

R N I B



See differently

RNIB Trustee recruitment



Information pack on two roles for candidates
October 2025





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A message from Anna Tylor, Chair of RNIB



We're at an exciting point in RNIB's journey and are looking for talented people who share our values to join our Board of Trustees. Together, we can achieve our ambitions for people with sight loss. There is no time to waste if blind and partially sighted people, like me, are to live our best lives.

We're working hard to provide support, essential services and campaigns to challenge old ways of thinking about sight loss. But we're not just thinking about the here and now – we're building for the future.

As our ambitious strategy demands, RNIB is changing. We need to continue modernising and ensure we give people with sight loss what they need, when they need it, whatever the future holds.

We're making progress in key areas. In eye care and eye health, we launched our NHS-endorsed Eye Care Support Pathway to patients and the public

last year. The pathway is a framework that will offer practical and emotional support to people at all stages of their sight loss diagnosis and let them know what to expect at each stage of their eye care journey. We're now working with partners across the healthcare sector to ensure people get the right support at the right time, from the moment they notice a change in their eyesight.

This is important, but we cannot consider our work done until people with sight loss are equal participants in a fully accessible society. Much more needs to change – in employment, education and all areas that support family and social life – so that everyone has the same opportunities.

We can achieve this by building on the work of our supporters, partners, volunteers and staff. All of this is supported by a highly committed Board of Trustees, to which we are recruiting new talent to help us in this vital work.

If you would like to learn more and believe you could rise to the challenge, we would be delighted to hear from you. Help us support more people with sight loss lead to live their best lives and reach their full potential.

Anna Tylor,
Chair of RNIB

Our purpose

We want to make sure blind and partially sighted people can live the lives they want to lead.

We need radical change. The number of people with sight loss is growing and is expected to double by 2050.

Our insight and data shows that blind and partially sighted people are significantly more likely to experience poorer health, wellbeing and lifestyle outcomes than the general population.

Compared to people without disabilities, blind and partially sighted people are:

- More than three times as likely to be dissatisfied with their health.
- More than twice as likely to experience unhappiness or depression.
- Around half as likely to be in employment.

More than one in three blind and partially sighted people rarely or never use public transport, which significantly reduces their ability to get around.

Too much of everyday life is inaccessible and excludes blind and partially sighted people. There is low awareness and understanding of sight loss, so there are inaccurate perceptions and low expectations

about what blind and partially sighted people can achieve.

Across the UK, sight loss support and eye care services are inadequate, with long waiting lists and people not getting the care and support they need. Those in positions of power – government, businesses, health and social care leaders and local decision makers – often don't understand or prioritise sight loss. This means blind and partially sighted people aren't getting what we need or are entitled to, leading to personal, financial and emotional disadvantage. In some cases, people are losing their sight unnecessarily.

We need to work in a way that matches the pace of change in the world around us. We must do things differently, influencing key decision-makers and wider society to act with urgency and at scale. We need to act now.



Our strategy

Our strategy has ambitious 10-year objectives to ensure every person with sight loss can live the life they want to lead.

We'll make sure people in the UK understand sight loss and embrace the positive contribution blind and partially sighted people make to society. We also want sighted people to be prepared should they experience sight loss.

To do this, we need everyone to care about and prioritise eye health. We need more focus on accessibility and inclusion in any project, service or process. We need more people and communities to campaign with us, help break down barriers and drive social change for a future that is inclusive by default, not demand.



To achieve this, we will:

- Ensure blind and partially sighted people receive better services by influencing key decision-makers in government, health and social care and business.
- Campaign with people, communities and partners to break down barriers, increase awareness of sight loss and legal rights and change attitudes across society.
- Encourage people to actively support our cause as donors, volunteers or advocates.
- Influence and work with the public and private sectors and educators to champion accessibility.
- Challenge limiting assumptions and make sure everyone is treated equitably.
- Champion the unique perspective that seeing differently brings.

Lived experience of sight loss is fundamental to shaping everything RNIB does. Our work is driven by our understanding of these experiences. We've set out our strategic objectives for the next 10 years and our targets for the next three years (to April 2027) will keep us focused and on track.

Our 10-year objectives

- By 2035, practical and emotional support is offered to 100 per cent of secondary eye care patients.
- By 2035, everyone with sight loss has access to the practical, technology and psychological skills needed for day-to-day life.
- By 2035, everyone with sight loss can make spontaneous end-to-end journeys and travel the way they want to.

Our impact

If we get this right, sight loss support will no longer be inadequate or inconsistent across the UK. People will get the right care and support when they need it. If we get this right, people will not lose their sight needlessly.

If we get this right, people with sight loss will keep their jobs, find employment, get around independently, build relationships and live well with confidence and resilience. Many more people with sight loss will be able to thrive and live a life without limits.

If we all get it right, we'll narrow the long-term gap in health and wellbeing between blind and partially sighted people and the general population – and we'll track our progress to ensure it happens.



RNIB Trustee role description

Purpose

RNIB is seeking new Trustees to join our Board. The Board sets and oversees the organisation's strategy and supports the Chief Executive and Executive Leadership Team to deliver our mission effectively and with maximum impact.

Key accountabilities

- Fulfil the legal duties of the Trustee role.
- Set the strategy of RNIB to meet our charitable objectives, taking into account the views of stakeholders, especially blind and partially sighted people.
- Agree business and financial plans to support strategic delivery.
- Scrutinise performance, ensuring that RNIB's resources are used effectively to achieve our charitable objectives.
- Provide financial stewardship and ensure responsible management of all RNIB assets.
- Undertake regular and detailed scrutiny of RNIB's financial position, ensuring stability and appropriate investment of funds.
- Ensure effective and efficient administration through agreed assurance frameworks, with reference to compliance with external regulation and best practice.
- Take responsibility for safeguarding and health and safety of RNIB customers and staff, ensuring appropriate management and reporting.
- Take responsibility for risk management across RNIB, ensuring risks are identified, assessed and mitigated.
- Lead the culture of RNIB, ensuring behaviours and decisions reflect our values.
- Support the Chief Executive, senior management and wider staff to deliver the organisational strategy.
- Engage with RNIB's stakeholders, especially blind and partially sighted people.
- Attend and participate in all Board meetings.

Trustee person specification

As an organisation led by blind and partially sighted people, candidates with lived experience of sight loss are critical to our governance and particularly encouraged to apply.

We're currently seeking Trustees to sit on RNIB's Board to fill the following roles:

1. Treasurer and Chair of the Finance and Investment Committee:

with strategic financial leadership experience, ideally at an organisation of similar scale and complexity, most likely as a CFO or committee Chair in a relevant field.

1. Chair of the People, Culture and Safeguarding Committee and Safeguarding Lead Trustee:

with senior strategic leadership experience in people management (such as through managing large teams or through leading significant organisational design, people and cultural agendas) in an organisation of similar scale and complexity from any sector.

If you don't meet these criteria but are still interested in joining RNIB's Board, we would still like to hear from you.

To access the full role descriptions and find out more, visit www.saxbam.com/appointments using reference XBXBA.

Essential criteria

Candidates must be able to demonstrate:

Skills, knowledge and experience

- Experience of chairing a committee in a relevant field.
- Confident and effective communication and influencing skills, including digitally and online, with a willingness to provide constructive challenge to peers and the Executive Leadership Team (ELT).
- Proven ability to work effectively as part of a team.
- Proven ability to analyse complex information and concepts.
- Understanding of the work of RNIB and the issues we face.

Desirable criteria

Candidates could be able to demonstrate:

Skills, knowledge and experience

- Experience of operating as a Board member within another charitable, public sector or commercial organisation, or a strong and demonstrable ability to do so.
- Knowledge of Trustees' statutory duties, responsibilities and liabilities.

RNIB values and behaviours

- Strong personal commitment to promoting the interests of blind and partially sighted people.
- Strong personal commitment to RNIB's values and charitable objectives.
- Commitment to personally upholding and promoting the organisational behaviours of RNIB.
- Commitment to behaving consistently with Nolan's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Commitment to maintaining confidentiality.
- Willingness to devote the necessary time and effort required for the role.
- Availability outside Board meetings in case urgent issues arise which need to be considered by the Chair or Vice Chair.

For further information, we'll be hosting an online information event on 3 December 2025 at 2pm. Please register your interest by completing the online form link rnib.in/TrusteeRecruitmentOct25

Eligibility criteria

- Candidates must be aged 16 or over and resident in the UK.
- Candidates must not be employees of RNIB.
- Offers to candidates will be subject to written references and Disclosure and Barring Service (DBS), Protecting Vulnerable Groups (PVG) and/or Access Northern Ireland checks prior to formal appointment as a Trustee.
- Successful candidates will be required to sign a declaration to disclose certain personal information to confirm they are a 'fit and proper person' to manage a charity; that they are not disqualified; and to state that they will ensure that RNIB funds are used for charitable purposes.
- Successful candidates will be required to sign the RNIB Professional Code of Conduct.

Minimum time commitment

Trustees are expected to commit at least 18 days per year, including four Board meetings and four Committee meetings which take place during usual working hours, plus additional time being digitally or otherwise connected with blind and partially sighted people.

Legal context

Trustees are responsible for the legal stewardship of RNIB. This involves ensuring RNIB is compliant with legislation and its own governing documents, which are the Royal Charter and Bye-Laws. The Trustee role carries with it a number of legal director duties which Trustees are expected to understand.

We expect all our Trustees to be aware of the Charity Governance Code. In particular, our Trustees should be committed to our cause and have joined our Board of Trustees because they want to help us deliver our purpose. They should understand their roles and legal responsibilities while being committed to good governance and want to contribute to our continued improvement.

Charity Commission guidance states that Trustees must:

- Ensure that everything they do helps to achieve the charity's objectives.
- Comply with the charity's governing document and the law.
- Act in the charity's best interests.
- Manage the charity's resources responsibly.
- Act with reasonable care and skill and take advice when necessary.
- Ensure the charity is compliant with statutory accounting and reporting requirements.

Our commitment to diversity and inclusion

RNIB is committed to developing and maintaining a Board of Trustees and Committees that are truly representative of our UK-wide customer base – demonstrating diversity with regard to gender identity, ethnicity, religion, sexual orientation age, disability and geography. RNIB is committed to ensuring Board and Committee membership includes the depth and breadth of professional and personal experience required to provide the organisation with the strategic direction and scrutiny required for it to succeed.

As an organisation led by blind and partially sighted people, candidates with lived experience of sight loss are critical to our governance and are particularly encouraged to apply.

We will:

- Pay for travel costs incurred in the course of attending interviews and meetings.
- Make any reasonable adjustments – for example, ensuring we have British Sign Language interpreters organised in advance.
- Offer a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role.
- Provide an induction for all Trustees once appointed, with ongoing training and development sessions relevant to your role.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to RNIB on this appointment. For further information about the role, including details about how to apply, please visit www.saxbam.com/appointments using reference XBXBA.

All candidates are also requested to complete an online Diversity Monitoring Form, which will be shared at the end of the application process. This will help us to monitor selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.



Timelines

Online information event: 3 December 2025

Application closing date: 12 January 2026

Initial online interviews with our agency Saxton Bamflyde: w/c 26 January 2026

In-person interviews with RNIB: 26 February 2026

Personal data

In line with GDPR, we ask that you do not send us any information that can identify children, or any sensitive personal data. This includes data about racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sexual orientation, genetic or biometric data.

Following this notice, any inclusion of your sensitive personal data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also make sure you don't include information about anyone else (for example, referees) unless they have agreed to their details being shared.

Contact details

We're committed to ensuring everyone can access our website and application process. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, or have any comments or suggestions about improving access to our application process, please contact Belinda Beck at belinda.beck@saxbam.com.

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