



Candidate Pack

Chair of Trustees

Welcome



Refugees at Home was set up in 2015 by a small group of friends who believed that ordinary people, opening their homes to refugees and people seeking asylum, could make a real and practical difference. Ten years on, that simple idea has resulted in more than 7,500 guests from over 100 countries finding a safe place to stay.

I have been involved with R@H since 2019, and have seen first-hand just what a difference this organisation makes – not just to guests, but to the hosts who open their doors, and to the wider communities they are part of. It is a genuinely special organisation: values-led, honest, and run by people who care deeply about what they do.

We are looking for our next Chair of Trustees – someone who will work closely with our Executive Team and Board to guide the organisation through what is both a challenging and genuinely exciting time. The funding environment is tough. The political context is difficult. And yet the need for what we do has never been greater.

If you want to lead an organisation that does something practical and meaningful – and works with some brilliant people to do it – I would love to hear from you. Please do read this pack, and then get in touch with carly.whyborn@refugeesathome.org for an informal conversation.

Oliver Bethell

Trustee and lead for this recruitment, Refugees at Home



About Refugees at Home

Any of us could be refugees, in different circumstances.

Refugees at Home connects people with a spare room in their home to refugees and people seeking asylum who need somewhere to stay. We don't think people who come to the UK for sanctuary should end up on the streets.

We were set up in 2015 by a group of friends in response to the growing needs of refugees in the UK. We have since grown to become the UK's largest independent hosting charity – finding rooms for more than 7,500 guests from over 100 different countries.

Refugees and people seeking asylum are fleeing war or persecution. Many who arrive in the UK in search of safety find themselves facing homelessness and destitution – without statutory support for long periods, or needing additional help to build new lives. We recruit and support volunteer hosts who are willing to offer a temporary home and a helping hand.

Our Vision

Every refugee and every person seeking asylum has a safe place to stay.

Our Mission

To support a society where every refugee and person seeking asylum facing homelessness has a safe place to stay and a chance to rebuild their life.

Our Values

We are:

- Collaborative
- Professional
- Respectful
- Empowering

Our impact

- More than 7,500 guests placed from over 100 countries
- More than 700,000 placement nights provided since 2015
- The UK's largest independent hosting charity
- One of the government's recognised providers under the Homes for Ukraine scheme

Our role is to carefully match each guest and host, to assess and prepare them ready for hosting, to advise on arrangements, and to provide ongoing support throughout each stay.

You can read our latest impact report and find out more about our work at refugeesathome.org

Where we are now

An organisation in transition

Over ten years, Refugees at Home has moved from being a volunteer-led startup to a professional, well-established and trusted national charity. We are proud of that. We have clear governance structures, an experienced Executive Team, a skilled staff group, and a Board that brings real expertise across a range of areas.

We are also at a genuine inflection point. We know what has worked. We are now working out what the next chapter looks like – and how we sustain our mission as the landscape around us continues to shift.

The external environment

The environment in which we work has become more complex. At a time when the national conversation about refugees and people seeking asylum can feel increasingly divisive, Refugees at Home offers something different: a practical, human response rooted in generosity and connection. We are proud to work alongside ordinary people who choose, every day, to open their homes and demonstrate what welcome looks like in practice.

The Board and the organisation have a long history of embracing change to respond to policy changes that affect our guests. All trustees and staff need to be ready for change and to find ways to support refugees and people seeking asylum in an ever-evolving landscape. We work together to ensure that what we do remains appropriate and valuable whilst staying true to who we are as an organisation.

The fundraising landscape

The fundraising climate has changed significantly over the last two years. Funders and grant-makers have seen sharp increases in applications from organisations supporting refugees and people claiming asylum, as statutory funding has been redirected and policy changes have had an impact on demand for services. The fundraising climate remains extremely challenging, and we are working hard to develop new funding streams. At this time, Refugees at Home does not accept statutory funding. We keep this position under review.



About the Board

Current Trustees

We have a strong trustee board, which works closely alongside our Executive Team. Our current Trustees are:

Name	Role	Linked In
Daniel Gerring	Chair of Trustees	linkedin.com/in/gerring
Oliver Bethell	Technology Trustee	linkedin.com/in/oliverbethell
Matthew Blacker	Trustee	linkedin.com/in/matt-blacker-a0959765
Clare Bolton	Communications Trustee	linkedin.com/in/clare-bolton-99b1594
Jonathan Burdett	Finance Trustee	linkedin.com/in/jonathan-burdett-06b6384
Rebecca Del Tufo	Trustee & Secretary	linkedin.com/in/rebecca-del-tufo-1493b6243
Magid El-Amin	Trustee (Data & Insights)	linkedin.com/in/magid-el-amin

Full profiles for all Trustees can be found at [refugeesathome.org/about-us/our-team](https://www.refugeesathome.org/about-us/our-team)

How the Board works

We have established sub-committees, made up of Executive Team members and relevant Trustees: currently Infrastructure & Identity, People & Governance, and Finance & Audit. These groups meet every two months, with communication between meetings by email and WhatsApp as needed.

Communication between the Executive and Trustees is open and transparent, with the Executive reporting on delivery against strategy and asking for assistance as needed. The Executive also provide sector and policy updates for discussion. Communication can be relatively informal and happens organically. The CEO meets regularly with the Chair to discuss their work as well as that of the organisation.

The Chair Transition

We've been privileged that our current Chair, Daniel Gerring, has been involved with the charity since its inception, as a trustee and then taking on the role of Chair of Trustees four years ago. This has allowed the Chair to provide consistency and institutional knowledge through many changes as the organisation matured and changed. He has played a huge role in setting the strategic development of the charity, working closely with the Executive Team, and we anticipate the incoming candidate to do the same.

Our current Chair has indicated he wishes to step down over the coming months once a suitable replacement has been appointed – his maximum nine-year term as a Trustee will come to an end in summer 2027 and he would like to have handed over fully before then.

Our Values

All Refugees at Home Trustees must endorse and fulfil our organisational values. These are our core beliefs as an organisation and underpin everything we do – and how we do it.

We are:

- Collaborative
- Professional
- Respectful
- Empowering

We expect all of our trustees to be active and engaged and to be prepared to put forward their views, always carefully considering those of others. We recognise that different people provide their input and come to decisions in different ways and we try to bring out the best in everyone with this in mind.

Our trustees fulfil their role with the utmost integrity. Enthusiasm and a strong work ethic are also essential.

Previous experience of being a trustee is not necessary. Training and support will be offered.

The Role: Chair of Trustees

This is an unpaid voluntary role. Reasonable out-of-pocket expenses will be reimbursed in accordance with our Volunteer Expenses Policy.

The successful candidate will lead a vibrant, well-established, national charity as it navigates the next chapter of its story.

Main tasks


- Developing and setting our future strategy, alongside the Executive Team and other Trustees
- Helping shape and deliver our future, identifying opportunities in an evolving landscape
- Leading the Board of Trustees, including regular 1:1s and providing space for reflection
- Acting as a 'critical friend' to our Executive Team, as well as formal line management to the CEO (and COO in their absence)
- Acting as an ambassador for the charity – raising awareness of what we do and engaging potential supporters and other key stakeholders
- Responsibility, along with the other trustees, for the governance of the charity
- Contributing to the ongoing strategy of the charity, in line with our charitable objectives
- Participating in board meetings and sub-committees in an inclusive and thoughtful way

Time Commitment

- Minimum commitment of approximately 10–15 hours per month
- Attendance at board meetings, which are usually held early evening every six weeks in London or virtually on Teams
- Virtual meeting of relevant sub-committee approximately every two months
- Contact with the Executive Team, and other trustees and staff, as required
- Time required to read reports and input to full board activity, and to oversee communications activity. This includes collaborating with other Trustees and the Executive Team to set agenda items and organisational priorities
- Attendance where possible at certain Refugees at Home events

Term of Office


Trustees have a maximum term of office of nine years, with annual reviews after the initial three years.



What the role offers

This is a crucial role in our charity at a time of real change. The role will offer real opportunities for the successful candidate. You'll have a public profile, particularly within the refugee and asylum space in the UK.

You'll be able to add your voice to a national organisation that practically shows how welcome refugees and people seeking asylum are. You'll have many opportunities to interact with others in this space. And you'll be able to lead changes that make a very practical difference to those seeking sanctuary – and provide a way for people in the UK to respond to the real need of those wishing to start their lives here.



Governance & Legal

Trustees have responsibility for the governance and strategic performance of the charity. You can read more about the role at:

[gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3](https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3)

- Refugees at Home is a registered charity in England and Wales, registration number 1177765
- We are also a company limited by guarantee, registered at Companies House under number 09911764
- Our registered office is at 605 Albert House, 256–260 Old Street, London EC1V 9DD
- This is an unpaid role; reasonable out-of-pocket expenses are reimbursed in line with our Volunteer Expenses Policy

Our new trustees must have a real interest in and commitment to supporting refugees and people seeking asylum in the UK.

Person Specification

We welcome applications from a variety of professional backgrounds. We are particularly interested in hearing from people who may have lived experience and/or are from underrepresented communities.

We ask that all Trustees show

- Outstanding leadership skills
- Real commitment to Refugees at Home's aims and objectives including our trauma-informed approach
- Experience in a particular role or area of work relevant to the needs of the charity. We welcome applications from people who possess demonstrably transferable skills
- Strategic thinking skills, and an understanding of the challenges that exist within the immigration sector
- Good communication skills and the ability to raise awareness of the work of Refugees at Home, and build and maintain good relationships, helping the organisation to access new opportunities
- An ability to speak their mind in a collaborative and constructive way
- A desire to be an active and engaged member of the Board of Trustees and fulfil the role with integrity



We believe a suitable candidate will demonstrate:

- Strong communication and listening skills, and an ability to work closely with the Executive Team and all other stakeholders
- Strong emotional intelligence with the ability to adapt and reflect, to ensure all Trustees are heard and participating. This includes being aware of cultural differences and power dynamics that may prevent full engagement from individuals
- Decisiveness, working closely with Board sub-committees and the Executive Team to ensure discussions progress in a timely manner and actions are clear – particularly in times of crisis
- Solid relationship management, building strong relationships internally and externally as appropriate, with a willingness to support key introductions between new audiences and the organisation
- Experience of building relationships with funders, supporters and partners and willingness to make connections
- Naturally consultative, but decisive leadership qualities

How to apply

To apply, please send your CV and a covering letter explaining why you'd be a brilliant Chair for Refugees at Home to recruitment@refugeesathome.org by 31 July 2026.

We expect first interviews to take place through August 2026, with follow-on meetings as the recruitment progresses.

We expect to conduct interviews in person in London where possible, with Teams as an alternative. If you need any adjustments to participate in the process, please let us know and we will do our best to accommodate you.

Informal conversations

We warmly encourage anyone interested to have an informal conversation before applying. Please contact our Chief Operating Officer, Carly via carly.whyborn@refugeesathome.org to arrange a call.

We're happy to answer questions, share more context, or simply have a chat about whether this role might be right for you.



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I have never seen a more effective organisation. They matched me with a young British woman called Clare. The first time I met her, she handed over her house key. I couldn't believe her trust in me – a complete stranger. I had given up all hope, but in the 43 days I stayed with Clare, it gave me breathing space to get on my feet. I saved for a deposit, found a room to rent and applied for university. Her support changed – and saved – my life.

Irfan, former guest