



Camphill Devon

Supporting adults with learning disabilities

Trustees

Recruitment Pack • August 2026

Nick Shanks • Director, Harris Hill Ltd

07766538575 • nick.shanks@harrishill.co.uk • www.harrishill.co.uk

HarrisHill
Executive Search

About Us

Camphill Devon is a long-established charity providing supported living, residential care and meaningful community for adults with learning disabilities. Set within a unique rural environment featuring multiple residential houses and a 100-acre working farm, Camphill Devon offers a blend of care, independence, therapeutic activity and community living.

Camphill Devon provides a vibrant and wholesome environment where people can enjoy the freedom of their rural surroundings, access craft, land and community activities, and play a part in the running of where they live. We are committed to providing the necessary support and facilities through which everyone can choose to live their life, their way.

Personalised support and regular reviews ensure that everyone is given the opportunity to develop activities that are important to them. Many arts, craft and land activities are available on site which provide therapeutic, learning and physical opportunities for social engagement and developing new skills.

Activities include Pottery, Textiles, Metalwork and Woodwork as well work on the land and garden. Individuals are supported to create their own weekly structure, which for many includes accessing local leisure and sports facilities, college and voluntary work.

Home Life

People live in comfortable self-contained households of various sizes, sharing the daily routine, and working with each other to make their house a real home. Each person has their own private room as well as the shared living spaces and the facilities and grounds of Hapstead to enjoy.

Social and Cultural Life

People are encouraged to follow their own interests. This might be participating in an evening college course, with interests such as drama, singing and dancing, or computer skills. Other opportunities include sailing and horse riding, walking and cycling. People enjoy regular trips to the cinema, theatre, night clubs and other activities in the area.

We host our own events from Bingo, Movie, Disco and Choir in our small hall and café, and there is the opportunity to take part in music lessons. With Dartmoor and the coast – and Exeter, Plymouth and smaller towns for shopping and sightseeing – there is plenty of choice for days out. Everyone has the opportunity for an annual holiday of their choice including the chance for foreign travel.



Supported living

Within our CQC registration we also offer a supported living service, enabling people to live in their own home, or a shared house within the local community. Support is assessed and provided for personal care, and day to day living activities, and a bespoke package is agreed to reflect the number of support hours required. Accommodation is arranged through local housing associations or private landlords.

Spiritual Life

Life at Camphill Devon is in tune with humanistic and Christian ideals, celebrating festivals together throughout the year. We actively welcome people of different faith or persuasion and encourage them to contribute and be involved.

History

The movement was founded in 1940 by Dr Karl Koenig and his co-founders, who developed a mutually-supportive model for community life based on the principles of Dr Rudolf Steiner. Over time the choices of individuals at Camphill Devon about how they want to live their lives have changed and whilst some maintain an interest in the foundations of the Camphill movement and are supported to pursue their religious or cultural beliefs, there are others for whom this plays a lesser part, and we support each individual accordingly.

Governance and Finance

Camphill Devon Community is a registered charity. We are self-governing, responsible for our own running and development and have a board of trustees. Most residents are funded by local authorities through individual service contracts. Finance for improvements and developments rely on donations and fundraising activities.



Our Vision & Values

Our Vision

“A world where everyone is valued and supported to live their life their way.”

Our Values

- To promote a community ethos where everyone has a part to play, and has opportunities to make choices and take responsibility.
- To involve people is at the heart of everything we do.
- To understand, value and meet people’s needs.
- To treat people with kindness, compassion and dignity.
- To promote, respect and celebrate people’s diversity and individuality.
- To learn from people to help us adapt and continually improve.

Our Culture

“An inclusive, supportive and rural environment where people have real freedom, are enabled to perform to the best of their strengths and have the opportunities to learn and grow.”

Trustee vacancies

We are currently looking to recruit six new trustees.

- **Care Committee – 2 Trustees.** Candidates should have a background in adult social care, supported living, or learning disability services, with knowledge of CQC regulations, safeguarding frameworks, and care quality governance.
- **Finance Committee – 2 Trustees (one of whom will Chair the Finance Committee).** Candidates should have professional experience in finance, accountancy, or audit. At least one of the two should have demonstrable risk management expertise, including risk frameworks and internal controls.
- **Workforce Committee – 1 Trustee.** Candidates should have a background in HR, workforce planning, or organisational development, with experience in a regulated or care sector environment preferable.
- **Estates Committee – 1 Trustee.** Candidates should have professional expertise in estates management, facilities, construction, surveying, or asset management, with working knowledge of statutory health and safety compliance.

Committee Structure and Membership:

Committee	Membership	Chair	Frequency	Reporting Line
Board of Trustees	All trustees	Board Chair	6–8 per year	Members; Charity Commission; Companies House; CQC
Estates Committee	3 trustees + estates manager	Trustee	Monthly	Board
Finance Committee	3 trustees + finance manager	Trustee	Monthly	Board
Care Committee	3 trustees + registered manager	Trustee	Monthly	Board
Workforce Committee	3 trustees + HR manager	Trustee	Monthly	Board



Care Committee - 2 trustees

Purpose:

The Quality Committee provides oversight, challenge, and assurance on the quality and safety of services delivered across CDC. Its role is to ensure that people supported by CDC receive safe, effective, compassionate, and high-quality support and care, and that the organisation continuously improves in line with regulatory standards, best practice, and the charity's values.

What Camphill Devon needs:

- **Professional Social Care Expertise:** Experience in adult social care, supported living, learning disability services, or regulated care environments.
- **Regulatory Knowledge:** Understanding of CQC regulations, quality standards, safeguarding frameworks, and best practice in care delivery.
- **Governance Understanding:** Knowledge of charity governance, trustee duties, and regulatory expectations.
- **Analytical & Assurance Skills:** Ability to interpret care quality data, identify risks, and challenge constructively.

Finance Committee - 2 trustees

(One of whom will Chair the committee)

Purpose:

The Finance & Risk Management Sub-Committee provides assurance to the Board of Trustees on the financial health, sustainability, internal controls, and risk management arrangements of Camphill Devon Community Ltd. The Committee supports the Board in fulfilling its statutory duties for financial stewardship, ensuring strong financial governance, effective risk oversight, and robust internal controls that protect people, assets, and resources.

What Camphill Devons needs:

- **Professional Finance or Risk Expertise:** Experience in finance, accountancy, audit, risk management, or financial governance.
- **Financial Literacy:** Ability to interpret financial statements, budgets, and audit findings.
- **Governance Understanding:** Knowledge of charity governance, trustee duties, and regulatory expectations.
- **Risk Management Skills:** Understanding of risk frameworks, internal controls, and assurance processes.
- **Analytical & Assurance Skills:** Ability to scrutinise financial data, identify risks, and challenge constructively.
- **Strategic Thinking:** Ability to contribute to long-term financial planning and organisational resilience.

The Chair of the Finance Committee will be required to have a finance qualification.

Workforce Committee – 1 trustee

Purpose:

The Workforce Committee provides assurance to the Board of Trustees on all matters relating to the organisation's workforce, including recruitment, retention, training, development, culture, wellbeing, HR policies, and well supported workforce capable of delivering high quality care and support in line with CQC expectations and the charity's strategic objectives. compliance with statutory and regulatory workforce requirements. The Committee ensures that Camphill Devon has a safe, skilled, motivated, and well-supported workforce capable of delivering high-quality care and support in line with CQC expectations and the charity's strategic objectives.

What Camphill Devon needs:

- **Professional HR or Workforce Expertise:** Experience in human resources, workforce planning, organisational development, or people management.
- **Governance Understanding:** Knowledge of charity governance, trustee duties, and regulatory expectations (Charity Commission and CQC).
- **Strategic Thinking:** Ability to analyse workforce data, identify trends, and contribute to long-term workforce strategy.
- **Assurance & Oversight Skills:** Comfortable scrutinising reports, asking challenging questions, and assessing risk.
- **Collaborative Leadership:** Strong interpersonal skills and the ability to work constructively with trustees, senior leaders, and staff.

Estates Committee – 1 trustee

Purpose:

The Estates Sub-Committee provides assurance to the Board of Trustees on all matters relating to the safety, suitability, maintenance, development, and long-term sustainability of Camphill Devon's land, buildings, and physical infrastructure. The Committee ensures that the estate is safe, compliant, well-maintained, and aligned with the organisation's strategic objectives, regulatory requirements, and the needs of the people supported.

What Camphill Devon needs:

- **Professional Estates or Property Expertise:** Experience in estates management, facilities management, construction, surveying, capital projects, or asset management.
- **Health & Safety Knowledge:** Understanding of statutory compliance, risk assessments, and safety management systems.
- **Governance Understanding:** Knowledge of charity governance, trustee duties, and regulatory expectations.
- **Analytical & Assurance Skills:** Ability to interpret estates data, maintenance plans, and compliance reports, and to challenge constructively.

All trustees will operate in line with Camphill Devon's values and the following principles:

- Person-centredness
- Transparency and accountability
- Co-production
- Learning and improvement
- Respect for the rights, dignity, and autonomy of people with learning disabilities

Time commitment (Approx. 1 day per month):

- 5 days per year for Board meetings including 1 day which will be used for strategy planning. Trustees are encouraged to attend Board meetings in person at Camphill Devon.
- Half a day per month for committee meetings (per committee). Committee meetings will take place monthly initially and will be run remotely.
- Term of office: 3 years (subject to change following review).

Remuneration:

This is a voluntary position & as such does not pay a salary. Reasonable expenses are reimbursed.



How to Apply

If you would like to apply, please send the following:

- An up-to-date CV
- A Supporting Statement (no more than 1 x A4 page) outlining why you are interested in becoming a trustee of Camphill Devon demonstrating relevant experience for the role.

Please submit your completed application to: **nick.shanks@harrishill.co.uk** by **9am, Friday 18 September 2026**

Dates for your diary:

Closing date for applications: 9am, Friday 18 September 2026

First interviews: w/c 5 October 2026

Second interviews: w/c 12 October 2026

Please could you also let us know if you will require any special provision should you be called forward for interview.

Please state in your application if you have any commitments during the interview period that may coincide with these dates.



Advertisement

Harris Hill is delighted to be supporting Camphill Devon to recruit six new trustees to its Board.

Camphill Devon is a long-established charity providing supported living, residential care and meaningful community for adults with learning disabilities. Set within a unique rural environment featuring multiple residential houses and a 100-acre working farm, Camphill Devon offers a blend of care, independence, therapeutic activity and community living.

The charity provides a vibrant and wholesome environment where people can enjoy the freedom of their rural surroundings, access craft, land and community activities, and play a part in the running of where they live. We are committed to providing the necessary support and facilities through which everyone can choose to live their life, their way.

Camphill Devon is looking for six new trustees to provide strategic and inspirational leadership to the charity. The charity is seeking applicants with experience and/or skills in the following areas:

- **Care Committee – 2 Trustees.** Candidates should have a background in adult social care, supported living, or learning disability services, with knowledge of CQC regulations, safeguarding frameworks, and care quality governance.
- **Finance Committee – 2 Trustees** (one of whom will Chair the Finance Committee). Candidates should have professional experience in finance, accountancy, or audit. At least one of the two should have demonstrable risk management expertise, including risk frameworks and internal controls.
- **Workforce Committee – 1 Trustee.** Candidates should have a background in HR, workforce planning, or organisational development, with experience in a regulated or care sector environment preferable.
- **Estates Committee – 1 Trustee.** Candidates should have professional expertise in estates management, facilities, construction, surveying, or asset management, with working knowledge of statutory health and safety compliance.

If you are inspired and excited by what Camphill Devon does, we'd love to hear from you.

Location:

Hapstead Village, Camphill Devon Community, Buckfastleigh, Devon, TQ11 0JN

Time commitment (Approx. 1 day per month):

- 5 days per year for Board meetings including 1 day which will be used for strategy planning. Trustees are encouraged to attend Board meetings in person at Camphill Devon.
- Half a day per month for committee meetings (per committee). Committee meetings will take place monthly initially and will be run remotely.
- Term of office: 3 years (subject to change following review).

Remuneration: This is a voluntary position & as such does not pay a salary. Reasonable expenses are reimbursed.

For an informal and confidential conversation about the position, please contact Nick Shanks – nick.shanks@harrishill.co.uk

How to apply:

Please review the Recruitment Pack for further information about Camphill Devon, the trustee positions and for details on how to apply.

Closing date for applications: 9am, Friday 18 September 2026

Both Camphill Devon and Harris Hill operate an equal opportunity policy and commit to treating all of our candidates and jobseekers fairly. We welcome and encourage applications from everyone regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.