



Introduction & Recruitment Process

Thank you for your interest in becoming a Trustees at Harrison Housing. We are delighted you are considering joining us at this exciting time in our journey.

Housing has been the core activity of Harrison Housing since 1869 when it was established as an almshouse. Today, we are also a registered housing provider, delivering sheltered accommodation services through 75 self-contained flats, and providing a further 19 flats as general needs accommodation for older people. We also manage a further 139 properties in the London area for other almshouses and are growing further.

Following a period of great change under the stewardship of our current Chair, we are excited to now be seeking a new Chair and additional Trustees to join us and help lead our organisation through the next stage of our journey. A great strength of the current Board of Trustees has been its ability to work together to steer the Charity towards a stable future for our residents. As a Trustee, you will have the opportunity to help further shape the future of a respected and influential organisation, working alongside our Leadership Team to advance our purpose of supporting older people in housing and financial need and supporting our residents' independence.

You do not need previous Trustee experience, but you will have demonstrative experience of sound judgement, constructive challenge, support and insight. We are particularly interested in hearing from people with experience of developing financial strategy, strategic growth, asset strategy, fundraising, and meaningful resident engagement. You will be an excellent communicator, able to develop positive relationships with other Trustees, senior leaders, residents, and external stakeholders. Most importantly you will share Harrison Housing's values and commitment to supporting people in almshouse accommodation. You will understand the difficulties faced by those living in social housing and will be motivated to innovate and create lasting improvements.

Recruitment Process

Page 4 onwards sets out the expectations of Trustee, the potential commitment and a person specification. This information should be used in your application. If you are interested in applying but would like further information, please contact our recruitment partner, Carol Drummond, at The Housing Executive on 020 7620 3048.

All shortlisted applicants will be invited to meet, interview and be interviewed by some of the trustees. This date is currently expected to be the week commencing **Monday 26th October 2026**.

To apply, we will need the following from you:

- A CV – Please make sure this shows your current/most recent roles over the last 10 years.
- A personal statement - We want to hear about your motivation, why this role/organisation, and your relevant experience.

Please submit your completed application documents via email to admin@thehousingexecutive.com by **9am on Monday 19th October 2026**.

About Us

Short History of Harrison Housing

Housing has been the core activity of Harrison Housing for many decades. Miss Goodwin and three sisters, Elizabeth, Amy and Clara Harrison founded the 'Homes for the Aged Poor' which eventually became known as 'Harrison Homes' and later Harrison Housing as it is today. More details can be found on our website [About us | Harrison Housing](#)

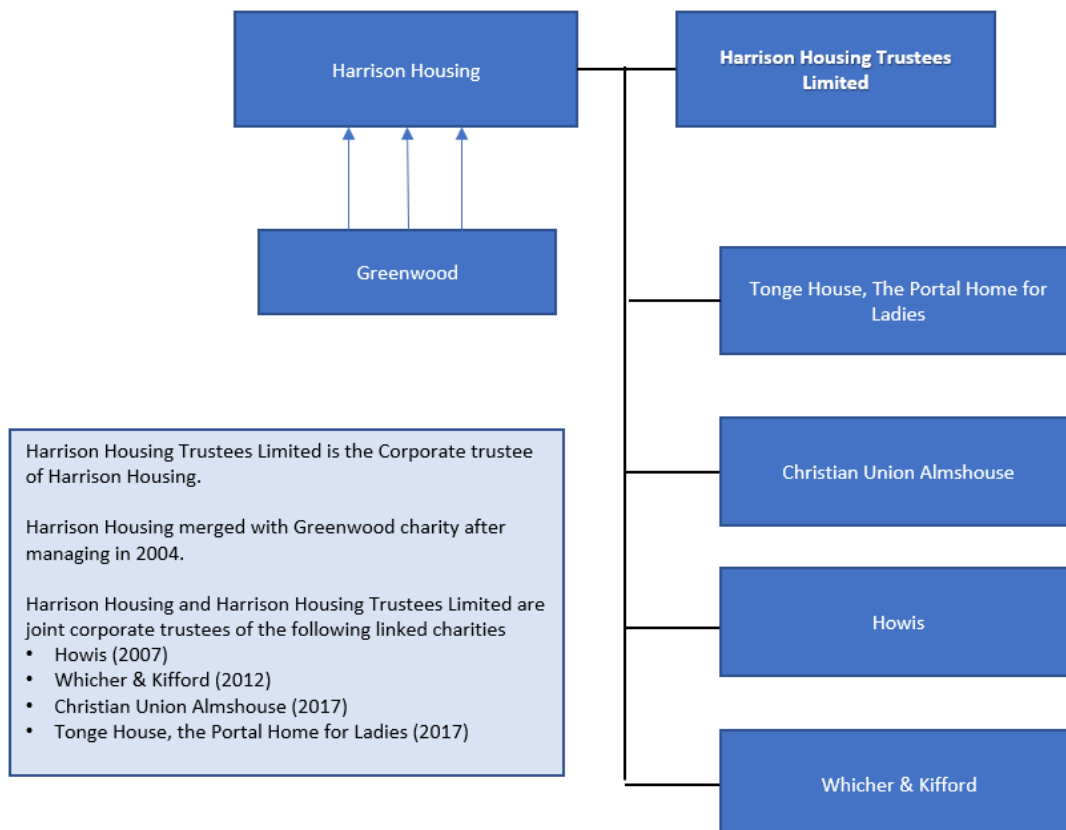
Managing Almshouses for other providers has been a long tradition at Harrison and we currently manage Almshouses in West Hackney, Waltham Abbey, Dulwich, Barnet and Peckham. In our next period of growth, we are looking to manage more Almshouses for other Trustees, using our expertise to provide better value for money for all, as well as improving standards across the Almshouse sector.

Who's Who

We are run by a Board of Trustees supported by the Leadership Team. Details can be found on our website here - [About us | Harrison Housing](#)

Our Corporate Structure

Over the past few decades Harrison Housing has often taken on a number of "Linked charities". These operate within Harrison Housing, but legally they are considered as separate entities. Decisions are taken by the Harrison housing Board of Trustees of behalf of those charities.



More information can be found on the Charity Commission website.

Our Strategy 2026-2029

Why and what?

Harrison Housing has been providing low-cost homes to those who need them in London for over 160 years. We are an organisation with purpose, vision and values:

PURPOSE:

To provide well maintained and safe homes to support older people in housing and financial need.

VISION:

Supporting our residents to live independently.

VALUES:

Supportive – supporting residents, colleagues and other stakeholders.

Honest – be clear and open, do the right thing and speak up.

Adaptable – embracing and welcoming change and challenge.

Respectful – polite and courteous, celebrating and promoting diversity.

Professional – using expertise and knowledge to assess risk and make informed decisions.

The past two years we have been focusing on doing the basic's brilliantly and laying the foundation for our future. Our foundations are strong and we are now in a position to help more residents find a home and help other Trustees navigate the complex legislative landscape. We aim to:

- Be financially strong and environmentally and socially responsible;
- Provide good quality, safe, sustainable and affordable homes;
- Deliver long-term health & welfare benefits to residents through good quality homes and services;
- Increase the number of residents we can help, by growing the number of homes in management and being the managing agent of choice for other Almshouses;
- Strengthen partnership working with Almshouses across London;
- Be a great place to work and have engaged and knowledgeable employees.

Measuring success

We have a comprehensive list of priorities and objectives, and we will regularly review progress against each of these and measure their impact against our strategy. We will use our key performance indicators, performance management tools, budgets and financial results as well as outcomes from resident and employee satisfaction surveys to both measure our success against targets and strive for improvements.

Our Priorities

These can be placed in broad categories:

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|--------------------------------------|------------------------------|
| • People (Residents & Employees) | • Financial Sustainability |
| • Assets (Growth and sustainability) | • Governance (incl. digital) |

Behind these categories we detail priorities for the next 5 years. These are reviewed on a regular basis and monitored by the Board of Trustees.

Trustees Role Summary

Start Date

We are looking for someone to begin working with us in time to attend the December Board meeting.

Salary

Charity Trustees may not be paid for their work as a Trustee however they are entitled to be reimbursed for reasonable expenses incurred during their duties as a Trustee.

Commitment

The Board of Trustees meets quarterly (four times per year), alongside one annual Strategy Away Day (usually in October). Trustees are expected to prepare for meetings by reviewing papers in advance. Harrison Housing currently has one sub-committee – the Finance, Risk & Audit Committee – which also meets quarterly. Trustees with relevant skills may be interested in joining this committee.

Initially there will be an induction process which would mean attending a couple of 2-hour sessions over the first 3 months. We encourage all Trustees to engage in learning opportunities that become available from time to time, i.e. webinars and conferences. There is also an annual appraisal process that will require some time commitment.

We anticipate the role will require 2-4 hours per month, although this may vary depending on organisational priorities and key projects. Meetings are held in-person twice a year (June & December) to coincide with resident events that Trustees may attend. The other two meetings are held virtually. All Finance, Risk and Audit Committee meetings are virtual.

Term

Trustees are elected by existing Trustees at a Board meeting and are appointed for a three-year term of office. On completion of their term, Trustees may seek re-election, subject to a maximum of two consecutive three-year terms (up to six years of continuous service).

Location

Harrison Housing is based in London, with its office located in St. James's Park, Holland Park (W11 4RQ). A Chair who has knowledge of the area we operate within – which covers Kensington & Chelsea, Camden, Lambeth, Hackney, Hammersmith & Fulham, Westminster, and Epping – would be beneficial but is not essential.

Trustee Responsibilities

Legal, Regulatory and Governance Duties

- Ensuring compliance with Harrison Housing's governing documents, Charity Law, Company Law and all other relevant legislations and regulations.
- Ensuring Harrison housing operates solely to further its charitable objects and that resources are used exclusively for those purposes.
- Ensuring that proper financial records and controls are maintained
- Overseeing strong governance, effective administrative systems and robust policies.
- Protecting and managing Harrison Housing's assets, including the responsible investment and stewardship of funds.
- Act with reasonable care and skill, and in the best interests of the charity.

Strategic Leadership

- Setting and upholding Harrison Housing's purpose, vision and values.
- Setting organisational priorities, monitoring performance, and evaluating progress against agreed targets.
- Oversee organisational risk, ensuring regular review and appropriate challenge.

Board Contribution and Decision Making

- Scrutinising Board papers, identifying key issues and contributing to informed decision making.
- Leading or participating in discussions and providing professional or lived experience insight.
- Championing Harrison Housing's values and safeguarding its reputation.
- Participating in organisational panels as required, including recruitment and complaints.

General

- Work within Harrison Housing's policies and procedures including data protection and safeguarding requirements.
- Act as an ambassador for Harrison housing, representing the organisation publicly and building key external relationships.
- Take responsibility for your own health and safety and the health and safety of those around you, complying with Harrison Housing's relevant policies and procedures.
- Have a thorough understanding and commitment to equality, diversity and inclusion and treating all people with dignity and respect.

Accountability

Trustees are accountable for the overall governance and functioning of Harrison Housing. They are responsible to:

- Residents
- Their fellow Trustees and the Trustees of Harrison Housing's managed almshouses
- The Charity Commission
- Companies House
- The Regulator of Social Housing
- The Housing Ombudsman

Eligibility Criteria

In accordance with Section 72(1) of the Charities Act 1993, an individual is disqualified from serving as a Trustee if they:

- Have an unspent conviction for an offence involving deception or dishonesty.
- Are an undischarged bankrupt.
- Have been removed as a Trustee by a court or by the Charity Commission.
- Are subject to a disqualification order under the Company Directors Disqualification Act 1986.

It is an offence to act as a charity trustee while disqualified unless the Charity Commission has given a waiver under section 72(4) of the Charities Act 1993.

Person Specification

Essential

- Have an understanding of the social housing model and the barriers faced by social housing residents and older members of society.
- Commitment to Harrison Housing's purpose, vision and values.
- Strong strategic leadership skills and the ability to support long-term organisational development.
- Strategic vision.
- Experience of governance, committee work, or leadership at a senior level.
- Ability to build productive relationships with Trustees, members, staff, partners and stakeholders.
- Tact and diplomacy.
- Strong communication, facilitation and influencing skills.
- Ability to chair meetings effectively and foster collaborative decision-making.
- Willingness to devote the necessary time and effort to fulfil the responsibilities of the role.

Plus **at least one** of the following:

- Experience of financial strategy
- Experience in strategic growth
- Experience of asset strategy
- Experience of developing and overseeing effective, long-term, charity fundraising strategies.
- Experience of meaningful engagement with residents and embedding a 'resident voice' within housing organisations.

Desirable

- Have an understanding of the Almshouse model of Social Housing
- Experience of governance and regulation of a charity and/or social housing organisation
- Experience within a social housing organisation.
- Experience of organisational growth and transformation.
- Experience of working with public bodies, regulators, or national policy makers.

Personal Qualities

- Integrity, openness and accountability.
- Sound judgement and strategic thinking.
- Tact and diplomacy.
- Excellent interpersonal skills.
- Ability to respect confidentiality whilst maintaining transparency and accountability.

All Trustees are subjected to a DBS check, paid for by Harrison Housing.