



# CANDIDATE PACK FOR THE TRUSTEES

# WELCOME

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Dear Colleague,

Thank you for your interest in becoming a trustee of The Solicitors' Charity\*.

You will be joining a Charity that has been supporting solicitors at times of need since 1858.

Our vision is to be here for all solicitors and their dependants, to help and support their wellbeing in times of need and beyond, so that they can thrive. Our mission is to provide personalised support for emotional, physical, professional and financial wellbeing.

Now is an exciting time to become a trustee and join a highly skilled Board and extremely dedicated staff team. We agreed a new three-year strategy in early 2024 which focuses on six aims:

- To strengthen and diversify funding sources.
- To build awareness of the Charity.
- To ensure greater transparency.
- To broaden our range of support (including for mental health).
- To promote greater resilience and independence (but where this is not possible, continue to offer long term support).
- To optimise staffing levels and support for our people.

In the first year of the new strategy, we doubled the number of new people helped; and increased the number of partner organisations who we commission to provide expert advice, assessment, and therapy. We saw a 178% rise in the number of referrals for mental health assessment and therapy, a doubling in the number of people referred for career coaching, and a 75% increase in referrals for money management, debt and benefits advice.

We made awards and grants totalling £1.2m and our partners helped our clients to make formal and informal solutions for £800,000 of debt and to write off a further £900,000 with creditors.

At the end of 2024 the total value of the Charity was £25.9million including £21.7 million in investments.

We are making great progress with this new strategy and, starting in late 2025, we will be reviewing our successes and beginning to think about our future direction with important decisions being taken in late 2026.

Alongside our delivery strategy we have begun work on our new fundraising strategy to help us meet the financial demands of increased need and to ensure our viability in the long term.



We are currently looking for up to three new trustees and are particularly interested in hearing from candidates with specialisms in employment or HR law, financial leadership at a strategic level, and clinical medical experience (especially with a mental health component), to help strengthen the Board. We actively seek to broaden the diversity of our Board in all aspects to enrich our collective decision-making and governance and welcome applications from candidates who do not have to have previous trustee experience, but who share our values and demonstrate strategic thinking with outstanding communication skills and the ability to probe and appropriately challenge both the Executive and Board colleagues, deploying a collaborative approach and sound judgement.

If this sounds like an opportunity you would like to explore further, we very much look forward to hearing from you.

**Ginny Cannon**

**Chair of the Governance Oversight Committee**

\*The Solicitors' Charity is the operating name of The Solicitors' Benevolent Association Ltd.



# ABOUT US

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**Our vision** is to be here for all solicitors and their dependants, to help and support their wellbeing in times of need and beyond, so that they can thrive. We work with individuals to provide personalised support to help them overcome difficulty, and become self-sustaining through emotional, physical, professional, and financial support. The Solicitors' Charity provides comprehensive wellbeing support, helping solicitors overcome life's challenges.

## OUR CORE VALUES

Non-judgemental. Trustworthy. Engaged. Collaborative. Understanding. Professional.

To **find out more** about how we help please visit: <https://thesolicitorscharity.org/how-we-help/>

## LEADERSHIP

Our Board of Trustees is made up of solicitors from across the profession, and other experts, who oversee and provide direction for the work of our brilliant team of 10. Together we work to ensure every solicitor, from any background, can access help and support when they need it most.

We work with our clients in a highly personalised, non-judgemental way, taking time to understand each situation before agreeing packages of support designed to help people return to being self-supporting and independent, as well as providing life-long support for essentials where this is the right approach.

<https://thesolicitorscharity.org/about-us/our-trustees/>

The Board of Trustees oversees The Solicitors' Charity governance. The Board is responsible for agreeing the organisation's strategy and delegates responsibility for the execution of that strategy to the CEO.

The Board Officers are the Chair, Vice-Chair and Treasurer.

The Board has four sub-committees: Investment, Finance & Audit; People & Development; Governance Oversight; and the Awards Committee, each with a highly capable trustee chair.

Trustees serve on one or more sub-committee of the main Board and Board Officers are ex officio members of them all. The Chair and Vice-Chair agree how they engage with the various Committees.

## EQUALITY AND DIVERSITY

The Solicitors' Charity is committed to principles of Equality and Diversity.

We are committed to being a fair provider of relief and assistance to both enrolled and former solicitors and to their dependents who are in need.

Our commitment to being a fair provider means ensuring all applicants and beneficiaries will be treated fairly and no one will be subject to discrimination on the ground of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity status, race, religion or belief, sex or sexual orientation.

Our commitment means recognising, respecting and valuing the differences between individuals, acting inclusively and treating everyone fairly. We seek to provide and promote a culture which delivers the best outcomes for our applicants and beneficiaries, and which reflects the diverse profession and society we serve.

# THE ROLE

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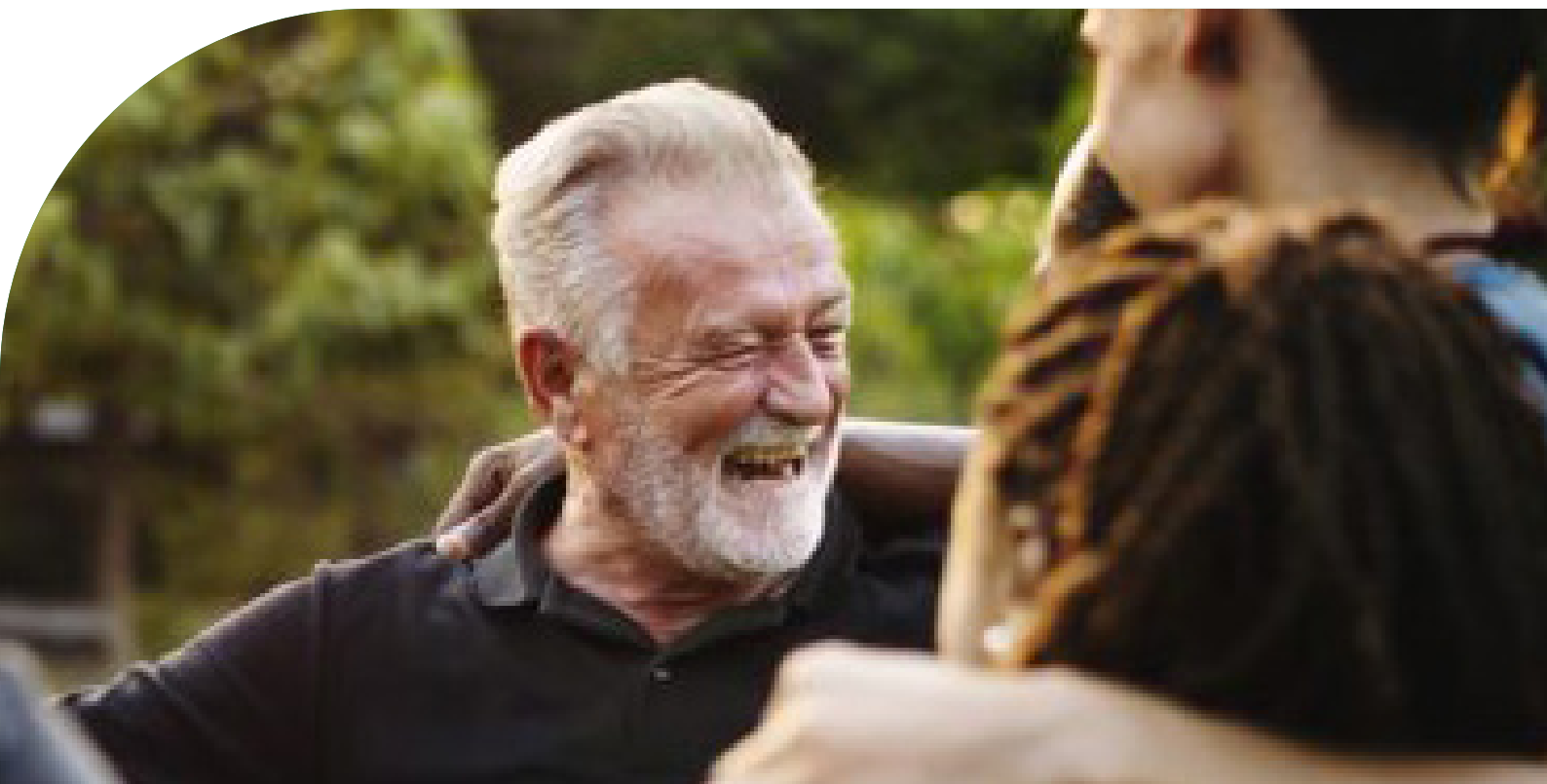
## ALL BOARD MEMBERS ARE EXPECTED COLLECTIVELY (WITH FELLOW TRUSTEES) TO:

- Oversee the strategic direction, financial management and governance of the organisation.
- Ensure that the organisation works within its charitable objectives and is compliant with charity and company law within the jurisdictions within which it is registered and operates.
- Further the charitable objectives of the organisation.
- Ensure the charity is sustainable in the long term.
- Serve on at least one sub-committee of the main Board.

## PRINCIPAL DUTIES AND RESPONSIBILITIES

### Collectively trustees will:

- Promote the organisation, its mission, aims and values.
- Take part in formulating and regularly reviewing the strategic aims of the organisation.
- Ensure that the organisation's policy, practices, performance and operations are in keeping with its aims.
- Ensure that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
- Ensure the organisation is accountable to its stakeholders and partners.
- Ensure those using services are at the heart of everything the organisation does and be able to use lived experience to inform processes.
- Appoint and monitor the performance of senior executives.
- Where appropriate, be able and willing to take on the responsibility of chairing a board committee and driving forward the work tasked to that committee (when required).
- Ensure they have adequate information and guidance to execute the above responsibilities and are not conflicted in their involvement in any decision-making.



# THE PERSON

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In your application, please tell us what you can bring to the role against the Knowledge and experience below. The skills and qualities will be discussed later on with selected candidates.

## KNOWLEDGE AND EXPERIENCE

As well as the skills and qualities we expect of all Board members, we are looking for three leaders who bring in-depth and practical experience of:

- HR or Employment law, to join the People and Development Committee.
- Finance/accounting, to join the Investment, Finance and Audit Committee (and, ideally, take over as Treasurer in three years' time)
- Medical practice, especially general or mental health experience, to join the Awards Committee (this is a non-clinical role)

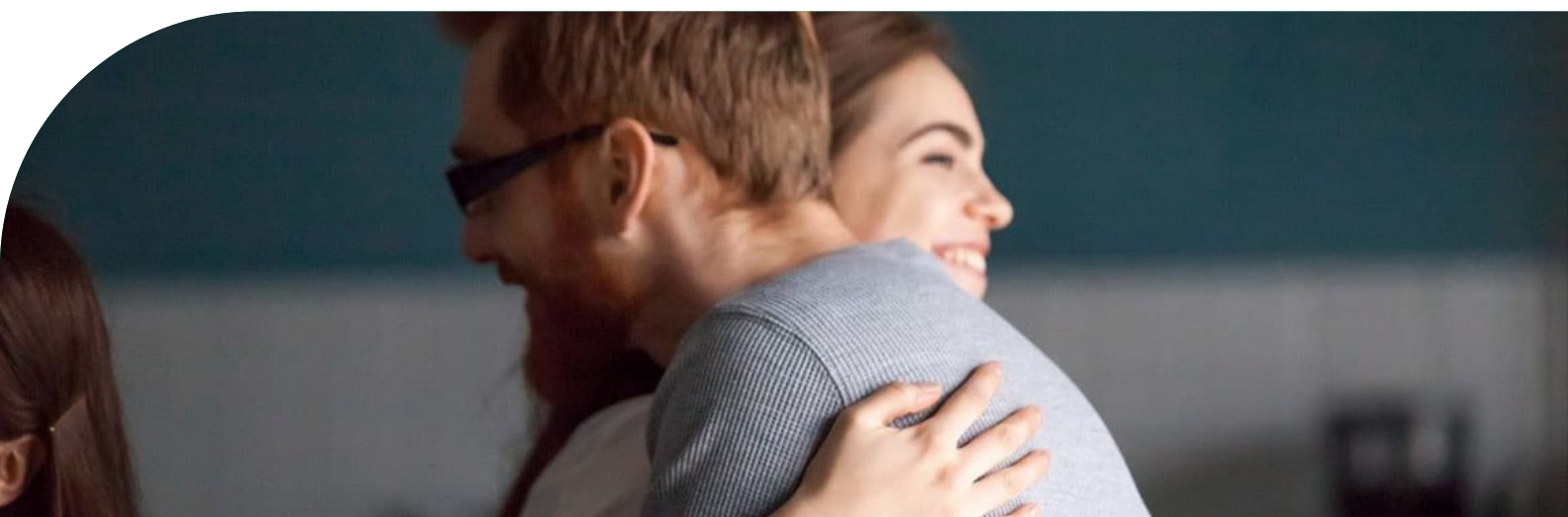
In all three cases, the trustees will be providing expert guidance to their committees and the wider Board, including, for instance, as to when formal external advice should be sought.

- You will need to demonstrate an understanding of the non-executive role of the Trustee, and the role of the Board.
- An understanding of what The Solicitors' Charity is aiming to achieve, and its main priorities, is essential.

## SKILLS AND ABILITIES

All applicants will need to show us:

- Outstanding communication, interpersonal and influencing skills with the ability to make considered contributions, challenge and exchange views respectfully with board colleagues and the Executive.
- High strategic capacity – able to set strategy, policy, business plans and assess competing objectives.
- High analytical and decision-making capacity with the ability to assess the use of resources, risk and controls assurance, operational and financial performance and accountability to stakeholders.
- Able to work pro-actively and constructively with fellow trustees and key staff in a way that models positive behaviours and constructive challenge.
- Able to uphold good governance by observing trustees' duties and legal and regulatory governance standards, contributing to the setting and delivery of the organisation's charitable goals.





# TERMS OF APPOINTMENT

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## TIME COMMITMENT

- Around one day per month on average, but there can be peaks and troughs
- Trustees are members of one or more Committees, depending on knowledge, expertise and interest.
- Committees meet a minimum of 4 times a year, remotely, though the Awards Committee meets up to 8 times a year (again, remotely). The timing of meetings is agreed between committee members.
- There are four board meetings per year, two of which have an expectation of in person attendance and two of which are hybrid in-person/online. Most in person meetings are held at The Law Society, London, and other venues in and around London
- In addition, there is a strategy awayday with an expectation of in person attendance.

## TERM OF OFFICE

- Trustees are appointed for a maximum of 10 years across three successive terms of 2, 4, and 4 years.

## BOARD MEETINGS

Board Meetings are held between 1.45 pm and 4pm, with in person meetings usually being held in Central London.

Board Meetings currently alternate between in person attendance preferred and hybrid (in person and online) arrangements.

Future Board Meeting dates are:

- 10th September 2025 (expected first meeting as a trustee)
- 8th October (tbc) – an in-person only strategy away day
- 10th December 2025 (followed by a Christmas celebration)
- c. 11th March 2026



## HOW TO APPLY

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We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact [rebecca.oconnor@starfishsearch.com](mailto:rebecca.oconnor@starfishsearch.com) to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/trus-the-sol-cha-trustees/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

**Closing date:** Friday 20th June 2025

**Preliminary interviews:** w/c 7<sup>th</sup> July 2025

**Final Panel interviews:** w/c 21<sup>st</sup> July 2025

