



Chair

January 2026



Welcome

Dear candidate,

We are delighted you are interested in the role of Chair of the Board at Camphill Village Trust. This is an outstanding opportunity to play a pivotal role in our vision to lead the UK in reimagining social care for adults with learning disabilities, autism, and mental health support needs. For 70 years we have been pioneering a different kind of care; care rooted in community, purpose and the power of nature. We look after more than 900 acres of land across the UK, a resource that enables us to offer something really unique. Our communities bring people and nature together through social farming, animal care, horticulture, and nature-based therapies and skills that help people build confidence, grow skills and realise their potential. Our strategy, A Brilliant Future, honours our past, understands the present, and positions us as social care leaders of the future. We are looking for a Chair who will be a credible ambassador for social care, skilled in building relationships across diverse stakeholders, and someone who recognises how nature, land, and community can be powerful determinants of health and wellbeing. You will be a collaborative, inclusive leader who nurtures a unified, high-performing partnership between Board and Executive, bringing wise counsel, steady guidance, and a deep connection to our cause and purpose.

We're open to the professional background our next Chair comes from; however, you will bring established non-executive experience with a firm understanding of what good governance looks like. You will share our values and ambition, and have excellent communication and influencing skills, with the ability to engage effectively with a wide range of partners.

This is an exciting time to join us. While we have existed for seven decades, in many ways we remain young – constantly learning, innovating and transforming to meet a changing world. The external landscape for adult social care continues to evolve; our Chair will help us navigate this environment with clarity of destination and a balanced appetite for risk.

If you are motivated by purposeful leadership and the chance to steward a values-led charity to its next chapter, we'd love to hear from you.

Warm regards,

Michael Green
Vice Chair, Camphill Village Trust

About us

Camphill Village Trust is a national adult learning disability charity and adult social care provider, bringing 70 years of experience, knowledge, and passion to supporting those with learning disabilities, autism, mental health problems, and complex needs across England.

We are re-imagining social care. We integrate high-quality support and good quality housing with the proven health and wellbeing benefits of our natural environment. We want to unlock the connection between people and the planet, supporting people through participation in learning, meaningful work, family life, leisure activities, and relationships. This creates a chance to live a healthy, active, and equal life - a Life of Opportunity.

What makes us different

- Community Living is at our heart - creating places where people belong, contribute and thrive.
- Connection to land and nature - supporting wellbeing through growing, making, caring, crafting and stewardship.
- Meaningful opportunity - enterprise, skills development, therapeutic activities, and routes to work and contribution.
- A values-led culture - collaboration, inclusion, safety, dignity, and sustainability in everything we do.
- Our impact: Every day, people gain confidence, build skills, make friends, participate in community life, and experience better health and wellbeing



Our Vision

To be a national leader in Social and Green Care Integration, enabling more adults with learning disabilities, autism, and mental health problems to live healthy, active, and independent lives.

Our Culture

We have adopted a co-production culture - supporting our community members to make their own decisions about how they live and the services they want the Trust to provide. Our 'I Statements' initiative guides our decision-making and future strategy. [You can read them in full here.](#)

“I want you to look at me as a person not someone to care for.”

“I am thriving not just surviving.”

“All the people that are important to me work together to help me achieve my goals and live the life I choose.”

“I have skills and abilities, I may need support to get training, voluntary or paid work. It’s all about the time you give to me.”

“I want to be more confident in my life.”

Our Guiding Principles

- **Enabling Potential:** We support our people to develop, grow, and be heard, building confidence and providing opportunity through high-quality active support, learning, and co-production.
- **Promoting Healthy Living:** We provide the opportunity to live a healthy, active, and meaningful life within a supported living model, including pathways to employment, volunteering, and therapeutic interventions based on nature and the land.
- **Environmental Respect:** We value and care for the environment, promoting sustainable living and eating, and maximising long-term sustainability through our land and care farming history.
- **Social Impact:** We aim to make a positive contribution to society in relation to health, wellbeing, education, and the environment, supporting initiatives that enable greater integration into the wider community.

Our Services

Since 1954, we have been dedicated to supporting adults with learning disabilities, autism, mental health challenges, and complex needs. Our services include:

- **Supported Living and Adult Social Care** - Shared Living with Support Staff, Independent Housing with Back-Up Support, Accommodation with Support, and the Shared Lives Scheme (unique to the West Midlands).
- **Nature Based Therapies and Skills Programme** - Indoor and outdoor day activities and skills-based opportunities connected to nature, including farms, gardens, craft workshops, cafés, shops, and food production enterprises. Supported work experience and vocational training are tailored to each person.



Our Strategy

In 2024 we marked our 70th anniversary and launched A Brilliant Future, our three-year strategy. This strategy reflects our commitment to lead the way in re-imagining social care by enabling independence and promoting emotional, social, and physical wellbeing. By integrating high-quality care and support with good housing and the proven health and wellbeing benefits of our natural environment, we unlock the connection between people and the planet.'Looking to the future, we will be known for driving personalisation, embracing technology to enhance and advance our services, and focusing on holistic wellbeing. To succeed, we will honour our past, provide for the present, and lead the future.

Our Board

Our Board brings together a diverse range of expertise in healthcare, business, property, fundraising, finance, and social care. Board members are committed to the Trust's values and strategic direction, providing governance, support, and challenge to ensure the charity's success. For further information on our board members and on Camphill Village Trust, please [click here](#).



Role Profile

Role title: Chair

Role purpose: The Chair provides leadership and direction to the Board of Trustees, working with and guiding the Chief Executive, collectively ensuring the delivery of the organisation's charitable objects, vision and mission.

As Chair, you will:

- Discharge duties both as a Charity Trustee and a Company Director, ensuring compliance with Charity Commission requirements and Companies Act obligations
- Nurture a unified, collaborative Board–Executive partnership, ensuring support, challenge, and accountability
- Bring wise counsel and a steady hand -supporting clarity of direction, proportionate risk-taking, and focused delivery
- Invest time to visit our communities, listen to people we support and colleagues, and understand our journey

Board Leadership & Executive Partnership

- Encourage innovation and learning, particularly around community living, nature-based practice, and enterprise
- Build a cohesive, skilled, diverse Board; lead succession planning and appraisal of Trustees
- Support, appraise, and hold to account the Chief Executive; ensure a clear understanding of respective roles (Chair vs CEO)
- Identify and support individual and collective Trustee development needs and learning plans
- Champion equality, diversity, and inclusion across governance and the organisation

Governance and Compliance

- Ensure the Board fulfils its duties in line with charity law, regulatory requirements, and the highest standards of governance, including adherence to the Trust's Articles and other governing instruments
- Model and embed an inclusive, values-led culture; uphold the Nolan Principles and our code of conduct
- Ensure robust oversight of safeguarding, quality and safety, and financial sustainability
- Champion value for money across budgets, investments and service delivery
- Guide Board scrutiny of strategy, budgets, and performance metrics
- Oversee risk appetite and risk management - balancing ambition with prudence
- Lead the Board to provide excellent governance, stewarding values and long-term sustainability
- Regularly review Board effectiveness, culture and governance arrangements, commissioning periodic external reviews as appropriate'

Fundraising and financial stewardship

- Support the growth of voluntary income - lending credibility to campaigns, meeting donors and building long-term relationships
- Ensure ethical fundraising and stewardship aligned to our values

External engagement and advocacy

- Act as an ambassador with policymakers, commissioners, donors, partners, and the media
- Use your networks to open doors that strengthen the Trust's profile, influence, and fundraising
- Advocate for people with learning disabilities, autism, and mental health support needs, with authenticity and respect

Operational Partnership

- Work closely with the Company Secretary to ensure compliant, effective governance and high-quality information flows to the Board, through agreement of forward plans and agendas'

Person Specification

Part One: Knowledge and Experience

- Significant Chairing or senior non-executive experience in complex, mission-driven organisations.
- Considerable experience of strategic leadership in organisations undergoing growth and change.
- Demonstrated ability to influence, build and maintain partnerships with a variety of stakeholders, e.g. government, commissioners, donors, partners and community stakeholders.
- Strong knowledge of the principles of good governance and financial oversight, and the respective roles of the Board and Executive.

Part Two: Skills and Abilities

- Exceptional communication skills; able to articulate the Trust's distinctiveness and make compelling connections.
- Governance literacy (risk, finance, safeguarding, quality), with the ability to interpret complex financial information and assure sustainable decisions.
- Comfortable managing risk without being risk averse; sets and operates within a clear risk appetite.
- Ability to represent the Trust positively to external audiences.
- Proven negotiation and influencing skills across complex stakeholder landscapes
- Sound judgement; wise counsel, steady and supportive guidance.

Part Three: Leadership Style and Behaviours

- Deep commitment to the cause and purpose of Camphill Village Trust; committed to rights, voice and choice.
- Strong belief in the role of nature, land, and community in health and wellbeing.
- Inclusive, collaborative leadership style; generous with time, listening, and learning.
- Commitment to board development, EDI, and psychological safety.
- Availability and willingness to visit communities regularly and be present at key moments.
- Commitment to accountability, openness, and transparency.
- Willingness to uphold the Trust's founding principles.

Terms of Appointment

Time Commitment

Estimated at two to three days per month, including Board meetings, sub-committees, strategy and training events, visits to communities, and engagement with key staff.

Remuneration

Unremunerated. All reasonable expenses will be reimbursed, and access to training and development opportunities is available.

Location

Board and Committee meetings are held in person at our communities and virtually via Teams. The Trust's nine communities are located in Yorkshire, Middlesbrough, Stourbridge, Gloucestershire, and Hertfordshire. Trustees are expected to attend meetings and events held in person and are encouraged to visit communities outside of scheduled meetings/events.

How to Apply

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) responding to the following:
 - What has motivated you to apply for this role, and why is our work important to you?
 - Drawing on your professional experience, what will you bring to the role and how will you help us achieve our future strategic objectives?
 - What do you feel are the challenges facing social care provision and how would you seek to strengthen our impact given these challenges?
- Equality and Diversity monitoring form (for monitoring purposes only, not part of the selection process).

Recruitment Timetable

Closing date	Friday 6th March 2026
Preliminary interviews	w/c 16th March 2026
Final panel	Tuesday 31st March 2026

Equality, Diversity & Inclusion

Camphill Village Trust is committed to being an inclusive, anti-discriminatory organisation. We welcome applications from candidates of all backgrounds, identities, and lived experiences. We particularly encourage interest from communities that are under-represented at Board level across the charity sector. Selection is based on merit, potential, and alignment with our mission and values.

If we can remove barriers or make adjustments to enable you to participate fully in this process, please let us know.

Safeguarding & Safer Recruitment

The safety and wellbeing of the people we support is paramount. Trustees, including the Chair, share collective responsibility for safeguarding governance - ensuring appropriate culture, policies, training, and oversight. The successful candidate will be subject to appropriate DBS check level and reference checks. We expect all Trustees to complete mandatory safeguarding training and to model safe, respectful conduct at all times.

