



# Membership guide

## 2025-26



## Introduction

Joining Children in Scotland's membership community offers a wide range of benefits with opportunities to engage in our work, connect with our network and have your say, while also supporting the wider work of the charity.

## Our vision

Giving all children in Scotland an equal chance to flourish is at the heart of everything we do.

By bringing together a network of people working with and for children, alongside children and young people themselves, we offer a broad, balanced and independent voice. We create solutions, provide support and develop positive change across all areas affecting children in Scotland.

We do this by listening, gathering evidence, and applying and sharing our learning, while always working to uphold children's rights. Our range of knowledge and expertise means we can provide trusted support on issues as diverse as the people we work with and the varied lives of children and families in Scotland.

## Our values

### Brave

We are champions of children's rights. We take a lead in empowering children and young people and improving lives. We do this with creativity and determination.

### Collaborative

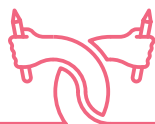
We believe in inclusion and we work in partnership. The participation of children, young people and their families, our staff, members, the workforce and our wider network inspires us and is central to achieving our vision.

### Open and fair

We are committed to accessibility and honesty. We share our learning, evidence and new ideas. Integrity, balance and respect underpin everything we do.

### Kind

We care about people and the environment, and the impact our work has on both. Empathy and trust are key in our approach and how we connect with others.



**“OPFS has been a longstanding member of Children in Scotland. We have benefitted greatly from the training and support provided and value the opportunity to be part of a wider network of organisations working to make Scotland the best place for children to grow up”**

*Satwat Rehman,  
One Parent Families Scotland*

## Why join?

We want as many people as possible to be involved in our work – from professionals who become part of our network via social media or attending training, to the children and young people who participate in what we do, to partners who help us deliver our work, to our diverse membership – covering every part of the children’s sector in Scotland. As part of our multi-disciplinary network of people who bring knowledge, skills, and experience from every part of the children’s sector, you have access to a range of benefits, including:



### **Insight magazine**

Our member magazine is published twice a year and is a key part of our member benefits package.

It’s an exciting opportunity to give our members more in-depth analysis and features about the projects and people shaping the future of Scotland’s children’s sector in a beautifully designed, visually-led publication.

### **Member training and events**

We run a series of free training events for our members. We also have the Voices and Children’s Sector Strategic and Policy Forum meetings, for Children in Scotland members, happening throughout the year.

### **Financial discounts**

Our members get a range of discounts on Children in Scotland services and activities including:

- Webinars in our online learning programme.
- Commissioned training
- Advertising in our weekly eNews, *Insight* and on our website
- Consultancy services.

### **Exclusive content and resources**

Exclusive content and resources covering different areas of work including:

- Blogs from member organisations and individuals in our monthly member newsletter
- Summaries from Voices Forum meetings
- Summaries from meetings of the Children’s Sector Strategic and Policy Forum
- Early notice of new courses added to our learning portal run in partnership with the Open University in Scotland.

### **Recruitment advertising**

Free advertising on the recruitment section of our website, as well as discounts on advertising in our weekly eNews Update.

## Access to our network

All members are also entitled to benefits as part of our network. These include:

- Our weekly eNews Updates for the children's sector – sharing key stories and Children in Scotland news
- Our monthly Member News – keeping members informed and up to date and providing you with the opportunity to share your learning and amplify your work across our digital network
- Our LinkedIn group for members offers a space for our vibrant membership community to converse, ask questions and share work with other individuals working in the sector. The group is open to all members.

## How we engage with you as members

Using the Children in Scotland network to inform our understanding of key issues, gather expert views and share learning is a key part of how we work. Our members are central to this and a big part of ongoing engagement will be about using our channels to broadcast your experiences and views, building dialogue and signposting our collective strength.

### Forum meetings

Our member forums have been developed to meet the different needs of the children's sector workforce while also providing the opportunity to bring members together with the ambition of influencing policy and practice.

### Voices Forum meetings

The Voices Forum brings together the diverse knowledge, skills and experience of our members to seek solutions for the most pressing issues affecting children in Scotland today. Every member of Children in Scotland is welcome to attend and contribute to Voices Forum meetings. We have four meetings a year and these currently take place online.

### Children's Sector Strategic and Policy Forum

This group of elected and invited senior level representatives has been working on four priority areas: Reducing Child Poverty, Promoting Health and Wellbeing, Outcomes Budgeting and Family Support.

**“From campaigning to make children's voices heard in the rooms where decisions happen, to making sure the needs of young people are remembered in Scotland's policy landscape, working together for the benefit of Scotland's children is a privilege. We know that there are children who are freer and happier because of the work of Children in Scotland over the last 30 years, and we look forward to continuing to work together going forwards”**

*Dr Marsha Scott,  
Scottish Women's Aid*



First Minister John Swinney had a lively discussion about children's rights and child poverty with the Children's Sector Strategic and Policy Forum, December 2024

## Consultation responses

We regularly respond to consultations and include contributions from a range of different sources including children and young people and our members. This provides us with a broad perspective and balanced view while giving our members the opportunity to influence policy and legislation that affects children and families. Our consultations responses are available on our website and shared in our Member News.

**“Early Years Scotland is delighted to be a member of such a progressive and highly respected organisation as Children in Scotland”**

*Jane Brumpton, Chief Executive, Early Years Scotland*

## Direct contact with our staff

Members can get in touch with our staff at any point via email if they would like to talk through particular issues – for example suggestions for training or learning opportunities or specific policy positions or responses. Ideas can then be fed into our regular planning schedule and, where appropriate, put into action.

Please get in touch with our membership team about your enquiry, they will then direct you to the relevant team or staff member – contact information is available at the end of this document.

## Terms and conditions

There are a range of terms and conditions linked to membership which are summarised below. If you would like some additional information about anything in particular, please don't hesitate to get in touch with us.

## Application process

- An application form needs to be completed and submitted via the website, email or post.
- All applications are subject to due diligence by the membership team which includes confirmation of the applicant's:
  - Agreement with Children in Scotland's Values, Vision and Purpose
  - Provision of satisfactory information about their organisation or their individual interest in becoming a member.
- Additional information will be requested if required.
- Membership is subject to approval by the Children in Scotland Leadership Team.
- The Children in Scotland Board receive a quarterly report on new members for information.

## Membership, benefits and responsibilities

- Membership of Children in Scotland runs for a 12-month period.
- Membership prices are available on the website and any changes are discussed with, and agreed by, the Board. Members will be informed of any changes to prices.
- Membership benefits are subject to change throughout the year with detailed information available on Children in Scotland's website.

- All our staff must be treated with respect and courtesy. Our members should expect the same. Our network is large and wide-ranging so differences of view will emerge from time to time. These will be managed appropriately by our staff and, where appropriate, any decision made by them will be final unless a formal complaint is made (see 'Feedback or complaints' section below). Members are responsible for informing us of any changes to the information provided at application, including their desire to cancel membership.
- If membership fees are not paid by the third month of membership, then the membership will be cancelled, and all benefits will cease.
- Membership is automatically renewed each year unless you are within our free member category. You will receive a reminder beforehand.
- We must be advised in advance of the renewal date if you wish to end membership.

**“The wide membership and remit of Children in Scotland allows us to keep informed about policy and practice across disciplines. We are valued partners in the drive to create the ‘good childhood’ we all want for Scotland’s children”**

*Vivien Thomson,  
Social Work Scotland*

### Free membership offer

- Free membership is available for voluntary organisations, professional and statutory bodies with an annual income below £50,000.
- Free membership runs for a 12-month period and organisations will be contacted about membership renewal at the end of each year.
- Members have responsibility for notifying Children in Scotland if their annual income increases above £50,000 when membership is due for renewal at the end of the 12-month period.

### Local authority membership

- Local authority membership covers staff working at headquarters and regional offices. This includes the different teams, services and departments working with children and families who are based in these offices.
- Local authority membership does not include, for example, nurseries, schools, colleges, libraries who have their own identity and separate budgets. These will fall under different membership categories such as ‘organisations’ or ‘education’ categories.
- We sometimes have requests from specific departments or teams within local authorities to join in membership. These will be processed under the ‘organisations’ category depending on the size of the team or department. They will have access to some of the specific local authority member benefits such as training.

### Ceasing membership

- A member can cancel their membership at any point by advising us via email or post.
- We reserve the right to cancel a membership of an individual or organisation if we feel they have created an unacceptable cost to Children in Scotland, be it financial, reputational or in terms of resources.
- If membership is cancelled by the member or Children in Scotland during the membership year, we will not offer a pro-rata refund on fees paid.

## Feedback or complaints

- We are always keen to hear from our members, who can get in touch via telephone or email, to provide feedback or make suggestions about the work we do.
- If there are any concerns or issues, we would hope to resolve these quickly and informally so please speak to one of the team at the earliest possible point.
- Members can also make use of the Complaints Procedure if they feel it is necessary. This includes the right of appeal to the Children in Scotland Board if an application is not approved or membership is cancelled by us.

## Children in Scotland governance

We are very lucky to have a diverse and committed Board of Directors who guide and support the work we do.

The Board is responsible for our overall governance and strategic direction and accepts ultimate responsibility for the sound professional, legal and financial management of Children in Scotland as a charity. They also agree our vision and values, set overall strategy and policies for all key activities, oversee implementation and monitor our progress on plans.

As well as sitting on the Board, Directors may also undertake other roles within the organisation such as being part of working groups or committees involved in the planning or delivery of our work or becoming involved in any complaints.

The Board delegates much of the day-to-day delivery to the Children in Scotland Leadership Team, which is made up of senior managers from across the organisation. They work closely with the different services and staff across the organisation to develop our overarching Strategic Plan and annual delivery plans.

Regular reporting to the Board and funders ensures we are making progress in achieving identified outcomes while remaining focused on our vision that all children in Scotland have an equal chance to flourish.

Children in Scotland and our Board of Directors function within the legal requirements set out by the Office of the Scottish Charity Regulator (OSCR) and our Articles of Association. On our website you can find information about who is currently sitting on our Board, alongside Annual Reports and our Strategic Plan.

**“We really value the many services Children in Scotland offers its members and the wider children and family’s sector in Scotland.**

**“The training courses are shared with all our staff at Circle who benefit from these opportunities when and where they can. We greatly appreciate the opportunity to amplify the voices of the families we work with via Children in Scotland’s blogs, and to attend training, events, conferences, and forums where we can connect, network and build partnerships, while growing our skills, knowledge and impact so our families are better served and supported. Families in Scotland are all healthier because of this support.”**

*Douglas Guest, Circle Scotland*

## Contact us

Children in Scotland's membership service is delivered by representatives from across different parts of the charity. Please do not hesitate to get in touch if you have any questions or would like to discuss something with us.

For any general membership queries, contact: [membership@childreninscotland.org.uk](mailto:membership@childreninscotland.org.uk)

Our Membership Team comprises:



**Tracy Hope**

Senior Business Development Officer & Income Generation Manager  
[thope@childreninscotland.org.uk](mailto:thope@childreninscotland.org.uk)



**Cat Kozlowski**

Senior Learning & Events Officer  
[ckozlowski@childreninscotland.org.uk](mailto:ckozlowski@childreninscotland.org.uk)



**Simon Massey**

Head of Engagement & Learning  
[smassey@childreninscotland.org.uk](mailto:smassey@childreninscotland.org.uk)



**Parisa Shirazi**

Senior Policy, Projects & Participation Officer  
[pshirazi@childreninscotland.org.uk](mailto:pshirazi@childreninscotland.org.uk)



**Sophie Ward**

Senior Communications Officer – Membership Lead  
[sward@childreninscotland.org.uk](mailto:sward@childreninscotland.org.uk)