

SAVE THE CHILDREN FUNDSummary of a (hybrid) Meeting of the [Board of Trustees](#)
on 16th October 2024**Trustees**Present:

Tsitsi Chawatama-Kwambana (TCK) *Chair*
Anne Fahy (AF)
Arabella Duffield (AD)
Babatunde Soyoye (BS)
Catherine Doran (CD)
Dianna Melrose (DM)
Jane Long (JL)
Jason Allen (JA)
Jessica Gladstone (JG)
Kajal Odedra (KO)
Laura King (LK)
Razia Khan (RK)
Richard Winter (RW)
Tim Fallowfield (TF)

Apologies

Kirtbir Chahal (KC)

In AttendanceExecutive Directors:

Gemma Sherrington (GS), Interim CEO
Francis D'Souza (FDS), CFO

Pria Rai (PR), Executive Director of Organisational Change
Dan Paskins (DP), Interim Executive Director of Policy, Advocacy & Campaigns
Sarah Potter (SP), Director of Effectiveness & Market Innovation *F&M ELT Rep*
Uju Aderemi (UA), incoming Interim co-Executive Director of Global Programmes
Ali Forder (AFo), incoming Interim co-Executive Director of Global Programmes

Staff:

Bonike Bracewell (BB), General Counsel & Company Secretary
Reema Malhotra (RM), Director of Strategy & Chief of Staff
Victoria McDonald (VM), Assistant Company Secretary (Minutes)
Gilly Conway (GC), Head of Enterprise Risk Management *(item 4c only)*
Cat Carter (CC), Director of Safeguarding *(item 5 only)*
Matt Reynolds (MR), Head of Volunteering *(item 5 only)*

Agenda:

1. Introduction to meeting
2. Chief Executive's update
3. Finance update
4. Regular business and governance matters
5. Safer recruitment of volunteers and safeguarding update
6. Strategy refresh – part 1
7. Strategy refresh – part 2
8. People & organisational culture update
9. Trustee & CEO session
10. Trustee-only session and close

Item 1. Introduction to meeting: Tsitsi Chawatama-Kwambana (TCK) opened the meeting, noting apologies from Kirtbir Chahal (KC). TCK acknowledged that it was Anne Fahy's (AF) last Board meeting and thanked her for her invaluable contributions to both the SCUK and SCA/SCI Boards during her tenure as a Trustee. No new potential conflicts of interest were declared, and TCK confirmed that all e-business items circulated prior to the meeting had been approved.

Item 2. Interim Chief Executive's report: Gemma Sherrington (GS) shared key achievements over Q3 and provided the Board with an update on the Disasters Emergency Committee (DEC) Middle East Humanitarian Appeal that would be launching the following day.

Item 3. Finance update: Francis D'Souza (FDS) provided an update on 2024's financial performance and the wider financial context, including future year projections. AF shared updates from the Finance Committee.

Item 4. Regular business and governance matters: the Board considered its regular business. This included governance matters; the SCA/SCI Board update; risk updates; and updates from the Board's committees. During this section, the Board approved amendments to the terms of reference for the Audit & Risk Committee.

Item 5. Safer recruitment of volunteers and safeguarding update: Cat Carter (CC) and Matt Reynolds (MR) joined the meeting, and the Board approved the proposed revised approach to safer recruitment of volunteers and the proposed timeframes to introduce any new or updated processes.

Item 6. Strategy refresh update – part 1: Reema Malhotra (RM) led a discussion on the development of SCUK's 2025-2027 strategy, Lasting Change Starts Here, and the Board approved SCUK's 2025-2027 strategic direction.

Item 7. Strategy refresh update – part 2: having approved the 2025-2027 strategic direction, the Board discussed aligning SCUK's resources appropriately behind the new strategy, and the importance of optimising SCUK's ways of workings, structures and processes to ensure successful delivery of the strategy.

Item 8. People and organisational culture update: Pria Rai (PR) provided the Board with an update on people and organisational culture work, including the recent Peakon staff survey and organisational stress risk assessment. Dianna Melrose (DM) shared reflections in her role as Staff Liaison Trustee.

Item 8. Trustee and CEO closed session.

Item 9. Trustee-only session and close.