



# Trustees

January 2026



# A message from our Chair

## **Thank you for considering joining Age UK's Board of Trustees.**

Later life matters to all of us. Yet millions of older people face growing challenges - from the long shadow of Covid and the cost-of-living crisis to pressures on health and social care. Longer term, issues such as ageism and healthy ageing demand bold action.

Age UK exists to ensure every older person is included and valued. With our new focus on "Let's change how we age", we are committed to transforming attitudes to ageing, tackling poverty and inequalities, and ensuring older people's health and care needs are met. Across our national services and our network of over 100 local Age UK Partners, we already support around one million older people each year, we influence Government policy, and we work internationally through Age International. But there is still more to do.

As a Trustee, you will help shape this future – providing strategic leadership oversight, safeguarding our reputation and resources, and ensuring robust governance. Our trustees approve our strategic plans, monitor our performance, and uphold the highest standards of integrity and accountability. As several of our colleagues come to the end of their terms, we are looking for up to four new trustees to join our Board across 2026. We are particularly interested in individuals who bring significant expertise in digital and technology transformation, finance, audit, and health leadership, gained at either a national or international level.

We welcome people who bring independent thinking, sound judgement and a commitment to inclusion. Prior board experience is helpful but not essential; what matters is your ability to contribute constructively and to champion our mission.

Unlike most other charitable purposes, older people have only one large national charity (together with our army of local partners) fighting their cause and getting them access to the support they deserve. If you share our ambition to make later life better and change how we all age, we would be delighted to hear from you.

**Toby Strauss**  
**Chair of the Board of Trustees, Age UK**



# Who we are

We are local, national and international. And together, we are providing crucial support to older people.

The Age UK Network is made up of independent charities all working in partnership to change how we age. This is also called a charity federation. Together, we're providing crucial support for older people and driving change in pursuit of our vision of a world where every older person feels included and valued.

Local Age UK charities work to make communities across the UK better places to grow older. They are experts in their local areas and their services are driven by what their communities need.

## We are national

There are four national Age UK charities representing all areas of the United Kingdom. Age UK is one of them.

- **Age Cymru** is the national charity for older people in Wales.
- **Age Northern Ireland** is the national charity for older people in Northern Ireland.
- **Age Scotland** is the national charity for older people in Scotland.
- Age UK provides a range of services for older people across the UK and campaigns for older people's rights, as well as providing support to all national and local Age UK Partners.

## We are international

Age International is a charity which responds to the needs and promotes the rights of older people, focused on those facing challenging situations in low and middle-income countries.



# What we do

Through campaigning, local support, advice and friendship, we're changing the way we age.

## Information and advice

We know that growing older doesn't come with a manual. That's why we provide free information and advice to help you on topics as diverse as claiming benefits to care homes.

## Friendship services

At Age UK, one of the ways we try to combat loneliness in later life is through our friendship services. We offer two different types: telephone befriending and face-to-face befriending.

## Research and campaigning

We're an expert voice on ageing, changing the way older people are treated and represented in society. We work with local, national and international policymakers to challenge inequalities and push for the changes that'll improve older people's lives.

## Local services and support

Local Age UKs deliver services like help at home, exercise classes and digital inclusion, using their expert knowledge of their area to transform older people's health, wellbeing and finances.



# Our strategy

Our strategy for 2024–2029 is built around a single, ambitious, unifying vision of a world where every older person feels included and valued.

## Our strategic priorities for 2024–29

- Work shoulder to shoulder with older people to transform public attitudes
- Use our collective influence and expertise to tackle poverty and reduce inequalities
- Ensure older people's health and social care needs are recognised and fully met
- Work as a strong network and partner, to deliver impactful services
- Inspire our colleagues, volunteers, donors, supporters and local and national partners to drive forward our mission

To read our full strategy please [click here](#).

To read our annual reports please [click here](#).

## Our mission

Together we provide crucial support for older people and drive change locally, nationally and internationally.

## Our vision

A world where every older person feels included and valued.

## Our values



# Job description

Job title: **Trustee**

Reports to: **Chair of the Board**

## Role purpose

The role of a trustee is to ensure that the charity acts in accordance with its Articles of Association and manages its activities for the furtherance of the objects set down in them. Every Trustee is also a Director of the company and has legal responsibilities and potential liabilities in each capacity.

- Setting the strategy and undertaking the strategic management of the charity.
- Ensuring that the charity complies with its Articles of Association and all applicable legislation and regulations.
- Ensuring that the charity pursues its objects as defined in the Articles of Association.
- Ensuring that the charity applies its resources exclusively in pursuance of its objects.
- Safeguarding the good name and ethos of the charity.
- Ensuring the financial stability of the charity and protecting the charity's assets.
- Ensuring proper accounting records are kept.
- Ensuring the effective and efficient administration of the charity.
- Ensuring the proper investment of the charity's funds.
- Approving the charity's policies.

## Duties

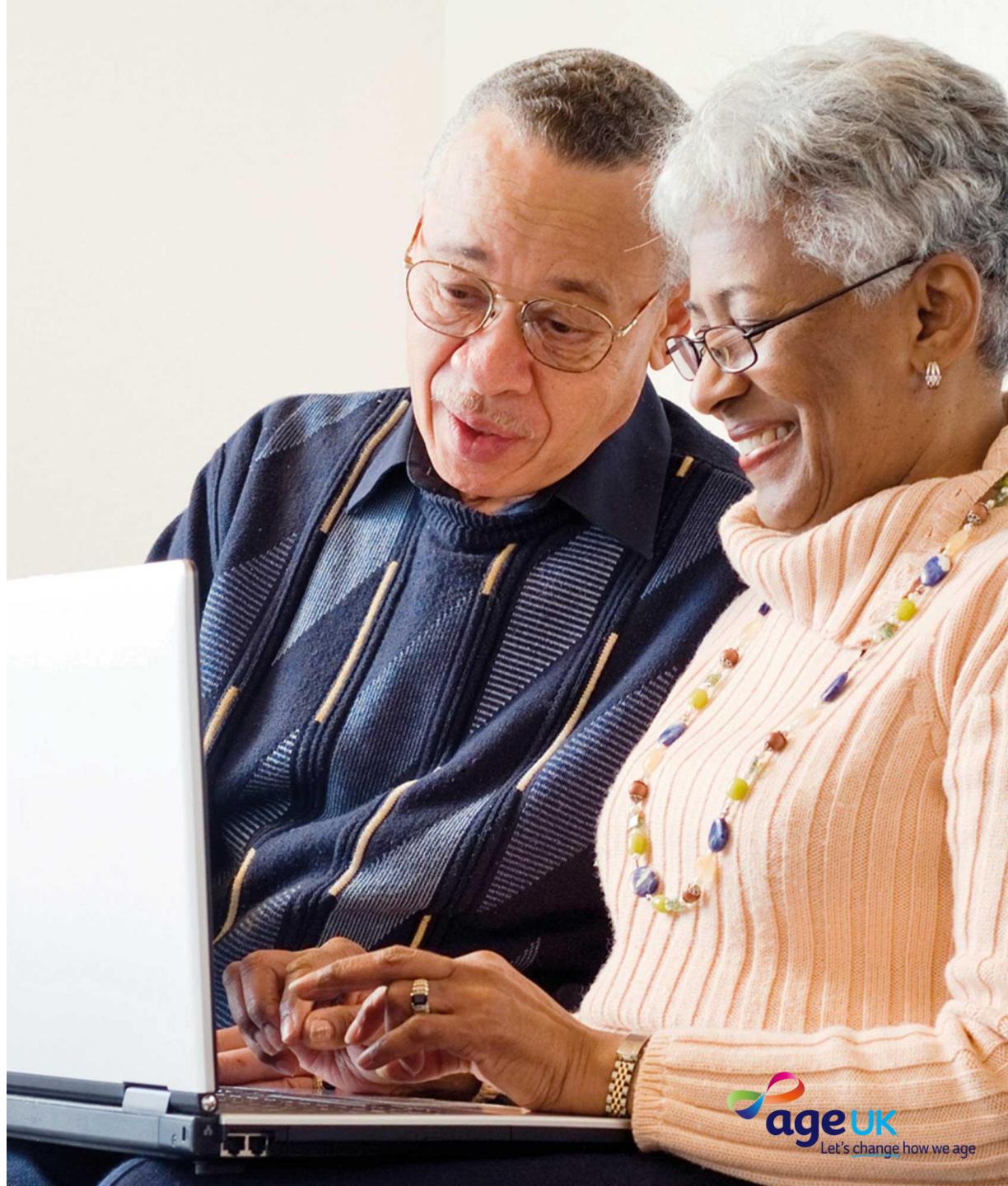
Collectively, the Age UK Board of Trustees:

- Approves Age UK's strategic plan and monitors progress against it.
- Approves the annual budget.
- Receives the auditor's report and approves Age UK's annual report and accounts.
- Ensures there are effective controls in place to monitor and regularly review the charity's finance and administrative systems.
- Ensures that all risks to the charity and its assets are identified in a risk register, and appropriate steps are established to mitigate against them.
- Ensures the charity fully complies with legal or regulatory requirements relevant to charity activities (including appropriate record keeping).
- Appoints the Chief Executive and monitors performance.
- Acts in accordance with the Charity Governance Code.

# Job description

Individually, each Trustee:

- Attends meetings of the Age UK Board of Trustees.
- Plays an active part in Trustees' meetings and deliberations.
- Acts in accordance with the Nolan Principles of Public Life and other principles expected of holders of public office.
- Exercises due care and attention, using reasonable skill in dealing with the charity's affairs.
- Uses their own skills, knowledge, and experience to help the Trustees to reach sound decisions.
- Provides input and guidance, particularly in those areas where the Trustee has specific skills, knowledge or expertise.
- Maintains appropriate confidentiality, declaring any conflicts of interest and abiding by Age UK's Standards of Conduct (or equivalent), policies and procedures.
- Sits on at least one of the Board's committees, if required
- Serves on advisory groups, if required.
- Builds strong, effective and trusting relationships with fellow Trustees, members of the Executive Team, senior leaders and stakeholders.
- Safeguards Age UK's reputation, promoting its vision and mission and values.
- Participates in an initial induction programme, including familiarisation with the charity's current issues and the Board's areas of focus.
- Attends Board meetings (currently four in person meetings) and an away day, including preparing for meetings by reading the papers in advance.
- Attends an annual 1:1 with the Chair of the Board.
- Makes time for visits to/observation of the charity's main services and/or of Age UK's Network Partners at least annually.
- Occasionally participates in meetings/conferences/events as an ambassador for the charity and/or Board.



# Person specification

## Essential criteria

You will be able to demonstrate strong expertise gained in one of the following areas:

- Finance
- Risk
- Commercial (particularly financial services)
- Digital
- Social care /social work (particularly in relation to how it impacts older people)

## Skills and abilities

- Ability to form strong and productive working relationship with senior staff, with appreciation and understanding of non-executive and executive roles and responsibilities
- Ability to communicate effectively, adapting approach for varied audiences
- Ability to act as a team player and commitment to debating issues openly and challenging colleagues and executives appropriately
- Ability to uphold the highest standards of integrity and probity
- Ability to provide coherent oversight and leadership, including representing the charity and understanding the views of our stakeholders
- Capacity to absorb complex information presented orally or in writing
- Capacity for strategic and critical thinking

## Knowledge and experience

- Experience and knowledge of good governance gained in the voluntary, public or private sector
- Understanding of the business and policy environment facing charities in the UK
- Excellent thought leadership in areas described in the role profile

## Personal attributes

- Commitment and passion to improving later life in the UK and around the world
- Objectivity, impartiality and independence of mind
- Commitment to Age UK's values

## Desirable

- Previous leadership experience
- Previous Board experience in a non-Executive role, especially as a Trustee
- Previous skills and experience on matters impacting older people

# Terms of appointment

## Remuneration

This is a voluntary unremunerated appointment with reasonable expenses reimbursed.

## Time commitment

The overall time commitment for trustees is on average 2 days per month plus preparation time.

## Location

7th Floor, One America Square, 17 Crosswall, London, EC3N 2LB.

## Term of Appointment

The initial Trustee commitment is for a three-year term. At the end of the term, it is usual to continue for two further terms of three years each, subject to approval. The maximum tenure is for three terms totalling nine years.

# How to apply

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 Finn Caul at [finn.caul@starfishsearch.com](mailto:finn.caul@starfishsearch.com) and we will be happy to arrange a call. To make an application, please visit the [Starfish Search website here](#) 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 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 27th February 2026