



CANDIDATE PACK FOR UP TO FOUR TRUSTEES

WELCOME FROM OUR CHAIR

Dear Applicant,

Thank you for your interest in becoming Trustee of Single Homeless Project (SHP). Our work prevents homelessness, provides safe places to live and gives people the opportunity to rebuild their lives and reclaim their futures. And we never give up.

We began in 1975 when six homeless Londoners set out to challenge the system and make their vision of a safe place to live for everyone a reality. A lot has changed since then, but our spirit hasn't. In a city where hundreds are forced into homelessness every day, our work has never been more needed or more challenging. And we're not shying away. We're rolling up our sleeves to make change and helping over 10,000 Londoners every year. You can read more about us and what we do [here](#).

This is a particularly exciting time to join us as we mark our 50th Anniversary and launch a bold new strategy. At a time of such unprecedented change nationally, of huge political and economic upheaval, and of rising costs for everyone, what we do is only set to grow in importance. In response to the external environment and what our clients told us needs to change for them, we are leading SHP into a new and ambitious era of development and impact. And we are looking for up to four new trustees to help us do that.

We're particularly interested in people who can bring a background in the provision of homelessness or supported housing services (which must include safeguarding); or with the work of Registered Providers; or with an understanding of the commissioning and contractual environment or in fundraising; or in digital, AI and innovation. Any of these will add to the range of backgrounds we already have and help to propel us forward. Or you may come from another background that supports our governance or ability to operate in complex times – this could include, for example, people with a background in Legal or Risk. We are always open to applicants with lived experience of homelessness or who have a compelling connection with, or interest in, what we do at SHP and want to contribute through their experience, reputation or achievements.

Wherever you are now, our new trustees can expect to be part of a tenacious, diverse, high-performing and genuinely committed team of non-executives, all working with our uniquely talented management team. SHP is passionately committed to the principles of equity, diversity and inclusion. We see these as critical in helping the achievement of our mission and we therefore encourage diversity in its broadest sense, across all of the protected characteristics and acknowledging generational, socio-economic and neurodiversity too.

I hope you will consider SHP as a place where you can make a genuinely tangible personal contribution to addressing homelessness. If you believe you can bring the skills and qualities our Board needs then we very much look forward to hearing from you.



Meeta Luthra
Chair of the Board of Trustees

OUR TRUSTEES

SHP's trustees play a vital role in helping us achieve our vision: that everyone has a place to call home and a chance to live a fulfilling life. Trustees provide collective leadership, governance and oversight to ensure SHP delivers high-quality services, stays financially sustainable and remains true to its mission and values.

This role exists to safeguard the charity's long-term success and maximise our impact on the lives of Londoners facing homelessness. Trustees help shape the strategic direction of SHP, making decisions that influence how we prevent rough sleeping, support people to rebuild their lives, and tackle the root causes of homelessness. Their contribution directly affects the quality, reach and effectiveness of our services at a time when the need for them has never been greater.

The challenges of rising living costs, limited access to affordable housing, and widening health inequalities mean that more people are at risk of homelessness. Trustees ensure that SHP remains resilient in this climate: holding the organisation to account, supporting strong financial stewardship, and helping us adapt and innovate so we can continue to meet growing demand.

By acting as ambassadors, trustees also extend SHP's influence and reach. They help secure new partnerships and resources, enabling us to make a greater impact in preventing homelessness and ensuring people have the chance to thrive.

You can read more about our Management Team and Board of Trustees [here](#).



MAIN RESPONSIBILITIES OF THE TRUSTEE ROLE

STRATEGIC LEADERSHIP

- Contribute actively to SHP's long-term direction, helping set goals, policies and priorities.
- Monitor progress against the organisation's strategy and hold the leadership team to account.
- Use personal skills and experience to help the Board make informed, balanced decisions.
- Ensure that decisions are always made in the best interests of SHP and the people we support.

GOVERNANCE AND COMPLIANCE

- Ensure SHP complies with its Articles of Association, charity law, company law and other relevant regulation.
- Safeguard SHP's reputation by upholding high standards of governance and accountability.
- Make sure that risks are identified and managed appropriately.
- Act with integrity, exercising reasonable care and judgement in all decisions.

FINANCIAL STEWARDSHIP

- Ensure SHP's resources are managed responsibly and used only to pursue its charitable purposes.
- Monitor financial performance and support decisions that safeguard SHP's long-term sustainability.
- Working with the Treasurer, provide constructive oversight of budgets, reserves and investment decisions.

ROLE AS AN AMBASSADOR

- Safeguard and promote SHP's mission, values and good name.
- Represent SHP to external audiences, building awareness and support for our work.
- Use personal and professional networks to open doors and create opportunities for SHP.
- Support fundraising initiatives, events and activities where appropriate.

EQUALITY, DIVERSITY AND INCLUSION

- Actively support SHP's commitment to equity, diversity and inclusion.
- To create inclusive working environments and cultures to enable colleagues and clients to feel safe and empowered to achieve their full potential.
- Ensure decisions and discussions reflect fairness, respect and equal opportunities.
- Promote SHP as an inclusive and values-driven organisation.

BOARD DEVELOPMENT AND TEAMWORK

- Work collectively with fellow trustees, recognising the difference between governance and management.
- Contribute to regular reviews of Board performance and governance standards.
- Maintain confidentiality and demonstrate respect, integrity and openness in all discussions.
- Balance tact and diplomacy with a willingness to offer constructive challenge.

WHO WE ARE LOOKING FOR

KNOWLEDGE AND EXPERIENCE

- Experience of working at a senior level in at least one of the following areas is essential to be considered:
 - services, including safeguarding, in the housing or registered provider sector or related sector or environment
 - fundraising
 - digital / AI / innovation
 - backgrounds that support SHP's ability to operate in a complex environment, such as Legal or Risk
 - lived experience of homelessness or a particularly compelling connection with, or interest in, what we do
- Understanding of governance responsibilities and collective decision-making.
- Knowledge of the voluntary sector or homelessness / housing services.
- Experience of committee or Board work is an asset although first-time trustees will be considered.
- Awareness of the external environment in which SHP operates, including relevant policy, funding or regulatory issues.

SKILLS AND ABILITIES

- Ability to think strategically and take a long-term view.
- Strong interpersonal and communication skills, with the ability to listen, challenge and influence constructively.
- Ability to work effectively as part of a team, respecting different perspectives and experiences.

STYLE AND PERSONAL ATTRIBUTES

- Capacity to devote the necessary time and energy to the role.
- Willingness to act as an ambassador for SHP, promoting its work and values.
- Sound independent judgement and the ability to assess complex information.
- Commitment to SHP's mission, values and objectives.

SHP is passionately committed to the principles of equity, diversity and inclusion. We see these as critical in helping the achievement of our mission and we therefore encourage diversity in its broadest sense, across the protected characteristics and including generational, socio-economic and neurodiversity.



TERMS OF APPOINTMENT

TIME COMMITMENT

The role requires a commitment of around 9-12 days per year. This includes:

- Four Board meetings per year (usually evenings in central London, with online options where appropriate).
- One or two strategy days or training sessions annually.
- At least two visits to SHP services each year, engaging with staff and clients, and reporting insights back to the Board.
- Acting as a positive and active ambassador for SHP at events, with partners, and through networks.
- Each Trustee is also asked to sit on a Committee, depending on their skillset.

REMUNERATION

Trustees are not remunerated but we commit to payment of reasonable expenses.

LOCATION

SHP's offices which are based at 245 Gray's Inn Road, London, WC1X 8QY

TERM OF APPOINTMENT

Trustees serve for an initial three-year term, potentially renewable for a further term.



HOW TO APPLY

To make an application, please go to <https://starfishsearch.com/jobs/shp-trustees/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would 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.

Deadline for applications is **Friday 10th October 2025**.

RECRUITMENT TIMETABLE

Closing date:	Friday 10th October 2025
Preliminary interviews:	First stage interviews with selected candidates will be held virtually between 18th and 27th October 2025
Final Panel interviews:	Final interviews will be held on Friday 7th November 2025 face to face in London

