



# TRUSTEE APPLICATION PACK





# Welcome

**Thank you for your interest in becoming a trustee at Bairnecessities. This pack will tell you about who we are, what we do, and what being a trustee involves.**

**We're looking for passionate, committed people who want to make a real difference to families in need across the north Aberdeenshire. No two trustees are the same, and we value the different skills, experiences, and perspectives each person brings.**

## About Bairnecessities

Bairnecessities was founded by local mum and nursery nurse in 2016. In a similar concept to a food bank, our aim is to tackle child poverty and promote re-use by donating baby essentials to families who are struggling.

We take in pre-loved items from local families and distribute them to those in need via a network of referral partners. Referral partners include Health Visitors, Midwives, Social Workers and partner charities including homeless charities, domestic violence shelters and refugee organisations.

Bairnecessities relies on the generosity of families and local businesses donating items, money and time to ensure local families can rely on this valuable service.

We work specifically in postcodes **AB41 to AB45 and AB51 and AB53, and, as per our constitution can only recruit trustees from these areas.**

## Our Vision

To be a focal point in our community, where families can find a range of services to get support for and advice on issues that are impacting on their daily life.

## Our Mission is to:

Support families in need by providing them items and services free of charge, resulting in an improved living environment, a reduced financial burden for families that are already struggling and increased opportunities to strengthen the ethos of recycle-reuse.

## Values

- 1. Low carbon footprint.** We will source from and provide to those in our local community.
- 2. Collaborative.** We will work closely with agencies (e.g. health visitors, social services, and other professionals), charities and organisations.
- 3. Sustainability.** Any additional money raised will be reinvested into Bairnecessities to help us achieve our aims.
- 4. Open and accountable.** We will be fair, efficient, and transparent in the way we conduct business.
- 5. The 3 Rs.** We aim to **reduce** waste in all that we do, both in our work with families and our business practices. We facilitate and encourage the reusing of baby items and what we cannot **reuse** we look to **recycle** in sustainable, environmentally friendly ways.



## How We Operate

We operate as a non-profit, volunteer-led baby bank. All items we distribute are either pre-loved (in excellent condition) or new, donated by members of the public, community groups, or partner organisations. We purchase all safety equipment from new.

Key referral principles:

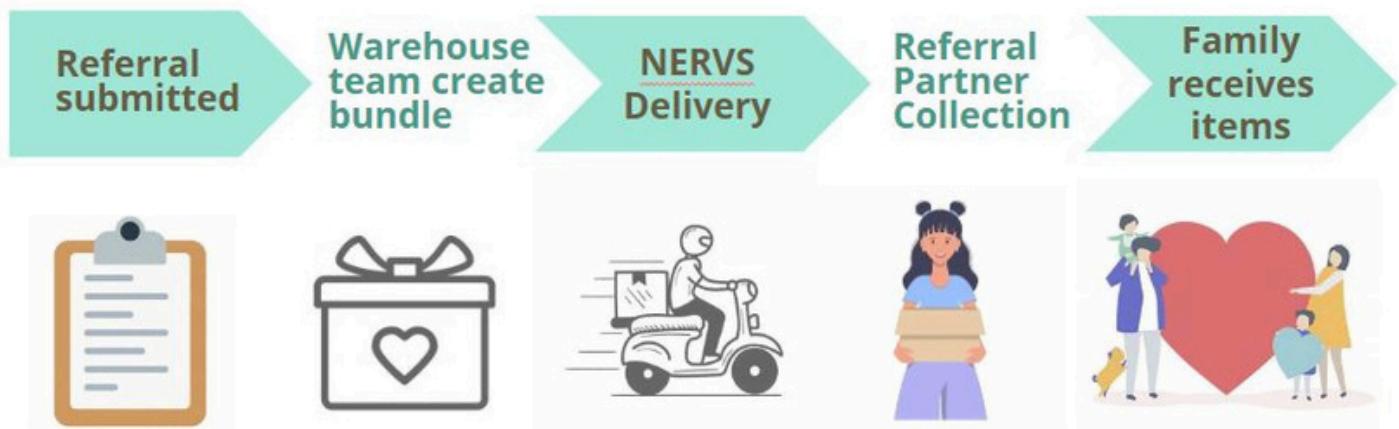
- Only approved referral partners can request items on behalf of families.
- Need-based approach: Items are supplied according to identified need, not financial status alone.
- Safety first: Every item is checked, cleaned, and quality assured. We do not provide anything that does not meet safety standards.
- Volunteer-led: As a small team, we ask partners to allow reasonable turnaround time for requests.

## Referral process

1. The referral partner completes an online referral form.
2. Our team reviews requests and prepares items subject to availability.
3. Items are bundled and prepared for collection.
4. Bundles are distributed to our five main drop off points through our partnership with NERVS (Blood Bikes). They are:

**Fraserburgh**- Saltoun Surgery  
**Maud**- Resource Centre  
**Peterhead**- Community Hospital  
**Mintlaw**- Aden Health Centre  
**Ellon**- Ellon Health Centre

5. The referral partner collects and delivers items to the family.



## Future Plans

We purchased a building in Maud through a Community Asset Transfer from Aberdeenshire Council in 2024. Following a period of funding and fundraising, we are just about to start the refurbishment work on this. This is an exciting time for us, as it will provide us with our own base. From this, we will have a base to deliver and potentially expand our service, build relationships and partnerships.

This is the reason for expanding our current Board of Trustees - to help us move to the next exciting stage of Bairnecessities!

# Why Become a Trustee?

### Make a Real Difference

As a trustee, you'll help shape how we support families in need. Your decisions will directly impact hundreds of families getting the essentials they need for their babies and young children.

### Use Your Skills

Whether you work in finance, marketing, fundraising, or have lived experience of the issues we work on, your skills and knowledge will help us grow and improve.

### Learn and Develop

You'll gain experience in charity governance, strategic planning, and working with people from different backgrounds. Many trustees say it's one of the most rewarding things they've done.

### Join a Supportive Team

You'll work alongside other committed trustees and a dedicated staff team who are passionate about what we do.



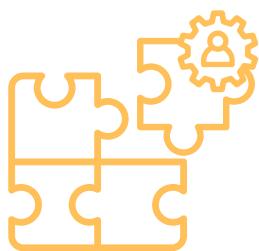
## Who We're Looking For

We particularly need

- 1. Fundraising Expert** We urgently need someone with fundraising experience who can help us develop our income strategy and build sustainable funding.
- 2. Marketing and Communications Professional** Someone who can help us tell our story, reach more families, and build our profile.
- 3. People with Lived Experience** If you've experienced poverty, needed support with baby essentials, or have close connection to the families we help, your voice and perspective are invaluable.

## Skills We Value

We're also interested in people with experience in:



- Digital strategy and technology
- Charity sector leadership
- Finance and accountancy
- HR and people management
- Volunteer management
- Property and facilities
- Legal and compliance

## Personal Qualities We're Looking For

Whatever your background, we're looking for trustees who are:

- Passionate about helping families and reducing child poverty
- Committed to giving time and energy to the role
- Team players who work well with others
- Good listeners who consider different views
- Willing to learn and develop
- Honest and trustworthy with good judgment
- Connected to our values and mission



## Who Can Be a Trustee

You can be a trustee with Bairnecessities if you:

- Are 16 or over
- Are not an undischarged bankrupt
- Have not been removed as a trustee by a court or the regulator
- Have not been convicted of certain offences
- You live in the AB41, AB42, AB43, AB44, AB45, AB51 and AB53 area



## What We Offer You

### Induction and Training

Full induction when you join  
Introduction to the staff team and  
our work  
Trustee training and development  
opportunities  
Support from experienced trustees

### Expenses

We reimburse reasonable expenses  
(travel, childcare, etc.)  
This is an unpaid voluntary role

### Support

Regular communication from the  
Chair and staff team  
Access to trustee resources and  
guidance  
Insurance cover for your role as  
trustee

### Rewarding Experience

See the real impact of your  
contribution  
Develop your skills and experience  
Be part of a team making a  
difference

## How to Apply

### Application Process

1. Get in Touch If you'd like an informal chat before applying, please contact:  
Helen Feeney, Chair of Trustees  
Email: [bairnecessities@outlook.com](mailto:bairnecessities@outlook.com)

### 2. Complete the application form

Download the word form and send it back to us at [bairnecessities@outlook.com](mailto:bairnecessities@outlook.com)  
OR  
Complete the application form on Google Forms link  
here: <https://forms.gle/ZmE1c8Sbx7VBKMxe6>

### 3. Interview

Informal conversation with 2-3 current trustees  
Chance to ask questions and find out more  
Usually lasts about 45 minutes

### 4. Appointment

References and basic checks  
Approval by the board  
Welcome and induction

### Timeline

Closing date for applications: 25th January 2026  
Interviews: Week beginning 2nd February

### Questions?

If you have any questions about the role or the application process, please don't hesitate to get in touch. We're happy to have an informal chat with anyone interested.



Visit our website at: [bairnecessities.co.uk](http://bairnecessities.co.uk)

Email us on : [admin@bairnecessities.co.uk](mailto:admin@bairnecessities.co.uk)

Call us on **07311 304135**

Look us up on Facebook @ **Bairnecessities Baby Bank Network**