



Board Recruitment Information



About Circle

Circle is a registered charity working at the heart of communities across central Scotland.

We work with children and families facing multiple disadvantage as a result of structural inequality, poverty, the effects of poor mental health, drug and alcohol use, trauma, abuse and loss. Circle works alongside the whole family enabling them to draw on their strengths and to take control of their lives. We aim to enhance the dignity and self-respect of everyone who uses our services. We provide supportive services that invest in families and promote the best possible start in life for children, ensuring that they reach their full potential. We use a strengths-based approach that seeks to empower family members to find their own solutions and build resilience focusing on their hopes and aspirations.

Our Vision

For all children to be safe, healthy, nurtured and happy within a stable family, which supports them to achieve their potential

Our Purpose

To improve the lives of children by strengthening families





Our Approach

At the heart of Circle's approach are the relationships, based on trust, openness and honesty that we build with families. Our model is rooted in a belief that families are best placed to provide their own solutions to the challenges they face. We commit to taking the time to build relationships with families and to understand their unique situations, challenges and ambitions. We use a whole family approach to mitigate the effects on children of economic, structural, environmental and health inequalities.

Circle's strengths-based, whole family approach seeks to empower families and build resilience, which helps families maintain established patterns in the face of challenges and promotes their ability to recover quickly from trauma or stressful events. We also work with families to build social resources and capital as this promotes better outcomes for children.

Our Family Outreach Workers seek to:

- understand how each family, and each individual family member's beliefs, feelings, thought processes and behaviour impact on children's wellbeing;
- understand how the interplay of wider systems impact upon each member of the family and upon the family system;
- work alongside families as active participants in their learning and in identifying how they want the family to be;
- foster an understanding of what the family members require to promote wellbeing.



In practice this involves aspects of family group work and one-to-one support for individual family members.

Family group work promotes predictable, consistent and attuned care to meet the needs of children. One-to-one work builds family cohesion and resilience in a way that promotes the wellbeing of children.

An emphasis is placed on ways of establishing stability and promoting resilience to strengthen the family and improve children's outcomes.



We work with

- Families with children affected by parental drug and alcohol use
- Families with children affected by parental imprisonment
- Families with children at risk of school exclusion
- Families with very young children who need additional support
- Fathers in their role as parents
- Young people affected by substance use
- Pregnant mothers affected by substance use

Case Study

Children Affected by Parental Substance Use Service



Family Situation

The Graham family were made up of two parents and two children under ten. The parents were impacted by complex parental poly drug use including cocaine, Valium and cannabis and this contributed to poor mental health. There was a low level of trust in services and professionals which resulted in lack of engagement with health and education services. Both children were worried and anxious about their parents' changing behaviour and struggled to engage with school.

Circle support

The Circle Family Outreach Worker built a trusting relationship with the parents, improving their confidence to engage with recovery and mental health services. Parents were supported to attend recovery services. Both children had one-to-one support in a school setting and were helped to understand, and come to terms with, their parents' behaviours.

Outcomes

The parents are more open to support, and sustaining engagement with addiction recovery services. The parents completed Living Life to the Full programme and are more confident in their parenting role. The children are happier, more settled and attaining more at school and feel less anxious about their own and their parents' situation.



Our Operations

Today Circle works across central Scotland providing vital services to families in Edinburgh, East and West Lothian, North and South Lanarkshire, Fife, Forth Valley and Tayside. Our main offices are based in Edinburgh and Hamilton.

We have 42 members of staff working across five different projects and Head Office. We work with a variety of voluntary sector and statutory partners to deliver integrated and inclusive services to children and families.

In 2020-21 Circle supported 540 families made up of:

825

**Children
and young
people**

632

**Parents
and kinship
carers**

“

My experience of working with the Circle team has been hugely positive, they are very strong professionals, with a wide range of skills which are instrumental in supporting vulnerable families and empowering service users.

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Social Worker





About our Board of Trustees

Circle's board is made up of a group of elected Trustees who oversee the governance of the charity.

Our Trustees:

- ensure the needs of the families we work with are prioritised and that we remain committed to our purpose of improving the lives of children by strengthening families;
- contribute to setting our strategic goals and direction and overseeing their implementation;
- ensure the prudent and responsible operational management of the charity and its resources;
- play an active part in sustaining and growing the charity so that we can better achieve our vision.

For more information on the roles and responsibilities of being a Trustee see: <https://www.oscr.org.uk/managing-a-charity/trustee-duties/>

To ensure the board's effectiveness we are looking to recruit Trustees who bring a diverse range of skills and experience, both personal and professional, to their role. Our current Trustees bring extensive experience from the fields of charity management, education, accounting, business management, marketing, Social Work, IT and academia.

We are currently recruiting for up to three new Trustees to serve on our board.

Our Trustees play a crucial part in setting the strategic direction of the charity while also having oversight of its operational, regulatory, and financial governance.

To ensure that our board can play an effective role in supporting and guiding our work we want to promote diversity among our Trustees. We believe that people from all backgrounds can bring valuable skills and experience, both personal and professional to the role. We actively encourage members of protected characteristic groups.

Previous experience of being a Trustee is not essential and we will offer mentoring, training, and induction to support appropriate candidates to develop their knowledge of charity governance. What is most important is that you want to help us achieve our vision and purpose.





We are looking for Trustees who can add insight and experience to the board across the following areas of our work:

1. Bringing lived experience to governance and decision making

We are particularly keen to broaden the diversity of our board to more effectively represent the voices of people with family experience of the issues and challenges faced by the beneficiaries of our services. This could include lived experience of:

- **the care system and social work services;**
- **recovery and recovery services;**
- **Community Justice Services;**
- **early years services;**
- **the wider effects of poverty;**

2. Widening professional knowledge

We are also interested in electing Trustees who can bring professional experience, skills, or qualifications in the following fields:

- **senior charity fundraising;**
- **legal expertise, particularly in employment or company law;**
- **senior leadership in Social Work, Health or Social Care;**
- **government and local authority commissioning;**

Time Commitment

As a Trustee you will be expected to attend six full board meetings a year (bi-monthly), normally held on a Monday morning.

There is also an annual board and management development day.

In addition, depending on skills and requirements, you may be involved in periodic subgroups or other working groups.

While the ongoing situation with COVID19 restrictions continues, these meetings are taking place remotely. In future, depending on easing of restrictions, they are likely to include a mix of virtual and face to face meetings.

There may also be opportunities for Trustees to work with staff teams outside board meetings to develop work in specific areas.



How to apply

To apply to join our board as a Trustee please send a CV and short covering letter, stating why you are interested in joining the board, to: **recruitment@circle.scot**

The closing date for applications is Friday 10 September 2021

Following the closing date, shortlisting will take place and candidates shortlisted will be invited to meet a panel including the Chief Executive and a Trustee to hear more about the role and for the panel to learn more about the candidate's motivations for joining the board, their skills and experience.

Recommendations for appointment will then go to the board for approval.

If you have any questions or require further information about the role or the application process please contact our CEO, Mark Kennedy: **mark.kennedy@circle.scot**

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Without Circle I wouldn't be in the positive place I am now. I would be dead or have lost my daughter and be living a nomadic lifestyle.

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Parent