

TRUSTEE ROLE PROFILE (Feb 2026)

About St Martin-in-the-Fields Charity

[St Martin-in-the-Fields Charity](#) works year-round and across the UK to tackle homelessness and towards ensuring everyone has a safe place to call home. We provide financial assistance to help individuals out of homelessness, champion and support vital frontline workers and invest in and advocate for new solutions to homelessness. Our Board of Trustees plays a vital role in shaping strategy, ensuring good governance, and championing our mission.

This is a key year for the Charity as we will be reviewing and refreshing our Strategy and also marking the 100th Christmas Appeal with Radio 4 which has raised vital funds and awareness to support our work. It will be an exciting opportunity for any new Trustee to help shape and oversee this work, ensuring that perspectives on homelessness are embedded in discussions and decision making.

The Role of a Trustee at St Martin-in-the-Field's Charity

The Board of Trustees is the governing body responsible for the Charity's strategic direction, financial oversight, and compliance with legal and regulatory requirements. Trustees work collectively to:

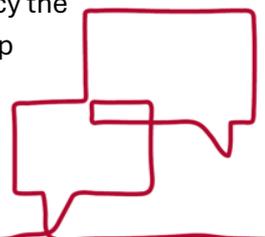
- Set and monitor the Charity's vision, mission, and strategic priorities to tackle and prevent homelessness.
- Ensure financial sustainability and to approve budgets, ensuring the Charity raises and uses its resources effectively in pursuit of its objectives
- Support and constructively challenge the CEO and senior leadership team.
- Ensure that the Charity, its employees and Trustees operate within all legal and regulatory requirements and in line with the Charity's governing document.
- Safeguard the Charity's reputation and ensure ethical governance.
- Champion equality, diversity and inclusion in all decisions and organisational culture.

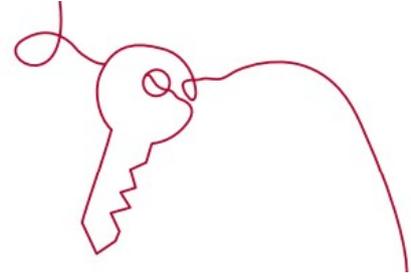
Why Lived Experience and Diversity Matters to Our Board

At St Martin-in-the-Fields Charity, we believe that diversity of thought, background and experience leads to stronger governance and decision-making and better outcomes for the communities we serve. Our goal is to build a Board that reflects the richness and diversity of society and understands the perspectives of people who are, and have been, affected by homelessness.

We are committed to creating a Board that is balanced, representative and inclusive because we know that diversity of backgrounds, perspectives and experiences is not just a value but is a driver of excellence and impact, enabling us to better understand the communities we serve, to broaden our thinking and to strengthen accountability and trust.

St Martin's has a Board of 10 Trustees and currently has a vacancy. In filling this vacancy the Board want to prioritise recruiting people with lived experience of homelessness to help





strengthen, inform and diversify our Board. We therefore particularly welcome applications from:

- People with lived experience of homelessness or related challenges.
- Candidates from different nations and regions of the UK to strengthen geographical representation.
- Individuals who bring unique perspectives shaped by diverse cultural, social, and professional experiences.
- Individuals who identify as being from minority ethnic backgrounds, underrepresented groups, and across a broad age range

Benefits of Becoming a Trustee of St Martin-in-the-Fields Charity:

- The opportunity to support a charity with a UK-wide profile in its mission to tackle homelessness.
- The opportunity to gain experience of governance and charity leadership
- Involvement in strategic decision-making and monitoring.
- Experience working alongside a diverse and committed team.

The Support We Will Provide

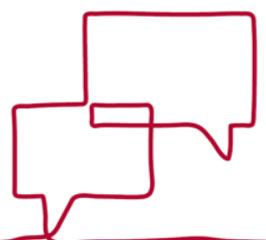
We welcome candidates from a wide range of perspectives, there is no right or wrong candidate and you do not have to have been a Trustee before. We will provide a range of support to help you including:

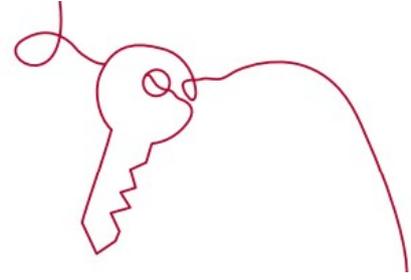
- A full induction to the role of being a Trustee and to St Martin's Charity
- A Trustee buddy
- Papers available in different formats as appropriate and the chance to talk through the agenda and papers in advance of any meeting to support you to be able to contribute
- Expenses around travel or other needs covered for you
- Any other reasonable adjustments that would support your participation, which we would be happy to discuss what that might mean for you

Who We are Looking For - Person Specification

You will bring energy, enthusiasm and resilience, keen to support the Charity and its work to tackle and prevent homelessness.

You will have lived experience and understanding of homelessness in some way at some point (does not have to be recent) that will shape and inform how you think, but if or how you share that experience would be up to you. Your experience and contribution is of course not limited to or defined by homelessness so your other experiences in life, volunteering, employment or elsewhere would be useful and helpful.





Trustees of St Martin's work to the following criteria which we would explore with you through the recruitment, selection and, if appointed, induction processes.

- Commitment to the Charity's Mission – passion for tackling homelessness and supporting vulnerable communities.
- Collaborative Approach – ability to work effectively as part of a team, keen and able to contribute whilst also being open-minded and respecting different perspectives and experiences. You might have experience of being involved in groups, teams and meetings through a consultation activity or client involvement process in some way.
- Governance and Strategic Insight – ability to contribute to strategic planning, policy development, and oversight of organisational performance.
- Constructive Challenge and Critical Thinking – willingness to question assumptions, offer solutions, and support robust decision-making.
- Commitment to Equity, Diversity & Inclusion (EDI) – understanding of EDI principles and willingness to champion diversity in governance and organisational culture.
- Integrity and Accountability – high ethical standards, sound judgment and commitment to transparency.
- Time and Availability – capacity to attend Board meetings, subcommittees, and occasional events (approx. 6–8 days per year). Board meetings are usually in person in central London and Committee meetings online but we can discuss with you any access, travel or other requirements to support your attendance and engagement.

In addition, you may have experience of the following:

- Involvement in delivering a programme or service – this could be as a staff member or volunteer.
- Professional expertise – this could include skills or experience in areas such as legal, fundraising, digital, communications, service delivery or HR

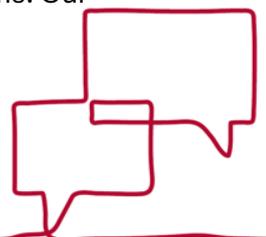
Requirements of the Role

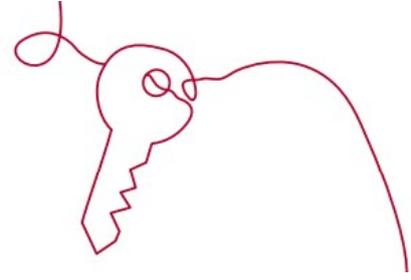
The role of Trustee is voluntary and unpaid but all reasonable travel and other expenses related to the position will be reimbursed in line with the Charity's expenses policy.

There are normally five Board meetings across the year, plus a strategic planning Awayday which is usually an all-day event. As much notice as possible is given about meeting dates.

The Board is supported by three Sub-Committees including one on Finance and Resources, one looking at Trustee and senior staff recruitment and pay and one making decisions on the Grants we make. Every Trustee has the opportunity to also sit on one of the these Committees and it is expected that this new Trustee would sit on the Grants Committee.

Trustee terms are for three years each and Trustees can serve a maximum of three terms. Our Trustees will normally be expected to serve at least one term but we recognise that





circumstances can change over a three-year term, and we will take a flexible, supportive approach to participation wherever possible.

Trustees are expected to:

- Attend meetings and subcommittee meetings, scrutinise Board papers, contribute to discussions, provide advice and guidance, drawing on their knowledge, insights and experience as appropriate to help the Board reach sound decisions.
- Work effectively as a member of the team with each collectively responsible for the decisions and actions of the Board.
- Participate in other tasks that may arise from time to time such as interviewing new staff and attending events organized by or on behalf of the Charity.
- Keep informed about the activities of the Charity and the context and wider issues which may affect its work.
- Champion our values of putting people first, being a learning organization and working collaboratively for change.
- Ensure that respect for equality, diversity & inclusion is embedded into decision-making at St Martin's Charity and that we are mindful of the impact of our work across the nations and regions of the UK.
- Ensure the mission and purpose of the Charity is maintained and strengthened.
- Maintain confidentiality about all sensitive/confidential information received in the course of a Trustee's responsibilities to the charity.
- Discharge the duties of a Trustee, as identified by the Charity Commission for England & Wales: The Essential Trustee and other guidance relevant to St Martin's Charity's wider reach.

How you can find out more - Candidate information sessions (online)

You may want to find out more about this opportunity and role so [Expert Link](#), with St Martin's in the Field Charity, will be hosting two short online information sessions for anyone interested in applying. These sessions are informal and open, a chance to ask questions and get a feel for what being a Trustee with lived experience is like in practice. You do not need to have been a Trustee before to attend.

- We will cover what governance involves day to day, what to expect in meetings, and the support available. We'll also talk about why lived experience is valued in trustee roles, and how the insight people bring translates into trustee strengths, for example asking grounded questions, spotting risks and unintended impacts early, bringing a strong focus on dignity and outcomes, and helping test whether plans will work in practice.
- Expert Link is a peer-led organisation that facilitates people with lived experience to influence change and helps organisations to meaningfully embed lived experience in governance, strategy, and decision making.

