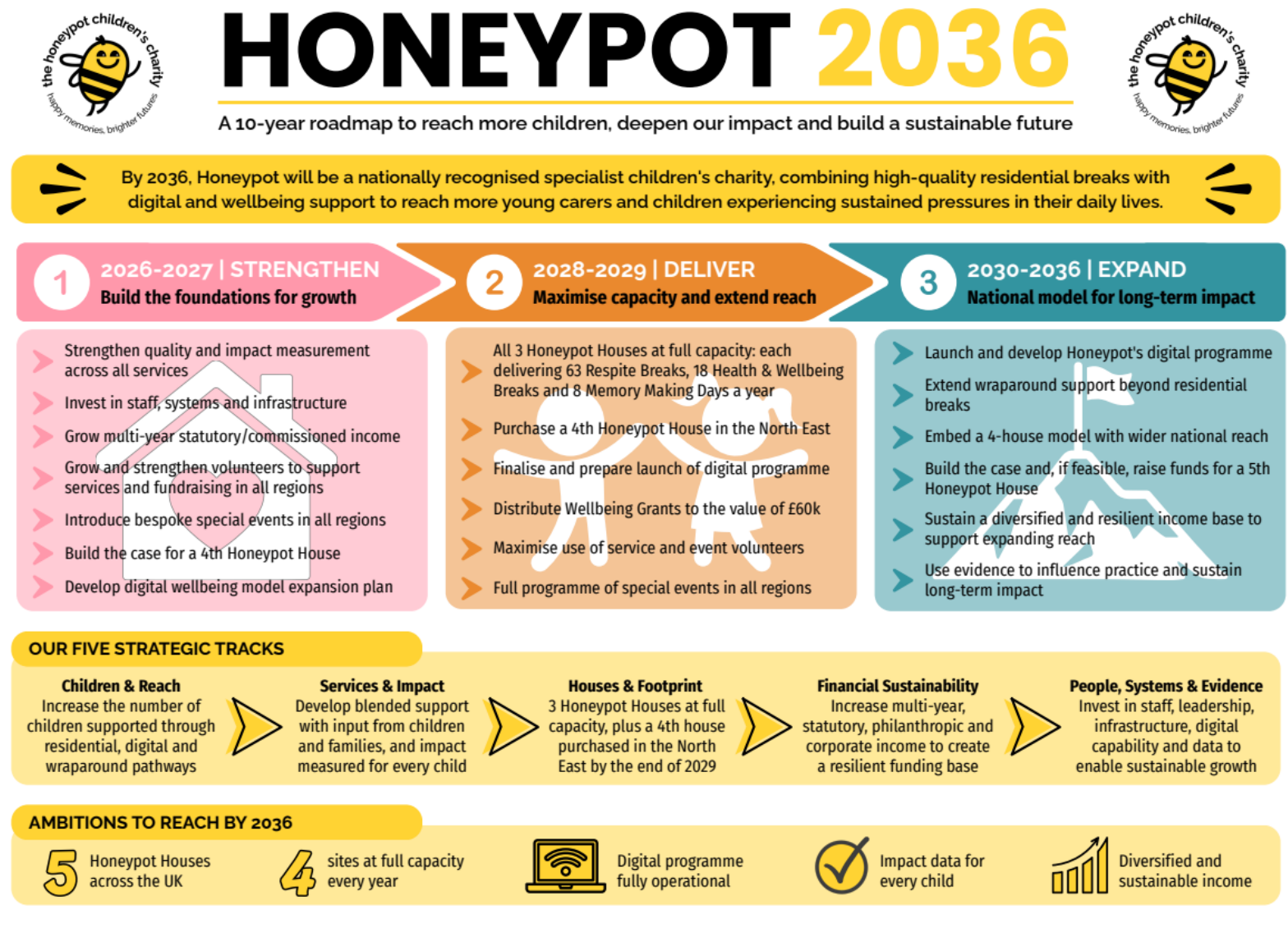
We commit to respecting the time, needs, and values of others, honouring our commitments and approaching every situation with open-mindedness and empathy. We value individual differences and recognise that respect is foundational to our collaborative success.

Trust and Learning Culture

We encourage a culture where listening, learning, and supporting one another is paramount. We approach mistakes as learning opportunities, respect diverse perspectives, and seek to build trust by fostering a supportive and inclusive environment for all.



Organisational Context



Strategic priorities

Honeypot's immediate priority is to make the best possible use of its three existing houses: strengthening capacity, reducing unfilled places, sustaining a healthy staff team and continuing to improve outcomes for young carers.

Scotland is central to this next phase. Honeypot aims to increase activity at its newest house, broaden referral pathways and build stronger relationships across education, health, social care, local government and the carers sector. Alongside greater local profile and

sustainable funding, stronger Scottish insight and representation will help ensure the service is firmly rooted in Scotland's distinct policy and practice environment.

From this strong operational base, the charity will explore responsible physical expansion, including the feasibility of a fourth house, while developing a safe digital offer that supports children before and after respite breaks and extends Honeypot's reach beyond those able to attend in person. Priorities also include growing multi-year statutory income, distributing £60,000 in wellbeing grants, strengthening volunteering, investing in staff and infrastructure, improving impact measurement and developing regional events.

Financial position and the funding landscape

Honeypot is operating from a sound base, with a steady income of just over £2m for the last two reporting periods. But, like many charities, must continue to secure sustainable income to support its services and ambitions. Funding will be particularly important to increasing staffing and activity at its Scottish house, where stronger local representation, visibility and networks could unlock opportunities with trusts, foundations, statutory partners, corporate supporters and individual donors. Longer-term plans, including a possible fourth house and an expanded digital offer, will require careful investment and responsible growth.

Board makeup

Honeypot's nine-member Board has evolved from a largely network-based and fundraising-focused group towards a broader, skills-led mix. Current expertise includes mental health and psychiatry, children's services, school governance, law, marketing and brand, business leadership, fundraising and donor networks, alongside some lived experience of young caring. The Board is now seeking to strengthen Scottish representation and knowledge of statutory children's services, while building greater diversity and a more consistently active culture of support and constructive challenge.

Equality, Diversity & Inclusion

Honeypot would particularly welcome candidates with lived experience relevant to its work, ideally someone who was a young carer or grew up in a family affected by caring responsibilities, disability or significant childhood adversity. The value lies in being able to

translate that experience into constructive insight, challenge assumptions about what young carers need and act as a positive role model. This perspective would strengthen both the Board's diversity and its decision-making.



The impact you will have

We are recruiting a trustee based in Scotland who combines an understanding of Scottish children's services and referral pathways with strong local networks, sound governance judgement and the confidence to champion Honeypot, build relationships and support sustainable growth.

A helpful summary of trustee roles and responsibilities can be found here, and in more detail in the Charity Commission guidance for new Trustees: The Essential Trustee: what you need to know, what you need to do (CC3).

Scotland-based Trustee

You will bring insight into Scotland's children's services, policy environment and referral pathways, helping Honeypot strengthen its local presence and make fuller use of its Scottish house. Through your networks and ambassadorial skills, you will build relationships with statutory partners, funders and supporters, while providing informed support and constructive challenge to the Board.



Being a trustee – what's involved

Becoming a trustee is a compelling way to engage with the charity sector. It is a role that will give back as much as you put in, and often more. One of the primary takeaways from the Charity Commission's 2025 research into trusteeship is the extent to which trustees benefit from their experience. The majority would recommend it to others.

Many trustees reported experiencing multiple and profound benefits, from feeling they are positively impacting the world to feeling more connected to a community or movement, highlighting the rewards of responsibility. Overall, just 1% of the trustee population surveyed would not recommend the role to others.

Strategic experience

A charity trustee role is a fantastic way of allowing you to develop and hone your critical thinking, problem-solving and analytical skills. The strategic experience which can be gained through a trustee role can have an immediate and powerful impact on your career, opening doors to new responsibilities and more senior job prospects. Equally, for those who have already had some strategic responsibilities, a trustee role provides an opportunity to use those skills in a significantly different context.

Continued personal development

Through a trustee role, you can gain a clearer idea of your professional strengths and weaknesses, whilst also learning new skills. Understanding how to adapt your professional knowledge to useful and impactful ends is a good reminder of your versatility, giving you confidence in your existing abilities while challenging you push the boundaries of your expertise.

Teamworking

As a Trustee at The Honeypot Children's Charity, you are part of a team and will have the opportunity to apply your unique skills and experience while also learning from others. Working in a team with a passionate team of individuals who bring diverse perspectives is often one of the most enjoyable aspects of the role. The ability to collaborate effectively with others and to challenge constructively the ideas of fellow trustees as well as those of the leadership team is essential to ensuring the Board's strategic decisions are fully informed, reasonable and effective.

Role description

Location	Scotland, with occasional travel to London
Time Commitment	Approximately 8 hours per month. (More detail below) Quarterly board meetings (hybrid) and committee meetings (online) Terms and term lengths
Salary	This is a voluntary role. Reasonable expenses can be claimed.

Scotland-based Trustee

Purpose of role

To strengthen Honeypot's governance and presence in Scotland by bringing insight into the country's children's services, policy environment and referral pathways. To help build local relationships, raise Honeypot's profile and support the sustainable growth of its Scottish service.

Responsibilities

- Contribute actively to the Board's strategic direction, governance and oversight of Honeypot's performance, finances and risks.
- Provide informed support and constructive challenge to the leadership team, while maintaining a clear distinction between governance and operational management.
- Bring knowledge of Scotland's children's services, education, health, social care, carers sector and relevant policy environment.
- Help strengthen referral pathways, partnerships and Honeypot's profile across Scotland.
- Use your networks and ambassadorial skills to build relationships with statutory partners, funders, donors and other supporters.
- Champion the needs and perspectives of young carers and, where relevant, draw on lived experience to inform Board decisions.

- Prepare thoroughly for and participate actively in Board and committee meetings, visits to Honeypot's houses and relevant events.
- Support the responsible growth of Honeypot's Scottish service and its wider strategic ambitions.

Person Specification

- Based in Scotland, with strong knowledge of its public services, communities and policy environment.
- Senior-level experience in children's services, education, health, social care, local government, the carers sector or a related field.
- A strong understanding of how statutory services and referral pathways for children and families operate in Scotland.
- The credibility to represent Honeypot with public bodies, partners, funders and supporters.
- Sound strategic judgement and an understanding of effective charity governance, including the distinction between governance and operational management.
- The confidence to ask constructive questions, contribute independent thinking and provide both support and appropriate challenge.
- A collaborative, engaged approach, with the time and commitment to prepare for meetings, visit services and participate in wider activities.
- A genuine commitment to Honeypot's mission and improving outcomes for young carers.

Time commitments

The Board meets quarterly, with trustees expected to attend in person where possible; for a Scotland-based trustee, this may involve travel to London, although hybrid participation may be available when required. Trustees are also expected to contribute to one of Honeypot's three subcommittees—Finance and Administration, Fundraising or Children's Services—which meet online each quarter. The role requires preparation between meetings and active engagement through visits to Honeypot's houses, relevant events and wider ambassadorial activity.

Ready to apply?

Eastside People is supporting The Honeypot Children's Charity in the recruitment of these roles. Please click here to apply by submitting your CV and a cover letter **both in Word doc format**.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in a Trustee role at The Honeypot Children's Charity?
- Having read the information pack, what relevant experience and skills do you feel you would bring to this role? This might come from paid work, study, community or voluntary work or other experience.

You are welcome to send your cover letter in writing, or as a video or audio clip, alongside your CV. Any video or audio submissions should be emailed to johns@eastsidepeople.org.

If you would like a call to discuss any of the roles in more detail, please email John Sangerto arrange a convenient time at johns@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is 9am on Monday, 7th December. Shortlisting interviews will take place shortly after and shortlisted candidates will have an interview with Honeypot before the end of December.

Finally

We recognise that AI can be a helpful tool, but please use it with care and ensure your application is accurate, personal, and genuinely reflects you. We do not use AI in our sifting or selection process - a human reviews every application!



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