



THREE NINES CHILDREN'S CHARITY

Blue Light Operational Trustee Role Description (Voluntary Post)

Location: Remote

About Three Nines Children's Charity

Three Nines Children's Charity is a national charity providing practical and emotional support to children affected by trauma and hardship as a result of crime or serious incidents.

Referrals are invited through the blue light services and support agencies, as well as self-referrals. All referrals are submitted via an encrypted form on our website.

Mission Statement

Three Nines Children's Charity exists to provide early intervention, reassurance, and practical support for children and families affected by trauma and hardship from incidents attended by the emergency services. We aim to transform moments of crisis in children's lives into pathways for healing, hope, and resilience.



Blue Light Operational Trustee Board Role Summary

As well as fulfilling the duties of a Trustee, the Blue Light Operational Trustee provides strategic oversight and lived operational insight from within the emergency services (“blue light”) sector. This ensures the charity remains closely aligned with the realities, pressures, and needs of police, fire, ambulance, NHS emergency care, and related services.

The Trustee will help ensure Three Nines Children’s Charity delivers relevant, accessible, and trauma-informed support to children and families affected by crisis, while maintaining strong governance and compliance with charitable objectives and regulatory requirements.

Key Responsibilities

Governance & Strategy

- Contribute to setting the charity’s strategic direction, ensuring alignment with blue light operational realities
- Support the development and approval of policies and strategic priorities
- Ensure the charity remains responsive to the needs of emergency services communities and families

Blue Light Insight & Sector Representation

- Bring lived or professional experience from within blue light services to board discussions
- Advise on operational pressures, culture, and wellbeing challenges affecting frontline personnel
- Ensure service design reflects the realities of emergency response environments



Service Relevance & Impact

- Support the development and review of services to ensure accessibility and effectiveness for blue light referrals
- Monitor feedback, outcomes, and service impact from a sector-informed perspective
- Champion trauma-informed, early intervention approaches

Safeguarding & Risk Oversight

- Ensure safeguarding policies are robust, regularly reviewed, and embedded in practice
- Support identification and management of risks relevant to blue light environments and trauma exposure
- Ensure compliance with relevant legislation and Charity Commission guidance

Financial Oversight

- Contribute to oversight of budgets and ensure resources are used effectively to support strategic priorities
- Review and approve financial information as part of collective trustee responsibility

Advocacy & Partnerships

- Act as an ambassador for the charity within emergency services networks and professional settings
- Support development of partnerships with blue light organisations and related agencies
- Promote awareness of the charity's work across the sector

Teamwork & Leadership

- Work collaboratively with fellow trustees and the executive team
- Provide constructive challenge and support to decision-making processes
- Participate in board discussions, training, and strategic development activities



Person Specification (in addition to Trustee role)

You will bring energy, insight, and commitment to the role, and help broaden the diversity of thinking on the board.

You do not need previous trustee experience – full induction and governance training will be provided.

You will have:

- Direct experience within blue light services (police, fire, ambulance, NHS emergency care, or related operational roles)
- Understanding of frontline pressures, trauma exposure, and operational decision-making environments
- Commitment to supporting children and families affected by crisis or crime-related trauma
- Ability to think strategically and contribute to board-level governance
- Strong communication and collaborative working skills
- Commitment to equality, inclusion, safeguarding, and ethical practice
- Understanding of or willingness to learn charity governance principles

Trustee Role Summary (Voluntary Post)

As a Trustee of Three Nines Children's Charity, you will play a vital role in ensuring the organisation achieves its core purpose. You will help ensure the charity is effectively governed, financially sound, and strategically aligned with its mission.

You will support and challenge the executive team to maximise impact and ensure services remain safe, effective, and responsive to the needs of children and families affected by trauma.

Trustees have a collective responsibility, acting as a group in the best interests of the charity rather than as individuals.



Key Responsibilities (All Trustees)

Governance & Strategy

- Contribute to strategic direction and ensure compliance with legal and regulatory requirements
- Approve operational strategies, policies, and monitor implementation

Financial Oversight

- Review and approve budgets and financial plans
- Ensure resources are used effectively and responsibly
- Approve annual financial statements

Risk Management

- Ensure key risks are identified, monitored, and mitigated
- Safeguard the long-term sustainability and reputation of the charity

Advocacy & Support

- Support and challenge the CEO in delivering delegated responsibilities
- Work collaboratively to support effective decision-making
- Promote the charity's objectives, reputation, and visibility

Leadership & Accountability

- Attend and actively contribute to board meetings and strategy sessions
- Act in the best interests of the charity at all times
- Uphold the Nolan Principles of Public Life



Person Specification (All Trustees)

You will bring energy, enthusiasm, and commitment to the role, and help strengthen the diversity of thinking on the board.

You will have:

- Commitment to the charity's mission and values
- Ability to think strategically and exercise independent judgement
- Strong communication and teamwork skills
- Willingness to learn and engage with governance responsibilities
- Commitment to safeguarding and ethical leadership
- Understanding of one or more areas such as Finance, Governance, Law, Fundraising, Safeguarding, Marketing, or HR is desirable

Terms of Appointment

- Trustees are appointed for a 3-year term, renewable for one further term up to a maximum of 6 years
- This is a voluntary position; reasonable expenses will be reimbursed

Time Commitment

- Attendance at four Board meetings per year (remote or in person)
- Attendance at one annual strategy day
- Occasional involvement in working groups or ad hoc support to the executive team
- As a small charity, additional input may occasionally be required outside formal meetings