



HENRY

Trustee Application Pack



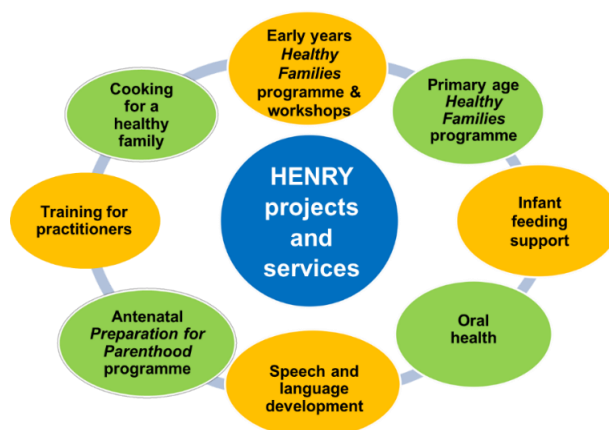
About HENRY

Childhood experiences last a lifetime - so every child deserves the best possible start in life. And although parents want a happy healthy future for their children, family life isn't always easy. Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future – by making sure families get the support they need.

Our service offer

Founded in 2009, HENRY is now the leading national provider of evidence-based services to support a healthy start. We are currently working in partnership with NHS trusts, public health teams, children's services and other partners in around 40 local authorities and 5,634 families benefited from HENRY support in the last year.

We support parents to transform family life for the better in all sorts of ways – including emotional wellbeing, family relationships, parenting skills, infant feeding, the home learning environment, improved nutrition and getting more active.



Our values

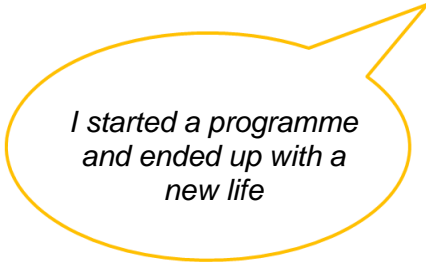
HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- **Partnership:** parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- **Strengths-based:** we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- **Person-centred:** families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- **Respect:** we value families for who they are and seek to understand rather than judge.
- **Inclusive:** we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- **Excellence:** we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas

with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Our impact: 10 years of making a difference to the lives of children and their families

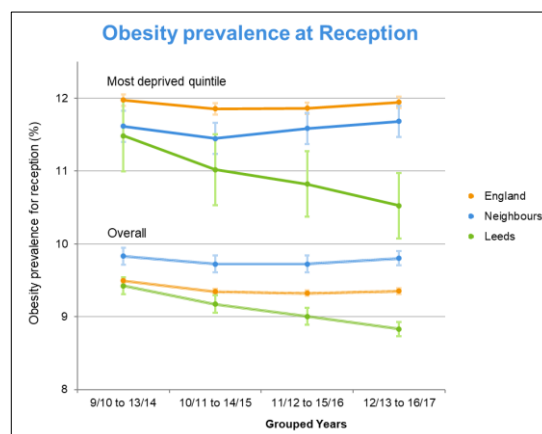
Our 10-year impact report¹, published last year, tells the HENRY story through the voices of families, volunteers and local practitioners – as well as bring to life many of the collective changes that children and families have achieved.



In areas such as Leeds where HENRY has been embedded at scale for 10 years, we are now able to evaluate population-level impact over a period of time. A recent study led by academics at University of Oxford, published in *Pediatric Obesity*², showed significant reduction in rates of child obesity and attracted widespread international interest.

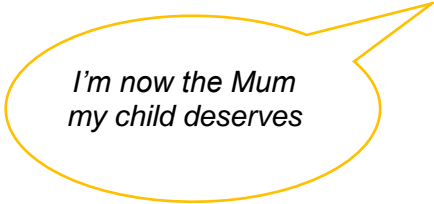
Obesity prevalence for 5 year olds across Leeds fell from 9.4% to 8.8%, while average rates in England and in similar socio-demographic cities remained unchanged.

Most excitingly, the drop was greatest in the most deprived areas of the city where HENRY programmes are delivered, falling from 11.5% to 10.5% - and providing hope that, given the persistent links between poverty and obesity, it is possible to reduce health inequalities.



Every day, we are helping some of the UK's most vulnerable and deprived families provide a great start for their children, so they flourish throughout childhood and beyond. Following a HENRY programme:

- 93% of families lead a healthier lifestyle
- 77% of parents have improved emotional wellbeing, including feeling happier, less isolated and less stressed
- 86% of parents are able to hold boundaries more effectively



¹ www.henry.org.uk/impactreport

² <https://www.henry.org.uk/sites/www.henry.org.uk/files/inline-files/Leeds.pdf>

It was one of the best decisions in my life to attend the HENRY programme. Before, as a single mum (with no relatives in UK), I was full of doubts how to raise my child. Now I am a confident parent who knows what is best, both for me and my child.

I had to realise that everything depends on us, parents. Happy mum, happy child. Before the programme, I was not sleeping enough, no exercising, I was eating junk food, pastries, I was drinking fizzy drinks, I was frustrated.

During the programme, I introduced new habits, such as sleeping more, eating fruits and vegetables every day, looking at the food labels before buying anything, introducing new foods, exercising more, tidying the flat, giving choices to my baby girl, reading to her more.

It also gave me the opportunity to meet other parents, and to avoid depression. I really enjoyed that somebody is taking care of me. We got flowers, candles to chill and relax at home. I learned that “me time” is very important, not just for me but for my baby as well.

We got free vitamins, balls, books (what my baby girl loves so much that there is no day without reading the Henry Bear story to her).

We created a WhatsApp group which is a great way of keep in contact. The HENRY group parents are always there if I need them or their advice.

Hackney parent

Our team of staff and volunteers

HENRY currently employs 64 staff. Just over a third of staff are based at our national office near Oxford, with the majority of staff based locally (Hackney and City of London, Lambeth, Waltham Forest, Southend, Bradford and Blackpool) delivering services and projects.

In addition to our employed staff team, 13 freelance trainers and 38 volunteers also play a crucial part in delivering HENRY services.

HENRY's supportive ethos and high levels of staff satisfaction and commitment are evident in our annual staff surveys. 100% of staff tell us they are proud to work for HENRY, would recommend HENRY as an employer and have continued to feel well-supported during the challenges of the coronavirus pandemic.

Our strategic goals and priorities

In April 2019 we began implementation of our new 3 year plan to maximise:

- **impact:** the greatest positive change for the people we support
- **reach:** the number and diversity of people we support, as well as our geographical reach
- **revenue:** ensuring financial sustainability to deliver our charitable objectives

Our strategic objectives in achieving this are to:

- Continue to strengthen our work in pregnancy and the early years
- Extend HENRY to parents of children aged 5-11 and to teenagers
- Extend our reach through the use of digital technology and new partnerships
- Develop and maintain our reputation as a 'centre of excellence', working with academic partners to strengthen our evidence base and influencing national policy
- Develop new income-generating activities to support our core mission

This is an exciting time to be joining HENRY. Over the last 5 years we have successfully implemented ambitious plans for growth, doubling our income from £900k in 15/16 to £1.8k in 19/20 and are projecting a further 10% growth in 20/21.

The coronavirus pandemic has impacted face-to-face delivery and accelerated our plans for digitisation, with rapid adaptation of our family support and training activities for online delivery and all staff working remotely.

Our Board of Trustees

Our Board comprises 10 Trustees who work operate collectively and take decisions at formal quarterly Board meetings. Pre-COVID, meetings were usually held at our national office near Oxford, but have been held on Google Meet over the last few months. We hold a Board Development session annually to review our effectiveness as a Board and ways of strengthening the support we provide.

Day to day operational matters are delegated to the staff team led by Kim Roberts who has been HENRY's CEO since 2012.

HENRY is a small friendly organisation and the Trustees are part of the team. All Trustees receive an induction and, should you wish to do so, you will be offered the opportunity to participate in a HENRY training to gain an insight into our work.

As charity Trustees, our Board members are volunteers. Trustees cannot be paid for services provided to HENRY as a Trustee, although they can be paid for specific pieces of work which would not be part of a Trustee role. HENRY will reimburse reasonable out-of-pocket expenses incurred in carrying out your role.

As a number of long-serving Trustees have reached or are nearing the end of their tenure, we are aiming to recruit up to 5 new Trustees between now and next October.

Trustee specification

What sort of experience are we looking for?

We are looking for Trustees with a genuine interest in the work of HENRY and a commitment to helping us develop and grow. Our Board will be stronger if it includes a diverse range of experience and perspectives. We are particularly keen to attract applicants from one or more of the following groups:

- people with lived experience and/or part of the communities where HENRY is working
- diverse ethnic or cultural backgrounds
- public health commissioning or delivery

What sort of personal qualities are we looking for?

- Strong commitment to HENRY's values and aims.
- Willingness and ability to commit the necessary time to be an effective and active member of the Board.
- Personal integrity and honesty.
- A good listener and communicator, able to challenge, whilst respecting the views of others.

- A commitment to inclusion and diversity.
- Team player and excellent interpersonal skills, able to establish effective relationships with HENRY staff, Trustees and key stakeholders externally.
- Willingness and ability to take the initiative not only in identifying problems but also in suggesting solutions.
- Understanding of the public health landscape and/or the challenges facing families bringing up children in disadvantaged areas.

What will be expected of you as a Trustee?

- To act in the best interests of the charity: this means putting HENRY's interests before any personal and professional interests when acting on behalf of HENRY.
- To be actively involved in decision-making and make decisions jointly with other Trustees: Trustees are expected to attend Board meetings regularly, read agenda papers and contribute to discussions. You may also need to join in discussions by email between meetings.
- To take on additional involvement between meetings, for instance:
 - membership of sub committees e.g. finance, governance
 - linking to local HENRY projects or national teams
 - fundraising and networking
 - supporting specific areas of work e.g. strategy development, safeguarding, diversity
- To ensure sound financial and operational management to achieve organisational aims and in line with HENRY's mission and charitable objectives. Trustees decide collectively what type of information they need to do this, how to collect it and how often to look at it.
- To ensure HENRY meets the needs of those it is set up to serve by embedding user participation in shaping services and decision-making.
- To ensure that HENRY keeps within the law. In addition to charity law, HENRY may also need to comply with other laws and regulations, such as the Employment Law and Regulations, the Data Protection Act, Companies Acts and financial regulations. You don't, however, need to be a legal expert; we have professionals who provide specialist advice.

Application timetable

Deadline for applications	Monday 1 February 2021 at 9am
Interview with Chair of Trustees and CEO on Google Meet	To be arranged in February at a mutually convenient time

For more information or an informal chat please contact
 Sam Olsen, Chair of Trustees at sam.olsen@movementtowork.com
 Kim Roberts, CEO at kim.roberts@henry.org.uk

To submit an application please complete the application form and equal opportunities form available from our website <https://www.henry.org.uk/jobs>.