

STANDING TALL SCOTLAND

Board Recruitment Pack

Welcome

Thank you for your interest in the voluntary role of Board Member at Standing Tall Scotland.

We want to make everyone feel welcome to apply and hope this pack will provide you with enough information to decide whether you are interested in the role. If you require any additional information, or would like to talk to us informally about the role of Board Member, please contact victoria@standingtall.scot

You do not need previous experience as a Board Member to apply, we will provide you with support to understand the role and responsibilities.



About Standing Tall Scotland

Standing Tall Scotland (STS) is a small organisation that delivers arts and cultural activities specifically for young people who have arrived in Scotland separated from a parent or guardian and are seeking asylum.

We work in collaboration with Guardianship Scotland, a specialist statutory service providing Independent Child Trafficking Guardians (ICTG) to all unaccompanied asylum seeking children, victims of trafficking and children vulnerable to trafficking who arrive in Scotland. Guardianship Scotland provides us with specialist knowledge and support to ensure our activities reduce barriers to participation that can be experienced by these young people.

Our programme of work currently includes:

- twice monthly creative Group Nights in Glasgow led by professional artists, where young people participate in a range of art forms including visual art, music and drama;
- special projects that enable young people to collaborate with a professional artist to explore a particular art form in more detail – in 2025 this included projects in both Glasgow and Aberdeen that culminated in the creation of two large scale murals being co-created by the young people we work with and renowned mural artist Ursula Kam-Ling Cheng;
- trips to see performances and exhibitions;
- creative events to mark significant cultural celebrations throughout the year;
- an annual outdoor activity residential.

We engage around 300 young people in our activities annually. They are mostly 14-18 years old, and 85% of the young people identify as male. They come from countries including Vietnam, Sudan, Iran, Afghanistan, Eritrea, Syria, South Sudan, Iraq and Somalia and are either going through the UK's asylum system or have recently been granted refugee status.

We take a rights-based approach to our work, and the UN Convention on the Rights of the Child is central to how we operate as an organisation. We are particularly focused on Articles 12 and 31 of the Convention:

Article 12 – Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

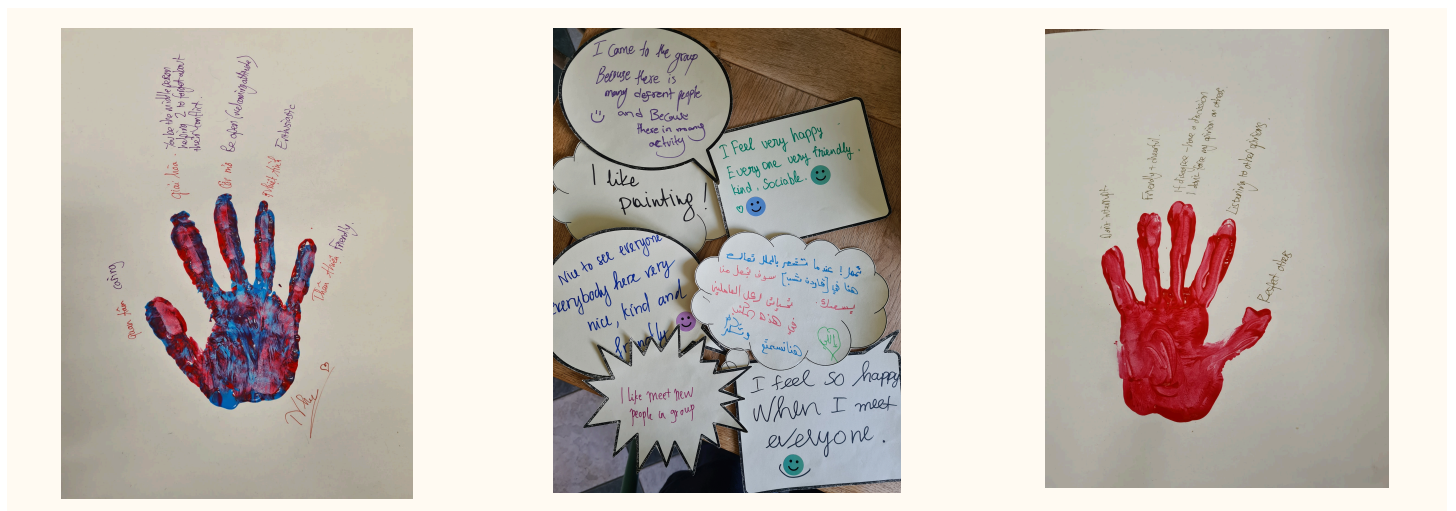
Article 31 – Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

The Role of a Board Member

Being a Board Member (or Trustee) is a voluntary position. The board's role is to ensure good governance of the organisation. This includes:

- acting in the organisation's best interests;
- overseeing and monitoring good management of the organisation's resources;
- putting structures and processes in place for decision-making, accountability, and best practice within the organisation;
- advocating for and representing Standing Tall Scotland with other stakeholders;
- overseeing and contributing to the strategic and financial direction of the organisation; and
- ensuring the organisation is legally compliant at all times.

You don't have to be familiar with all these different aspects, we will talk you through everything along the way. We are looking to have a board with a range of skills and experiences which complement each other, and the work we do. Lived experience enhances what you can bring to our board and we welcome applications from people from a range of backgrounds with a cross-section of skills, experiences and stories.



Time Commitment and Board Meetings

Trustees are voluntary and spend on average 2 hours each month working for Standing Tall Scotland, but this can vary depending on what is needed and your availability. It is very important that Trustees attend quarterly board meetings (4 times a year). These take place in person or online, and are led by Standing Tall Scotland's Chair Janet McAlister.

Trustees read board papers in advance of the meeting so they can discuss them together and make suggestions. Board papers include a quarterly report from Standing Tall Scotland's Director, updates on any policies or procedures and financial paperwork. The board meeting is a

good place to brainstorm, get feedback on various approaches to strategic issues, share knowledge, highlight opportunities, and reflect on the direction and activities of the organisation.

You will also be invited to attend Standing Tall Scotland's events, usually twice yearly.

Whilst the role of Board Member is voluntary, we can offer reasonable expenses (including travel and childcare) to enable you to attend meetings and events. If you have access requirements you would like to discuss in advance of applying, please contact victoria@standingtall.scot

Person Specification

We are looking for multiple trustees who recognise themselves in some of the below points. You don't have to fit all the criteria.

- Good listener
- Interest in contributing ideas
- Passionate about opportunities for Unaccompanied Asylum Seeking Children
- Positive and constructive attitude when it comes to discussing challenging subjects
- Experience of working with children and young people, particularly Unaccompanied Asylum Seeking Children.
- Individuals with lived experience of discrimination and intersectional barriers to accessing opportunities.

We're particularly interested in people with the following skills, knowledge and experiences:

- Knowledge of Unaccompanied Asylum Seeking Children
- Lived experience of migration
- Lived experience as an asylum seeker/refugee
- Multiple language speakers
- Artists
- Anti-discrimination background
- Child Protection Lead
- Knowledge of working nationally
- Outdoor education

All candidates will need to be able to demonstrate their ability to work in a way that promotes the safety and wellbeing of children and young people. Everyone has the right to live free from abuse of any kind, we have a responsibility to keep children and protected adults safe and do everything in our power to ensure they are protected in all of our activities.

As part of new legislation, all Board Members will be required to become members of the Protecting Vulnerable Groups (PVG) scheme which includes checks by Disclosure Scotland to ensure their suitability for sitting on the board of an organisation that works with children and young people. Standing Tall Scotland will apply to this scheme with you.

How to apply

To apply for the role of Board Member, please send the following to victoria@standingtall.scot by **5pm on Tuesday 14th October**:

| | |
|--|--|
| <p>A statement that answers the following questions:</p> <p>What interests you about this role?</p> <p>What skills and experience will you bring to the role?</p> <p>What values will guide you in this role?</p> <p>How do you think you will benefit from this experience?</p> | <p>500 words max. in writing, or a 2 minute video.</p> <p>Please attach written documents as .doc or .pdf files.</p> <p>Videos should be uploaded to a file sharing platform, and a link to the file sent with your application. Please ensure permissions are set so we can view the video.</p> |
| <p>A CV outlining both paid and unpaid/voluntary roles.</p> | <p>2 A4 pages max.</p> |
| <p>The names of two referees</p> | <p>Including job title, organisation, email address and phone number.</p> |

Shortlisted candidates will be notified by Friday 31st October, and interviews will take place on **Friday 7th November**. Interviews will be conducted by Standing Tall Scotland's Director, an existing member of the board, and one of the young people we work with.