Trustee

The Sheppard Trust

About The Sheppard Trust

The Sheppard Trust is a long-established charitable housing trust providing affordable, secure homes for older women experiencing financial need. Residents live independently within a supportive community, with the Trust helping individuals access services and support that enable them to maintain independence, dignity and wellbeing. The Trust is entering an exciting new chapter, having recently completed a significant programme of development and growth that has expanded its housing provision from 29 to 60 homes in a purpose-built residential development in Hampton Court.

With substantial investments, property assets and financial resources, alongside a clear social purpose, The Sheppard Trust combines the stewardship of significant charitable resources with a deeply human mission: ensuring older women can live safely, independently and with a strong sense of community.

As the organisation transitions from a decade focused on development and expansion into a period of operational delivery, strategic planning and long-term sustainability, we are seeking new Trustees to help shape the next chapter of the Trust's future.

Trustee

Role Purpose

Trustees play a vital role in ensuring that The Sheppard Trust remains well governed, financially sustainable and focused on delivering its charitable purpose.

Working closely with fellow trustees, the Chair, Chief Executive and operational team, Trustees contribute to the strategic leadership of the organisation, bringing their expertise, insight and judgement to Board discussions and decision-making. Trustees share collective responsibility for overseeing the Trust's strategy, assets, investments and resources, ensuring the organisation is well positioned to meet the needs of current and future residents.

This is an opportunity to join a highly committed and collegiate Board at a particularly exciting moment in the Trust's history. Following a successful period of expansion and development, the Board's focus is now turning to ensuring that the Trust's enlarged community flourishes, that

residents continue to receive an exceptional experience and that the organisation is positioned for long-term sustainability and impact.

The Role of a Trustee

As a Trustee, you will act as both a steward of the Trust's resources and a champion of its mission. Trustees are collectively responsible for ensuring that the organisation operates in accordance with its charitable objectives, governing documents and legal responsibilities, while providing effective strategic oversight and constructive challenge.

The Board is keen to welcome individuals who will contribute fresh perspectives, specialist expertise and thoughtful strategic insight, while sharing a commitment to the wellbeing and independence of older women.

Key Responsibilities

Governance and Stewardship

- Ensure that The Sheppard Trust fulfils its charitable purpose and operates in accordance with its governing documents and legal obligations.
- Exercise proper oversight of strategy, risk, performance, assets and resources.
- Contribute to effective governance and uphold the highest standards of integrity and accountability.
- Ensure that decisions are taken in the best interests of the Trust and its beneficiaries.
- Support the ongoing development and effectiveness of the Board.

Strategic Leadership

- Contribute to the development and delivery of the Trust's long-term strategic direction.
- Support the organisation as it enters its next phase following significant growth and development.
- Provide informed challenge and independent judgement to Board discussions and decision-making.
- Consider the opportunities and challenges facing the Trust, including changing resident needs, financial sustainability and future community impact.
- Help ensure that the Trust remains resilient, relevant and responsive to future developments.

Resident and Community Focus

- Keep residents and their wellbeing at the centre of Board decision-making.

- Support the Trust's commitment to providing safe, secure and affordable homes for older women.
- Promote an understanding of resident experience and community needs within governance discussions.
- Champion the Trust's values of dignity, independence and belonging.

Ambassadorial Responsibilities

- Act as an ambassador for The Sheppard Trust and its mission.
- Use personal and professional networks to support the Trust where appropriate.
- Foster positive relationships with residents, partners, advisers and stakeholders.
- Enhance the visibility and reputation of the organisation.

Culture and Values

- Contribute to a positive, inclusive and constructive Board culture.
- Encourage respectful debate, collaboration and effective decision-making.
- Champion equality, diversity and inclusion.
- Demonstrate integrity, sound judgement and a commitment to collective responsibility.

Person Specification

We are seeking individuals who combine strategic thinking, sound judgement and a genuine commitment to The Sheppard Trust's mission.

Essential Qualities and Experience

- A commitment to the values and purpose of The Sheppard Trust.
- Empathy with older people and an understanding of the importance of independence, dignity and community.
- The ability to think strategically and contribute to complex discussions and decision-making.
- Strong interpersonal and communication skills.
- The confidence to provide constructive challenge while working collaboratively.
- Good judgement and the ability to consider issues from both a strategic and organisational perspective.
- An understanding of, or willingness to develop an understanding of, the responsibilities of charity trusteeship.
- A commitment to equality, diversity and inclusion.
- The capacity and commitment to devote sufficient time to the role.

Expertise Sought

As part of a wider Board refresh, we are particularly interested in hearing from candidates with experience in one or more of the following areas:

- Housing, almshouses or supported housing.
- Property, development, construction or asset management.
- Legal services and governance.
- Finance, investment management or accountancy.
- Digital transformation, technology or artificial intelligence.
- Community engagement and place-based development.
- Health, social care or services supporting older people.
- Fundraising, income generation or philanthropy.

We welcome applications from both experienced trustees and individuals seeking their first Board appointment. We are particularly keen to hear from people who can bring diverse perspectives, lived experience and insights that will strengthen the Board's understanding of the communities it serves.

What We Are Looking For

Above all, we are seeking trustees who are excited by the opportunity to help shape the future of a respected and financially strong charitable organisation.

The successful candidates will recognise that this role is about more than governance alone. It is an opportunity to contribute to an organisation at a critical moment in its evolution, helping to ensure that a significant charitable asset continues to deliver meaningful impact for older women for many years to come.

Time Commitment

The anticipated commitment is approximately **one day per month**, including:

- Attendance at six Board meetings each year, held in person.
- Participation in at least one committee or working group.
- Preparation for Board and committee meetings.
- Occasional attendance at site visits, resident events and strategic planning sessions.
- Participation in trustee recruitment, development activities and stakeholder engagement where appropriate.

Location

Board meetings are held in person in Hampton Court and trustees are encouraged to build a strong understanding of the Trust's work through engagement with residents, fellow trustees and

colleagues. While applications are welcomed from a broad geographic area, an interest in and connection to the communities served by The Sheppard Trust would be advantageous.

Terms of Appointment

- Voluntary position.
- Reasonable out-of-pocket expenses will be reimbursed.
- Appointment will be made in accordance with the Trust's governing documents and trustee appointment procedures.