

# RSPCA.



**CANDIDATE PACK**

## **Chair of Board of Trustees**





# Welcome

**We want a world where all animals are treated with kindness and respect. If you want that world too, this is your chance to help make it happen, as our new RSPCA Chair.**

## **ABOUT US**

**We change animals' lives** by rescuing those in urgent need and rehabilitating, rehoming or releasing them through our staff, volunteers, hospitals and centres across England and Wales.

**We change laws** by advocating for meaningful policy reforms and inspiring the public to push for positive change locally and globally.

**We change industries**, for example in our work with the government, industry and farmers to create a more compassionate farming system.

**We change minds** through prevention and education, championing the human–animal connection to encourage kindness and respect for animals from a young age.

**We achieve impact** in communities, through our volunteers, branches, centres and hospitals, our frontline rescue teams and our partners, and on a national and global scale, bringing people together to mobilise for animals.

For 200 years, we've been improving the lives of animals. Over that time, we've revolutionised the way people think, feel and behave towards them. Rescue and care is at the heart of what we do; we are the only charity that rescues the animals most in need – those suffering from cruelty and neglect.

But the world has changed, and, sadly, not for the better for the animals in our lives. Our work goes far beyond rescue and care. Millions of families struggle to care for their pets' basic needs as the cost-of-living crisis continues to bite. Billions of farmed animals suffer from industrialised, low-welfare farming. Wildlife and biodiversity are under threat due to climate change. The times we live in demand urgent responses.

To deliver maximum impact for all animals, we push for lasting change in homes, on farms, in laboratories and in the wild. Our efforts over many years of campaigning helped secure the recent ban on the live export of animals abroad, for example. We've also won a commitment from the UK Government to phase out the use of animals in experiments. Our RSPCA Assured scheme helps provide better food choices for shoppers by protecting animals from birth to slaughter on participating farms. And we've lobbied for a licensing scheme for primates kept as pets, which will be introduced in 2026.

A better world for animals is a better one for us all. We play a critical role in building this, but we can't do it alone – we work with multiple stakeholders and partners. We know that, to succeed in our ultimate goal, we need to keep building our millions-strong movement of supporters across all the diverse communities in which we work. We've recently updated our brand and made significant transformations in our leadership, governance and culture.

We're in a stable financial position. So we're in great shape to rally more people and build an even stronger voice for animal welfare.

## **ABOUT YOU**

Now we need an experienced, inspirational Chair who understands the challenges of working across complex and urgent issues like animal welfare.

In this voluntary role, you'll develop and lead our Board of Trustees, working closely with our new Chief Executive, at the world's most well-known animal protection charity. You will maintain excellence in our governance and drive our *Together for Animal Welfare* strategy forward.

To do that, you'll need a strategic mindset and the ability to focus on the future, while integrating a range of perspectives. You should have the skills to build consensus on complex or emotive issues. You'll offer oversight, advice and support to our talented executive team.

As someone with deep leadership experience, you must be able to develop a visible, approachable and trusted presence across the whole of the RSPCA. This is also an opportunity to raise our profile as part of one of the most recognised and respected animal welfare charities in the world. We want someone who can champion and represent the RSPCA at high-profile events, in the media, or in conversation with VIPs, policymakers or industry leaders.

As a trusted and inclusive individual, you will bring together passionate and diverse personalities from a range of backgrounds. You'll lead with common purpose, stimulate cooperation and inspire everyone's commitment to our goals. Indeed, how you influence is more important than the depth of your knowledge of animal welfare, although you'll need to demonstrate your commitment to this and to our aims.

We have just launched our refreshed strategy – [Together for Animal Welfare](#) – which sets out the societal change we all want to see for animals. We need an inspirational Chair who can work with our Chief Executive to drive our ambitious strategy forward, so that we can achieve the greatest impact for every kind of animal.

If that sounds like you, this is your chance to lead us into our exciting next chapter. You can help us fundamentally change the way the world thinks, feels and acts towards animals – for good.

If you believe you can do that, we'd love to hear from you.

**Amanda Bringans RSPCA Chair    Stuart Howells RSPCA Vice Chair**





# About us

## WHO WE ARE

We're the Royal Society for the Prevention of Cruelty to Animals – the world's oldest and largest animal protection organisation. For 200 years we've been changing laws, industries, attitudes and lives to put animal welfare at the heart of society.

Founded in 1824 by pioneers including William Wilberforce, Richard Martin and Reverend Arthur Broome, we sparked a global movement that continues to shape animal welfare today.

And our commitment to animals has never wavered.

We rescue animals from cruelty and neglect. Our inspectors and rescue teams respond to calls every day of the year, working with expert staff and dedicated volunteers across our centres, branches, hospitals and partners. Together, we rehabilitate, rehome or release a huge range of animals.

But we don't just rescue – we prevent suffering at its roots. Our campaigning and advocacy work has helped change more than 400 laws. We challenge cruelty in laboratories, farms, homes and the wild, while our RSPCA Assured scheme promotes higher-welfare farming.

We change behaviours too, by sharing our knowledge and advice, through education in schools and communities, and by working with businesses, organisations and families to build a more compassionate society.

We're powered by people. Across England and Wales, more than 130 local branches and over 10,000 volunteers show dedication and kindness in everything they do, from rescuing animals to running wildlife projects.

We also work beyond borders, using our voice and influence to push for better protection for animals worldwide.

As we enter our third century, animals need us more than ever. Climate change, factory farming, conflict and cost-of-living pressures are all taking their toll. But with renewed purpose, future-focused ambition and the strength of our movement, we're ready to lead lasting change.





## Our strategy: *Together for Animal Welfare*

This year we refreshed our strategy to respond to the growing pressures animals face in a rapidly changing world. *Together for Animal Welfare* outlines our vision for a kinder future for animals.

We know we can't do it alone. By working in partnership with people, communities, organisations and governments, we can achieve more. Our aim is to grow a powerful, connected movement that creates a better world for every kind of animal.

### Our five strategic priorities

- 1. Rescue and care** – We rescue and care for animals in need.
- 2. Advocacy and prevention** – We influence laws, shift attitudes and champion kindness.
- 3. Impact** – We deliver the greatest impact to animals.
- 4. Engagement** – We build lasting relationships with people and communities.
- 5. Organisational effectiveness** – We strive for excellence in all that we do.

## WHAT WE'VE ACHIEVED SO FAR

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**Together, we've made these [huge strides since 2021](#).**

- Transformed our leadership, governance and organisational culture.
- Set a bold direction for collaboration with partners including Eurogroup, the World Animal Federation, Network Rail, NSPCC, and Mind.
- Launched a new brand to rally the public, sector and policymakers around urgent animal welfare issues.
- Delivered a £1.5m cost-of-living support fund and distributed more than two million pet meals to help keep animals in their homes.
- Funded support for animals and their owners fleeing the conflict in Ukraine.
- Rolled out a three-tier prevention framework to target cruelty where it's most severe.
- Introduced a new science-based approach to animal welfare, considering both physical and emotional wellbeing.
- Helped secure landmark legal changes including animal sentience in law, stronger sentencing for cruelty, and bans on live exports and primates as pets.
- Launched new thought-leadership initiatives, including our annual *Animal Kindness Index*, the Wilberforce Lecture and the Animal Futures Project.
- Developed clear, [evidence-based policies](#) to improve animals' lives.

## OUR AMBITIONS FOR THE FUTURE

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**As we look ahead, we've identified nine key ambitions to drive our mission forward.**

1. End animal cruelty, abuse and neglect in England and Wales.
2. End harmful selling and breeding of pets in England and Wales.
3. Champion the global replacement of animal experiments with humane, non-animal methods.
4. Secure international agreements to prioritise animal welfare, including a UN convention.
5. Secure effective legal protection for all wildlife in England and Wales through robust new wildlife legislation.
6. Achieve statutory powers for RSPCA inspectors in England and Wales.
7. Build a millions-strong movement to create a better world for every kind of animal.
8. Encourage people to 'eat less, eat better': Call for a significant reduction in meat, dairy and egg consumption by 2050.
9. End lower-welfare farming by bringing more farms under the RSPCA Assured scheme and continually driving up welfare standards.



## Role profile

As Chair of the Board of Trustees you will oversee and drive delivery of our purpose to create a better world for animals. We do this by rescuing and caring for animals in need, advocating on behalf of all animals and inspiring everyone to do what they can to ensure animals have good lives.

Working alongside the Chief Executive, your leadership of the Board will ensure we achieve the bold ambitions in our strategy *Together for Animal Welfare*. As well as providing visible, inspirational leadership, you will actively promote and support our work across our local branches and networks, embodying a 'One RSPCA' approach to our federated structure. You will also champion and represent the RSPCA on the public stage, meeting with partners, major donors, VIPs and other influential people.

You will work in partnership with the Board, Chief Executive and Executive Leadership Team to help us deliver and achieve our strategic goals and objectives. You'll also work with the Chair of our Governance and Nominations Committee to ensure our overall governance is fit for purpose.

You will act as mentor and line manager to the Chief Executive.

### **LEADING OUR BOARD OF TRUSTEES**

We're looking for an inclusive, engaging leader of our Board, who will set a clear strategic direction and ensure our resources and investment deliver the maximum impact for animals. You'll need to:

- provide structure and leadership to the trustees, facilitating effective, collective decision-making that protects the long-term interests of the RSPCA
- ensure the Board of Trustees has the right mix of skills, experience and diversity to govern the RSPCA effectively, providing evaluation and feedback on performance of individuals and committees
- champion animal welfare and the RSPCA on the public stage, representing the organisation at key events, in the media and in discussions with policymakers, corporate leaders and VIPs
- support the Chief Executive, acting as counsel and sounding board on complex issues, and working with them to create a positive culture, inspiring everyone to live our values and behaviours
- maintain the highest standards of governance arrangements, ensuring they are up to date and fit for purpose, and ensure the Board discharges all its legal responsibilities.



## PERSON SPECIFICATION: YOUR KNOWLEDGE AND EXPERIENCE

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- Senior non-executive organisational leadership experience gained in more than one sector is essential, such as Chair, Vice Chair or equivalent.
- Strong experience of overseeing, protecting and promoting the reputation of an influential or high-profile organisation.
- Personal experience of building cooperation and shared commitment across competing perspectives.
- Practical experience of leading or overseeing programmes of development, and of helping to stabilise and refocus organisations during periods of modernisation or transformation.
- Understanding of the scale and complexity of large organisations such as ours, including the financial challenges we face.
- Substantial experience of leading or working as part of multi-skilled, non-executive boards and of fostering inclusive and diverse boards.
- Knowledge of large charity governance principles, practices and the legal responsibilities of their boards.
- Ability to understand and relate to the specific challenges of federated structures.
- Commitment to Equity, Diversity and Inclusion and promotion of anti-discrimination in all forms recognised in law.

## YOUR SKILLS AND ABILITIES

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- **Strategic mindset:** You will be focused on the long term, looking to the future with an appreciation of wider trends, and will bring and integrate perspectives from different contexts.
- **Astuteness:** You will bring sharp commercial and other acumen.
- **Strong chairing skills:** You will have a great track record of guiding trustees to reach consensus on sometimes technically difficult or emotive topics. You'll do this by actively facilitating discussion, summarising points to support decision-making and resolving potential areas of conflict.
- **Personally influential:** You will be someone known for their compelling communication style, listening skills, excellent judgement and diplomacy.

## YOUR PERSONAL STYLE AND BEHAVIOURS

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- A visible and trusted presence, with low ego and high personal credibility, you will bring an engaging, collaborative and empathic style that inspires confidence.
- You'll be able to work externally with all our networks of stakeholders and donors.
- You'll have strong organisational development orientation. You will be interested in developing our Board and in supporting wider organisational development.
- We are looking for someone with undisputed personal integrity and a fair, inclusive and open leadership style. You will be practical and have a common-sense approach.
- You will have a demonstrable commitment to animal welfare and the values and beliefs of the RSPCA.
- You will be sensitive to the political, social and economic environment in which the RSPCA operates, as part of the animal welfare and broader charity sector.





# Terms of appointment

## TIME COMMITMENT

On average six days a month, post-induction. Core commitments are:

- chairing approximately four to six Board meetings a year (these will be based in London or be virtual or hybrid meetings) including a two-day meeting in June
- attending sub-committees/meetings as required
- participating in two to three external events per year
- chairing the RSPCA's AGM
- hosting Board development sessions as required.

You will be expected to meet colleagues across the RSPCA – including our branch network – from time to time. You will also attend occasional site visits and support philanthropic meetings as required.

## TERMS OF OFFICE

The Chair is eligible to serve for up to three terms of office, each of three years' duration.

## REMUNERATION

This role is offered on a voluntary basis. We will reimburse reasonable expenses incurred on RSPCA business.

# Lead the RSPCA, and inspire everyone to create a better world for every animal.

## Here's how to apply.

Saxton Bampfylde Ltd is acting as an employment agency advisor to the RSPCA on this appointment. Candidates should apply for this role through our website at: [saxbam.com/appointments](https://saxbam.com/appointments) using the code XANIB.

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 27 October 2025. We are looking to appoint the successful candidate by 15 December 2025.

We aim to create a diverse workforce where all individuals are treated with dignity and respect. We believe it is in the RSPCA's best interests, and in the interests of those who work within it, to recognise the value of each individual and to combat prejudice, stereotyping and harassment. We welcome and encourage applications from candidates of all backgrounds.

\* 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.

### 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.

### Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

The Royal Society for the Prevention of Cruelty to Animals (RSPCA) is a registered charity in England and Wales (registered number 219099), and a statutory corporation. As such the Board of Trustees has full legal responsibility for the actions of the charity under the Charities Act 2011 and the RSPCA Act 1932.

The RSPCA operates in partnership with a network of around 135 separately registered RSPCA branches throughout England and Wales.