



Appointment of Trustee

June 2025

XBRLVB

Letter from our Chair

I am delighted that you have taken the first step towards joining us on the board of the British Red Cross. This is a unique opportunity to play a vital role in governing one of the most respected and trusted organisations in the UK and globally, as part of the world's largest humanitarian network, the International Red Cross and Red Crescent Movement.

At a time when we seem to be besieged by crisis, personal and large scale, in people's darkest hours the British Red Cross is there. We have been for over 150 years, bringing kindness, hope, dignity, and tireless effort. Committed to ensuring everyone gets the help they need. In the face of conflict, disaster, displacement, or inequality, we bring compassion, dynamism, inclusive thinking, and courage. Our values, underpinned by kindness, exemplify how the power of humanity can be an immense force for good and we are needed now, more than ever before. The indomitable dedication, optimism, professionalism, and extraordinary commitment of our people, whether they are volunteers, supporters, or staff is genuinely inspirational, and I feel truly fortunate to be chair of this incredible organisation.

The board of trustees plays a vital role in effectively stewarding the organisation to remain relevant and to ensure that we will be there to deliver the highest quality of care and support services for as long as we are needed, here in the UK and across the world.

It is an incredibly important time to join the board. We have a refreshed strategy giving us renewed focus and energy to rise to the challenges that we face. With the scale and complexity of crises we see, our work in the UK and overseas is as important as it's ever been. Our dedicated and talented team of staff and volunteers deliver our humanitarian mission in accordance with our Fundamental Principles, but need often outstrips our capacity to respond. The Board and the executive leadership team work together to be innovative, creative and nimble in our work to be the most effective we can be. The prudent, difficult decisions the board and executive team have made and continue to make mean that we can both maximise our impact for people in crisis and ensure the sustainability of the British Red Cross for many years to come. If you are excited by the challenge and you have demonstrable leadership and board-level experience in complex organisations of scale, we warmly welcome your application.

The trustee role is a voluntary, unremunerated post, requiring time, dedication, and commitment to the Fundamental Principles of the Movement, and personal values that exemplify our purpose. In this appointment, we are seeking senior leadership experience of UK media, strategic communications, organisational positioning and reputation management. We are looking for people with passion, energy, commitment and vision to help reach out and make an impact on the lives of people vulnerable to crisis. You need to be able to share your dedication to the role and be an internal and external ambassador for the organisation.

This is a special opportunity to help lead one of the most respected and trusted organisations in the UK and across the global Movement of which we are part. The British Red Cross is a truly amazing organisation with a proud history of helping people and a culture that is progressive and aspirational. We are excited to be meeting the challenges that lie in our future. I hope that you will be inspired to apply and to be part of building the next phase of our history, assuring our contribution to humanitarian causes for years to come.

Yours,

Liz Padmore

Chair, British Red Cross



About us

Our vision is a world where everyone gets the help they need in a crisis.

Our mission is to mobilise the power of humanity so that individuals and communities have the capacity to prepare for, respond to and recover from crisis.

Our values underpin everything we do. We are:

**Compassionate,
Courageous,
Inclusive and
Dynamic**

Our Fundamental Principles

We are guided by and bound to adhere to our seven Fundamental Principles, which are **Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality.**

More information about Our Fundamental Principles can be found at: redcross.org.uk/principles



Our organisation

We help anyone, anywhere in the UK and around the world, get the support they need if crisis strikes.

The British Red Cross is here for humanity. We help people prepare for, respond to, and recover from crisis – bringing hope and life-changing support. Our teams work side by side with communities, listening to their needs and putting them first.

We're committed to making life better for people in crisis in the UK and across the world. The emergencies might be different – from dealing with floods or drought due to climate change, to leaving your country to find safety, to suffering alone with poor health – but we remain here for those who most need our help, without discrimination and with kindness. We are the British Red Cross, the world's emergency responders.

The Global Red Cross Red Crescent Movement

The British Red Cross is part of the Red Cross Red Crescent Movement, the world's largest humanitarian network, which is made up of three parts:

- **National Red Cross and Red Crescent Societies:** the British Red Cross is one of 191 National Societies around the world. Each Society has a responsibility to help vulnerable people within its own borders, and collaborates with the wider Movement to provide aid during global crises.
- **The International Federation of the Red Cross and Red Crescent Societies (IFRC):** The IFRC coordinates international relief provided by National Societies and supports them to plan and implement disaster responses and development projects in local communities.
- **The International Committee of the Red Cross (ICRC):** The ICRC operates globally to help people affected by conflict and armed violence, promoting the laws that protect victims of war (International Humanitarian Law).



Our impact

We have supported millions of people, in the UK and abroad, and through our wider Red Cross and Red Crescent Movement. Our ability to respond and support people most vulnerable to crisis - either directly, through others, or by facilitating systemic change – is reliant on our volunteers, staff and donors, all of whom play a vital role enabling our impact.

In 2024 we were able to make a difference in the three big cause areas of our Strategy 2030:

Disasters and Emergencies

- Supported more than 10,800 people through flooding, house fires and accidents in the UK
- Our humanitarian education programme reached more than 3.4 million across the UK
- More than 100,000 people attended our in person Red Cross Training workplace first aid courses

Health and Care

- Supported 76,200 people to live independently at home, including 44,600 people who we resettled safely in their home after a stay in hospital
- Our patient transport teams made more than 19,000 journeys
- 89% of people supported by our high intensity use services improved their ability to manage their own health
- Made over 44,900 wheelchairs and other pieces of mobility equipment available

Displacement and Migration

- Our refugee services, supported over 43,600 people, including over 700 unaccompanied children
- Reunited 290 families and helped 7,600 people look for, find or keep in touch with loved ones
- Supported over 14,000 people experiencing destitution



International

Just under half of our annual spending—£116.6 million in 2024—went towards our work around the world. These resources enabled us to:

- Help people living through the ongoing conflict and humanitarian crisis in Gaza and the wider region
- Support recovery in Afghanistan after the 2023 earthquake
- Assist those caught up in the conflicts in Yemen and Ukraine
- Provide aid to people enduring the severe food crisis in Africa

In addition to this essential work, we:

- Mobilised our Disaster Fund to respond rapidly to emergencies, including the El Niño floods in Kenya, the displacement of people in Sudan and Chad, and Cyclone Remal in Bangladesh, West Bengal, and India.
- Collaborated with our sister National Societies to support 2.5 million people worldwide
- Expanded our use of cash assistance, helping millions of people across 100 countries
- Deployed our Global Surge Team 34 times in 14 countries
- Strengthened our capacity and expertise in humanitarian diplomacy and international humanitarian law across the Movement





Our people

The lifeblood of the British Red Cross are our people – our committed team of staff and volunteers, who work with and on behalf of the those we serve, and who are enabled by our wonderful supporters.

Our team is led by our Board, Chief Executive, and executive leadership team.

The Board of Trustees is our governing body, and the highest decision-making authority within British Red Cross. It sets the direction of the organisation ensuring we continue to achieve our mission and meet our objectives, using our resources to maximum effect and upholding the Fundamental Principles, our core ethos and values. The Board comprises up to seven elected members and up to six members appointed by the board. The membership of the current board is available here: redcross.org.uk/our-trustees.

The Board works closely with the chief executive and executive leadership team, which is charged with the implementation of our strategy and policy.

You can find further details on our executive leadership team here: redcross.org.uk/our-executive-leadership-team

Our finances

Total income in our most recently reported period of 2024 was £287.1 million down £43.5 million from 2023. This was due to a reduction in our restricted emergency appeal income after record levels in 2022 and 2023, following the public's response to the crisis in Ukraine, and the earthquakes in Türkiye and Syria. Excluding emergency appeals, our total income grew by £16.7 million to £261.4 million

Total expenditure for the same period was £310.3 million (2023 £322.7 million). This comprised £238 million spent on charitable activities and £72.3 million on the cost of raising funds, of which £39.6 million represents the cost of our retail operation. Expenditure linked to emergency appeals totalled £30.5 million in 2024, compared to £69.5 million in 2023. Our overall expenditure exceeded our income in the year, as we continued to spend the money we raised in previous years to support continuing multi-year programmes; such as our Ukraine response.

Our reserves policy ensures our work is protected from the risk of disruption at short notice due to a lack of funds, while at the same time ensuring we do not retain income for longer than required. The reserves policy is reviewed annually by the board and defines a minimum target level of free reserves and then an acceptable range above this. In December 2024, the board approved a minimum level of £50 million and an acceptable range of up to £70 million (i.e. a £20 million range). This represented an increase on the previous range (£40 million to £50 million.)

Our free available reserves at the year-end of the 2024 period was £64.5 million, compared with £55.9 million in 2023.

For further information on the British Red Cross please visit us [here](#)



The role: Trustee

The British Red Cross is governed by a board of trustees that has ultimate legal responsibility for our organisation and is responsible for agreeing our overall strategic direction. The board ensures that as an organisation, we continue to work towards achieving our vision, using our resources to maximum effect and upholding our fundamental principles and values.

Our trustees are required to act responsibly, reasonably and honestly, and look after the resources that are entrusted to us. They must make sure our assets are only used to support or carry out our purposes as a charity and they must avoid exposing our assets, beneficiaries or reputation to undue risk.

Core responsibilities

Trustees are required, individually and collectively, to:

- Safeguard and promote the good name, reputation, vision, mission, Fundamental Principles and values of the British Red Cross and ensure the organisation complies with its governing documents, relevant legislation and statutory requirements
- Agree the strategy and support the overall strategic direction and development of the British Red Cross, by assisting in the setting of organisational policies, plans and objectives, and ensuring targets are set and performance is measured against milestones
- Ensure the viability, financial competence and probity of the organisation and its financial stability
- Engage actively with the chair, fellow trustees and the executive leadership team to ensure the board is effective in achieving its purpose
- Consider specific skills, knowledge, or experience to help the board reach sound decisions and provide support to the executive leadership team
- Lead or contribute to communications/groups as requested by the chair
- Provide ad-hoc advice to the chair, the board and the chief executive on specific topics relevant to their skills and knowledge
- Attend events, meetings, and conferences on behalf of the organisation, where trustees' experience will be of particular relevance and value

The person

Knowledge & skills

Trustees must evidence that they meet the following criteria:

- A commitment to making a difference to the lives of people in crisis in line with our Strategy 2030
- The vision, motivation, independence of judgement and decision-making skills to contribute to the strategic direction of the charity
- The ability to bring open, evidenced, constructive challenge to board discussions while playing their part in fostering an open, inclusive, collaborative environment
- Experience of working in large, complex organisations with many stakeholders
- Experience of operating within a board or committee structure in a large, complex charitable, public sector or commercial organisation
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship
- A willingness to use their network, their ability to make connections and to represent the organisation when required, in order to help the British Red Cross raise funds and develop its capabilities

Specific skills sought with this appointment

- Senior leadership experience of UK media, strategic communications, organisational positioning and reputation management

Attributes

Personal qualities and characteristics

- Independence of thought and intellectual curiosity with effective and persuasive communication skills
- The ability to work collaboratively with others as part of a team and to accept collective corporate responsibility for decision-making
- Ability and willingness to connect with people at all levels of the organisation in order to build understanding and gain insight from those closest to the people we help
- A commitment to the British Red Cross, with high, immediate ethical standards and instincts, as well as clear commitment to our approach to equality, diversity and inclusion
- A commitment to embracing and upholding the Fundamental Principles of the Red Cross and Red Crescent Movement, operating without political affiliation and to Nolan's Seven Principles of Public Life
- A willingness and ability to devote the time required for the role.

Terms of appointment

Remuneration:	Unremunerated voluntary position. Reasonable expenses for travel and subsistence will be reimbursed in line with the organisation's expense policy for staff and volunteers.
Time Commitment:	Circa 20 days per annum. Six board meetings are held each year, usually four in person at various locations around the UK and two virtually. These two meetings are usually over two days to allow deeper engagement with both services and strategy. In addition to these meetings, trustees usually join at least one committee or working group and attend a few organisational events during the year.
Terms:	A four-year term renewable once by mutual consent



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to British Red Cross on this appointment. Candidates should apply for this role through our website at www.saxbam.com/appointments using code **XBRLB**. If you'd welcome a conversation, please do get in touch with us.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. The closing date for applications is **Monday 30th June 2025 at 5pm**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Timetable

Shortlisting: **w/c 1st September**

1:1 informal conversations likely **w/c 1st September**

Formal Interviews including a stakeholder panel pencilled as either **11th September or 2nd/3rd October 2025, TBC**

If any of the interview dates pose a problem for you, please let us know about this at the time of application.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of individuals affected by crisis in the UK. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic status or neurodiversity.

We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We know that diversity fosters creativity and innovation, and we therefore particularly encourage applications from candidates who are likely to be underrepresented in British Red Cross's workforce. These include people from Black, Asian and minority ethnic backgrounds, disabled people and LGBTQI+ people.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Please note that a criminal record check will be required for this role.