



BritishHome

Trustee candidate pack

March 2026



• Welcome

Thank you for your interest in becoming a Trustee of British Home. The charity has a great history of providing care and support to people with the most complex health conditions, enabling them to live as full and independent lives as possible. As a Trustee, you will support the Board in its role of developing the future strategy of the charity and to help realise its vision of becoming a leading, national provider of neuro-disability care.



You will be joining our Board at a pivotal moment for the charity, as we seek to generate and reinvest greater resources into developing rehabilitative, person-centred therapies that make a real difference to those living with neuro-disability. We are also seeking to find smart ways to more effectively and efficiently use our beautiful building as part of the infrastructure and environment to integrate innovative technology and ways of working to enhance the life opportunities of all those we support.

Whilst the charity continues to operate within a challenging commissioning environment, we are very confident in the quality of the services we provide today, and those we plan to provide for tomorrow. Financial sustainability and recouping the full cost of the types of care we provide remains at the heart of our strategy, ensuring that the charity can continue its important work for many years to come.

Having recently completed a review of its governance structure, the Board is now seeking to recruit new Trustees with the required vision and commitment to deliver on its ambitious aims. As a Trustee, you will have proven experience at an executive level within either a technology, property, or clinical role. As important is how you think and how you collaborate with others, because every voice matters and every idea is valuable. We are committed to this being a place where we not only create significant value, but where we grow ourselves as we grow our charity.

You will have the time and commitment to attend quarterly meetings, occasionally virtually, and an annual away-day in person, for strategic planning. Trustees may also be required to join one of the Board's sub-committees, as well as undertake continuous training and development to maintain your knowledge of charity governance and other related areas.

Once you have read the pack and role description, if, and only if, this opportunity excites you, please consider applying for the role.

I look forward to receiving your application.

John Handley
Chair of the Board of British Home



• About us

Transforming lives with compassion and care

British Home is a registered charity (206222). Founded in 1861, we were granted a Royal Charter in 1892 and moved to our present building the same year. Today we are a therapeutic community for people living with complex neurological conditions, such as acquired brain injury, stroke, or progressive neurological diseases. Based in south London, the British Home offers a range of specialist therapies and support that focuses on enhancing independence, dignity, and quality of life.

Over the last two years, the Board have made significant investment towards the provision of high-quality neurorehabilitation services to support our ambition of becoming a national leader in this critical field. This has enabled the development of a 7-bed ward for patients requiring tracheostomy care, as well as our new Level 2b intensive neurorehabilitation service. Our wide-ranging therapy provision ensures that we can support even more of our residents on their rehabilitation journey to either return to their communities or to live as independently as possible within our beautiful building.

2026 is a crucial year in our history as we continue to steward the charity through the challenges of increased operational costs at a time when demand for our services has never been greater.

• Mission, vision & values

Our Mission

British Home is a supportive community providing excellent care and rehabilitation, enabling everyone living with neuro-disability to reach their full potential.

Our Vision

We strive to create a community where everyone with a neuro-disability can thrive and live their lives with hope, dignity, and equal opportunity.

Our Values

All at British Home are committed to upholding our organisational values which have been developed in collaboration with our residents, staff and other stakeholders and partners.

These values inform every aspect of our work, including the care we provide to residents and the way we support our staff to carry out their important roles.

Our Values determine that we:



put the individual at the heart of their care



understand that every individual will have their own targets and motivations, and that rehabilitation is a process that people take at their own pace



recognise the advantages that our diversity provides, we will harness the talent and energy of everyone at British Home: staff, volunteers, residents, families and carers



will always act with integrity, openness and honesty



are committed to the highest standards and will embrace innovation and models of best practice

• Strategy and ambition

The Board undertake a strategic review each year to ensure that British Home remains on course to fulfil its ambition to be a leading provider of neurorehabilitation and care. Over the last seven years, we have seen our fee income increase by £4.6M (2017 - £3.5M turnover; 2026 - £8.1M as of January 2026). This follows an earlier decision to invest in our rehabilitation services which now includes a multi-disciplinary therapy team including physiotherapy, occupational therapy, speech and language, psychology, as well as arts, music and drama therapy; all overseen by a neurorehabilitation consultant. This increase in care fees reflect the level of complexity of patients and residents we now support.

In the Autumn of 2025, we opened our first tracheostomy ward consisting of 7 beds, and demand for this service remains high. This year we implemented a 4-bedded Level2b intensive rehabilitation service that aims to support patients to regain their independence and return to their communities within 12 weeks from admission.

While our revenue continues to grow, our cost base has increased due to staffing and other inflationary factors. Consequently, we continue to run with an operational deficit, which remains a key focus of the Board.

The next phase of our strategy will be to prepare our service for private fee payers whose care is typically co-ordinated and commissioned by case managers. While we remain true to our charitable ethos, we recognise that developing services for private fee-paying residents is critical to closing the gap between the cost of care and the fees we receive to deliver this. We will continue to explore new models of service, to meet demand and to financially break even in the next three years.



• Our specialist services

At British Home, we are proud to provide specialised rehabilitation services tailored to meet the unique needs of individuals living with neuro-disabilities.

Our goal is to empower every individual to regain independence, improve their quality of life, and achieve their personal aspirations.

Our rehabilitation programs are designed to offer a holistic approach, combining physical, emotional, and psychological support. Whether recovering from an injury, managing a progressive condition, or adapting to life after a neurological event, our expert team works collaboratively to create personalised care plans that focus on everyone's strengths and goals.

With state-of-the-art facilities, a dedicated multidisciplinary team, and a compassionate environment, British Home is committed to delivering rehabilitation services that help individuals move forward with confidence and dignity.



Neurorehabilitation

At British Home, our residents' individual care enables them to live every day of their lives as fully as they can.



Respite care

Respite at British Home provides care on a short term basis for people with neuro disabilities.



Palliative care

British Home offers personalised and appropriate end of life care for people living with neuro-disability.



Nursing support

We understand that British Home is more than just a building, it is the place where our residents live.

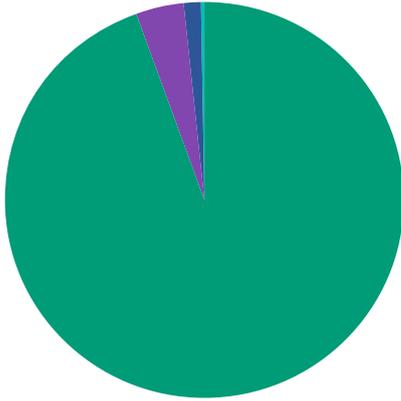
[Click to find out more about our services](#)



• Finances

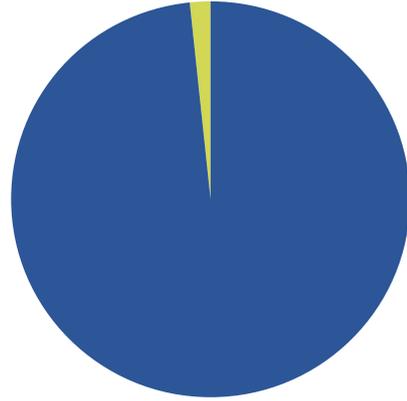
Data for the financial year ending 31 March 2025

Total income:
£8,254,549



- Charitable Activities: £7.80m
- Donations and Legacies: £101.90k
- Investments: £339.88k
- Other: £15.03k

Total expenditure:
£9,538,631

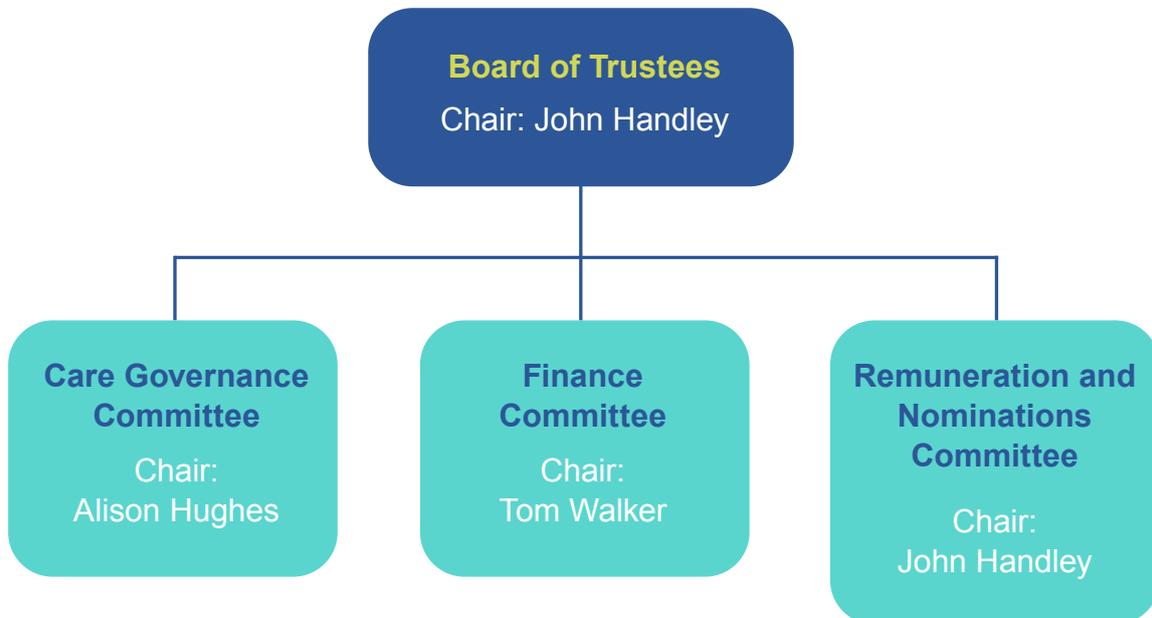


- Charitable Activities: £9.38m
- Raising Funds and other expenditure: £154.90k

[Click to view our finance page on the Charity Commission website](#)

• Governance structure

The organogram illustrates the governance structure of the British Home, including the relationship between the Board of Trustees and its sub-committees.



Care Governance Committee

Provides assurance to the Board by ensuring Trustees with relevant health and social care experience review the provision of care in British Home and offer support and guidance to the Director of Care.

Finance Committee

Takes responsibility on behalf of the Board for overseeing all financial aspects of Charity operations to meet short-term operational needs and ensure long-term financial sustainability.

Remuneration and Nominations Committee

Is responsible for both the remuneration of staff at British Home and the selection and appointment of Trustees in line with the Board's succession plan.

[*Click to find out more about our trustees & senior team*](#)



• Role description

Role summary

The Trustees of the British Home Board are crucial to the successful running of the organisation. The Board, in partnership with the senior executive team, ensures that the organisation delivers on its strategic objectives, operates effectively, while meeting the expectations of its residents, patients and stakeholders. This work must be conducted within the parameters laid down by its Royal Charter Regulations and regulators (the Care Quality commission, Charity Commission) The role requirements of our Trustees are detailed below.

Main responsibilities

Governance and meetings

1. To attend Board meetings, including Away Days or similar, and contribute effectively in accordance with guidelines set by the Board.
2. To maintain confidentiality and be aware of any possible conflicts of interest, declaring these in advance.
3. To read Board papers and prepare for meetings in advance to enable a full contribution and appropriate decision making.
4. To carry out specific functions as delegated by the Board, which may require membership of a Committee of the Board and attendance at designated Committee meetings, where this is agreed.
5. To attend an annual appraisal meeting with the Chair.

Internal relationship management

1. In conjunction with the Remuneration Committee, to help determine executive remuneration and deal appropriately with succession planning and recruitment.
2. Participate in regular Trustee Visits to the Home, to increase familiarity and knowledge of how the charity operates.
3. To assist with hearing any appeals as required under HR, complaints, and other internal procedures.

External relationship management

1. To represent and promote the British Home's interest in the wider community, acting as an ambassador for the organisation.
2. To network and promote the work, achievements, and the plans of the charity.
3. To be an excellent role model exhibiting good governance practices and behaviours.

Personal qualities

1. Actively role models the professional conduct expected of a Trustee.
2. Strong commitment to equality, diversity and inclusion.
3. Passionate about service improvements; strongly champions the right of the charity's benefactors to have influence over and access to excellent services.
4. Enabling and supportive leadership style that motivates Trustees, the executive and other colleagues to deliver their best.
5. Has the time and commitment to effectively discharge the responsibilities of the role, is able to attend all meetings and training as required.
6. Able to contribute effectively to the work of the Board, providing appropriate strategic oversight and scrutiny of the organisations work.
7. Is willing and able to proactively support the values of the British Home.

• Clinical Trustee

Person specification for Trustee of the Board



The Board of British Home has reviewed the mix of skills and experience of its existing members and is seeking new trustees where skill gaps are identified. As such, the Board is seeking to appoint a senior Clinical professional with the skills and experience to support the British Home's clinical governance, continuous improvement and development of new service models.

Essential

- » A senior practitioner in fields such as nursing, medicine or neurorehabilitation, with senior leadership experience at a clinical level.
- » Passion for driving continuous improvement in patient care and service quality.
- » Comprehensive understanding of clinical governance and relevant regulatory standards (e.g. Care Quality Commission).
- » Able to provide clinical and strategic guidance to the support British Home's objectives and growth.

Desirable

- » Practitioner within a relevant clinical discipline: Neurology, Neuropsychology, Intensive Care, Orthopaedic (spinal speciality) and Emergency and Rehabilitative Medicine.
- » Experience of working with Case Managers, Personal Injury Lawyers and strong knowledge of their requirements of case-managed patients.
- » Membership of Professional Body (NMC, HCPC, etc.).
- » Experience of working with a Board, either as an executive or Board member in the charity, public or private sector.

• Technology and Digital Lead

Person specification for Trustee of the Board



The Board of British Home has reviewed the mix of skills and experience of its existing members and as such, is seeking to appoint a new Trustee with proven senior experience of digital and technological innovation. Preferably this will have been acquired within a healthcare setting.

Essential

- » Proven experience in digital strategy, technology transformation, or IT governance to improve organisational improvement.
- » Understanding of how digital tools and data can improve accessibility, inclusion, and service delivery for disabled people.
- » Experience in cybersecurity, data protection, and digital risk management at a governance level.
- » Strong strategic thinking skills, with the ability to translate technical concepts into clear advice for non-specialists.

Desirable

- » Previous experience of working in a non-executive role, either within a charity or other third-sector organisation.
- » Experience working in or alongside the healthcare, assistive technology, or digital health sectors.
- » Knowledge of emerging technologies (e.g., AI, digital health platforms, accessibility tech) and their ethical implications.

• Property and Asset Management

Person specification for Trustee of the Board



The Board of British Home has reviewed the mix of skills and experience of its existing members and, as such, is seeking to appoint a new Trustee with proven senior experience of property and asset management.

Essential

- » Professional background in building and asset management including lifecycle planning, strategic investment and value management.
- » Proven experience of building and health and safety compliance oversight.
- » Knowledge of energy efficiency, sustainability, or accessibility improvements.
- » Experience of capital development and financing.

Desirable

- » Demonstrable insight into interior design and its impact on therapeutic environments.
- » Understanding of heritage or listed buildings and their maintenance requirements within planning restrictions.
- » Understanding of funding or capital project delivery in the voluntary or public sector.

• Terms of appointment

Time commitment

The anticipated time commitment for this role is up to 1 day per month, including Board meetings, committee meetings, the annual strategy away day, site visits, and regular discussions with the Chief Executive and Executive team.

The Trustee Board meets quarterly, with the Care Governance Committee and the Finance Committee also meeting quarterly.

Location

Meetings are usually in person (in the London site) with some virtual attendance.

Remuneration

This role is offered on a voluntary basis. Reasonable expenses incurred in the course of carrying out the role will be reimbursed by British Home.

Term of Appointment

The initial term is for four years and is renewable for a further four-year term.



How to apply

Visit the Giving Back Recruitment website:
givingbackrecruitment.co.uk/jobs

- Click on the 'apply now' button and submit your **CV along with a Supporting Statement** that sets out your motivation and how your skills and experience match the role's requirements, addressing each criterion in the person specification.
- Let us know if you have any difficulty with the indicative timetable.

**The closing date for applications is
noon on Monday, 13th April 2026**

Please complete the Equality and Diversity monitoring form as part of the online application process. This form is for monitoring purposes only and is not treated as part of your application.

If you would like an informal and confidential discussion, please contact our recruitment adviser at Giving Back Recruitment:

Alex Williams, Director – alex@givingbackrecruitment.co.uk
Richard Brown, Director – richard@givingbackrecruitment.co.uk

Recruitment timetable

Closing date for applications: Monday, 13th April 2026

Final Panel Interview with British Home: W/C 4th May

Due diligence will be carried out as part of the application process, which may include searches on internet search engines and on any public social media accounts.



BritishHome

britishhome.org.uk

Registered Charity Number: 206222

Created by

GivingBack
RECRUITMENT

Giving Back Recruitment: Purpose-led recruitment for the charity and social impact sectors.