



**WHO  
CARES?**  
SCOTLAND

**EQUALITY | RESPECT | LOVE**

## **Trustee Recruitment Pack**

October 2025



# Welcome Note

Thank you for your interest in joining the board of Who Cares? Scotland. We are looking for people who are passionate about our vision of a Lifetime of Equality, Respect and Love and would welcome applications from a wide range of backgrounds. We do have a particular focus for 1-2 board members to bring accountancy or strategic financial management following the retirement of 2 board members. We are hoping to fill up to 5 board member vacancies.

You can find out more about the role and responsibilities in this pack. Please contact our CEO, Louise Hunter, for an informal discussion about the opportunity at [lhunter@whocarescotland.org](mailto:lhunter@whocarescotland.org).



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**We are very excited to be recruiting new board members. We welcome all applications, whatever your background. If you want to make a positive change for Care Experienced people, we want to hear from you.**

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# About Who Cares? Scotland

**Who Cares? Scotland** is Scotland's only national independent membership organisation for Care Experienced people. We've been operating since 1978 and our mission is to secure a lifetime of equality, respect, and love for Care Experienced people.

The term "Care Experienced" refers to anyone who is currently in care or has been for any length of time regardless of their age.

This care may have been provided in many different settings, such as:



## Kinship Care

Living with a relative who is not your mum or dad



## Looked After At Home

With the help of social work



## Residential Care

Living in a residential home or school



## Foster Care

Living with foster carers



## Secure Care

Living in a secure accommodation



## Adoption

Living with adoptive parents

At the heart of Who Cares? Scotland's work are their rights and the power of their voices to bring about positive change.



# What we do

We provide individual, lifelong, relationship-based independent advocacy, as well as a broad range of imaginative participatory and engagement opportunities for Care Experienced people across Scotland.

We work alongside Corporate Parents and communities to broaden their understanding of the impact being in care can have. We also work with policymakers, leaders, and elected representatives locally and nationally to shape law, policy, and practice. We believe that by working together with all we can build on the aspirations of The Promise and secure positive change.

Our core values that directly influence and shape our work for and on behalf of the Care Experienced Community are as follows:

**Independent:** We are uniquely placed to hold equal partnerships with Care Experienced people, as we do not provide any care services or having any power over decision-making. Those we support work with us voluntarily, and they decide how their views are shared.

**Community-focused:** We work with diverse communities across Scotland to help them understand care experience, to advance equality, love and respect.

**Integrity:** We demonstrate our integrity by having the the courage to challenge and be challenged in order to create meaningful change.



**Evidence-led:** The voice, needs and rights of Care Experienced people are at the heart of what we do. We achieve this through our advocacy, participation and influencing work, our data from this work helps us create the change our members want to see within care.

**Rights-based:** We empower Care Experienced people to exercise their lifelong rights in a trauma-responsive way. We hold those responsible for upholding their rights, and the commitments outlined in the Promise, accountable via individual and collective advocacy, evidence, training and education.

**Collaborative:** We will recognise those who can add value to our work, and seek out likeminded individuals and organisations, with whom we can work in partnership, to further advance our cause.

**Transparent:** We promote a culture that is reflective, open to ongoing learning, and provides a feedback loop to all those we are working with and for.

We communicate openly and honestly with all those engaged with our work, including our members, volunteers, staff, those we support and our commissioners, funders and partners.

Following detailed consultation with Care Experienced people, our members, those we support and external partners, we have identified five strategic priorities which must be delivered, if we are to achieve a lifetime of equality, respect and love.



**Influencing Change:** We aim to positively influence decision makers with the ability to impact on the lives of Care Experienced people, using our robust evidence database and through gathering the views of Care Experienced people

**Creating Connections:** We aim to bring Care Experienced people together for meaningful connection opportunities and to feel a strong sense of belonging.

**Providing Opportunities:** We aim to provide an inclusive, consistent and appealing membership offer for Care Experienced people across Scotland, which promotes a positive sense of care identity and builds an engaged movement of people.

**Creating Communities that Care:** We aim to create more inclusive and caring communities for Care Experienced people to live in, by educating Scotland about care through awareness raising activity in local communities and in the media

For more information please visit:  
<https://www.whocaresscotland.org>





# The Opportunity

As a Board Trustee, you will be responsible, individually and collectively, for all activity within the organisation, ensuring that Who Cares? Scotland has a clear vision, mission and strategic direction and remains focused on securing a lifetime of equality, respect, and love for Care Experienced people.

Always acting in the best interests of Who Cares? Scotland, directly contributing to the constructive debate on the future direction, strategy and planning of the charity, your collective responsibilities will include:

Regularly reviewing the performance and outcomes of Who Cares? Scotland's key activities against objectives and ensuring plans are developed for improvement where necessary.

Ensuring the long-term sustainability of Who Cares? Scotland including ongoing scrutiny and agreement of the organisation's financial strategy and robust review of business cases/proposals for future investment.

Directly contributing to constructive debate on the strategic development of Who Cares? Scotland, ensuring effective implementation of Board decisions by the Chief Executive and Senior Leadership team.

Holding the Chief Executive to account, offering constructive criticism and challenge as appropriate, for the effective management and delivery of the charity's aims and objectives.





Ensuring that Who Cares? Scotland uses its resources exclusively in pursuance of its strategic objectives.

Safeguarding the reputation, and values of Who Cares? Scotland, by ensuring the organisation and all staff do not undertake activities that put these, or its members at risk.

Ensure that Who Cares? Scotland complies with its governance policy, and all relevant legislation and regulations, including relevant charity law, company law and any other relevant legislation or regulations.

Active promotion and championing of the work, impact and values of Who Cares? Scotland.

Identify and promptly communicate conflicts of interest, acting with integrity and avoiding personal conflict of interest or misuse of charity funds or assets.

Participate in any induction, training, self-development and evaluation identified as an individual and as part of the Board including annual board performance appraisal and self-assessment.

**The role is voluntary, but we will cover reasonable out-of-pocket and travel expenses.**



# Time Commitment

We would anticipate the time commitment to be 1 day a month and would involve:

- Bi monthly meetings of the Trustee Board annually (including at least one away day)
- Meetings of the Board Committees or sub-groups (including either Finance & Human Resources or Strategy)
- Working groups which progress Who Cares? Scotland's strategic objectives
- Ad-hoc function/events undertaking an ambassadorial role



# Candidate Profile

No previous board experience is necessary as full support and training will be provided.

We are focused on identifying new board members who:

- Are passionate about making our vision of “A Lifetime of equality, respect and love for Care Experienced people” a reality
- Are committed to making a meaningful contribution to fulfilling the Board’s strategic, financial and legal responsibilities

We are recruiting for both Care Experienced and non-Care Experienced board members.

Our Board is diverse in age, background and skills and all board members have equal responsibility and status.



We are looking for diversity of thought, experience, and background to ensure that we complement the existing skills of our board members. We will consider applications from people with a wide range of skills/backgrounds. During this round of recruitment we particularly welcome applications from candidates bringing experience in:

- **Accountancy or strategic financial management**

- **Fundraising & Income diversification**

Knowledge, skills, and experience required in the role of Board Trustee include:

- Demonstrable commitment to Who Cares? Scotland's mission and values
- A willingness to fully participate in all Board discussion
- Able to work effectively and collaboratively as a member of a team
- Sound, independent judgement
- Strong interpersonal and communication skills coupled with the ability to engage effectively and appropriately with a range of people
- Able to constructively challenge fellow trustees and the Senior Leadership Team whilst also working collectively and in the best interests of Who Cares Scotland



# Application Process

Interested candidates are asked to email a CV and personal statement (limit of 1000 words) to [peopleandculture@whocaresscotland.org](mailto:peopleandculture@whocaresscotland.org) by **Monday 17<sup>th</sup> November 2025, 9am** that includes details of:

- **Why you want to be on the Board**
- **What you think you can bring to the role, including relevant background and experience**
- **How have worked, or would work to make “A Lifetime of Equality, Respect and Love” a reality for Care Experienced people.**

If you have any questions or would like to chat further regarding the role, or entering an application, please email:

[peopleandculture@whocaresscotland.org](mailto:peopleandculture@whocaresscotland.org).

