



Trustee Recruitment Pack (2025)

Help shape the future of perinatal and infant mental health support in the Scottish Borders

Welcome

Thank you for your interest in joining the Board of Trustees at Nurture the Borders (NtB). We are a warm, values-led organisation dedicated to supporting parents and babies during one of the most significant periods of their lives.

As we celebrate our 10-year anniversary, we are stepping into a new stage of growth, opportunity and visibility. To guide us into this next chapter, we are seeking a small number of thoughtful, collaborative trustees who can bring their skills, insight and care to our board.

While our work is firmly rooted in the Scottish Borders, we welcome interest from people living elsewhere. Our board meets online as well as in person, and we value the wider perspectives, specialist experience and networks that trustees from further afield can bring.

We are particularly interested in people who want to make a positive, steady contribution - trustees who value teamwork, healthy boundaries, and supporting our CEO and staff to do their best work.

If this sounds like you, we would be delighted to hear from you.

About Nurture the Borders

Nurture the Borders is a peer-led perinatal and infant mental health charity working across the Scottish Borders.

We walk alongside parents and babies through pregnancy, birth and early parenthood, offering compassionate, trauma-informed support tailored to the unique needs of each family.

We are a small but ambitious and innovative charity, known for responding thoughtfully to the needs of families and for developing services that are grounded in lived experience. Over the past ten years, we have built a strong track record of delivering high-quality, effective support, and our work has been recognised through a number of local and national awards.

Our services are designed to meet families where they are, recognising that the perinatal period can be joyful, challenging and deeply transformative. We support parents experiencing anxiety, low mood, trauma, isolation or overwhelm, as well as those seeking reassurance, confidence and connection during early parenthood.

Our work includes:

- one-to-one emotional and practical support
- peer support groups and befriending
- specialist birth support and birth-trauma recovery
- perinatal counselling and therapeutic support
- antenatal classes, parenting education and baby-centred groups
- dedicated support for fathers and partners

At the heart of everything we do is a belief that when parents feel supported, babies and families thrive - and that strong early support can have a lifetime of impact.

Our Reach and Influence

While our services are delivered locally across the Scottish Borders, our work contributes to a wider conversation. Nurture the Borders regularly engages in national dialogue, partnerships and policy discussions relating to perinatal and infant mental health.

By sharing learning from lived experience, frontline delivery and community-based practice, we help inform thinking beyond our region. This wider reach ensures our work remains connected, relevant and responsive - and offers trustees the opportunity to contribute to influence that extends beyond the Borders.

Why Become an NtB Trustee

Becoming a trustee at Nurture the Borders is about helping make sure that parents and babies get the support they need when it really matters - and doing so as part of a thoughtful, supportive team.

As a trustee, you would:

- play a part in ensuring our services continue to reach families who need them, and continue to be delivered with care and integrity
- bring your skills, experience and common sense to a charity that is small, effective and committed to doing things well
- work alongside the CEO and other trustees in a way that is supportive, constructive and helpful
- help with thinking, problem-solving and decision-making as the organisation grows and adapts
- contribute time and energy in a way that is realistic and manageable, but genuinely useful

We are looking for people who:

- enjoy working as part of a diverse team
- are willing to get involved and contribute thoughtfully
- value kindness, good judgement and healthy boundaries
- want to use their skills, expertise and experience to support others

This is a practical, human role in a charity that cares deeply about what it does and about how it does it.

Who We Are Looking For

We are keen to hear from people who share our values and want to contribute to our work in a kind, thoughtful and collaborative way. We welcome expressions of interest from people of all backgrounds and life experiences.

Lived experience of pregnancy, birth or early parenthood, in any form, is valued, but not required. What matters most is a commitment to supporting families, working well with others, and contributing with care and good judgement.

Alongside this, we are particularly interested in recruiting trustees who bring skills or experience in one or more of the following areas, which are important to our next phase of growth:

Priority Skill Areas

- Digital, Tech & Innovation
- Communications, PR & Brand Storytelling
- Strategic Fundraising & Philanthropy Networks
- Senior Leadership (especially NHS or Public Health)
- Charity & Organisational Growth

You do not need to live in the Scottish Borders to join our board. We welcome trustees from further afield and fully support online participation, allowing people to contribute meaningfully regardless of location.

More About the Role

Being a trustee at Nurture the Borders is about helping the organisation do its best work, rather than being involved in day-to-day delivery.

Trustees work alongside the Chair, CEO and fellow board members to:

- provide strategic oversight and good governance
- help the organisation think clearly about its future
- ensure the charity remains financially sound, well-run and values-led
- support the CEO and staff team to lead and deliver services confidently

This is a non-executive, governance role. Trustees are not involved in managing staff, running services or making operational decisions. Instead, they bring perspective, judgement and encouragement.

We aim to make trusteeship at Nurture the Borders meaningful but manageable, and to use people's time, skills and energy carefully and respectfully.

What Will I Be Doing?

As a trustee, you will contribute in a way that is thoughtful, proportionate and genuinely useful. This includes:

- Preparing for and taking part in board meetings
- Contributing to discussion and decision-making

- Offering insight, ideas and curiosity in a constructive, respectful and supportive way
- Supporting the CEO through encouragement, reflection and strategic input
- Helping the board think through opportunities, risks and priorities
- Occasionally contributing to small pieces of work or sub-groups where your skills are helpful
- Acting as an ambassador for Nurture the Borders when appropriate

You don't need to be an expert in everything. What matters most is good judgement, curiosity, kindness and a willingness to work collaboratively.

How We Work: Trustee Code of Conduct (Summary)

At Nurture the Borders, how we work together matters just as much as what we do.

Trustees are expected to:

- act in the best interests of the charity and its beneficiaries
- work collaboratively with fellow trustees, the Chair and the CEO
- respect the distinction between governance and operational management
- support the CEO and staff team without directing or managing their work
- prepare for meetings and contribute constructively
- listen well, use good judgement and value different perspectives
- maintain confidentiality and declare conflicts of interest
- treat everyone involved in the charity with respect and care

We are looking for trustees who are team players, people who contribute thoughtfully and help create a board environment where everyone can do their best work.

A full Trustee Code of Conduct and induction support are provided to all new trustees.

Time Commitment

We are mindful that trustees are volunteers with other commitments, and we aim to keep the role manageable and sustainable.

You can expect:

- four evening board meetings per year
- a short action-focused meeting between board meetings
- time to read papers in advance
- optional involvement in training or small pieces of work

Most trustees find this equates to around 2-3 hours per month on average.

Reasonable out of pocket expenses are reimbursed.

How to Apply

If you would like to be considered for a trustee role at Nurture the Borders, please send the following to info@nurturetheborders.com:

- a short biography

- a brief outline of your relevant experience or skills
- a few sentences about why you are interested in joining our Board

Applications will be reviewed on a rolling basis. Shortlisted candidates will be invited to an informal interview with members of the Board and the CEO. These conversations are an opportunity for us to get to know one another, explore values and expectations, and ensure the role feels like a good fit on both sides.

As part of our commitment to safeguarding and good governance, all trustees are required to:

- provide references
- undertake appropriate safeguarding training
- complete relevant disclosure checks (e.g. PVG/DBS), in line with our policies

We warmly welcome interest from people of all backgrounds, including those with lived experience of perinatal or infant mental health challenges. We are committed to creating a board that reflects the diversity of the families we support.

If you would like an informal conversation before applying, please get in touch - we are always happy to talk..

