

MAYOR'S FUND FOR LONDON



**Mayor's Fund for London
Trustee recruitment pack**

July 2026



FOREWORD FROM OUR PATRON, THE MAYOR OF LONDON

I'm delighted you've shown interest in becoming a Trustee for the Mayor's Fund for London. Trustees play a vital role in driving forward the charity's work to respond to the needs of our young people. London is, in my opinion, the greatest city on earth, and that's because of what I like to call 'the London promise'. It's the idea that no matter who you are or where you come from, if you're willing to work hard, this city will give you a helping hand, and there will be no limits on what you can achieve here in our capital.

My own journey – from a South London council estate to Mayor of London – is an embodiment of that promise. As Mayor, I want to make sure that all young Londoners have access to the same opportunities this city gave me. The Mayor's Fund for London exists to do just that – to keep the London promise alive and make sure that the next generation of Londoners have the opportunities they need to thrive.

Its impact has been incredible. In 2025 alone, the Fund supported more than 62,000 young people across our city. Programmes like Holiday Hope provided vital support during the school holidays, while City Shapers equipped our future leaders with the skills they need to effect positive change in their communities. Last year, the Fund provided more than 227,000 meals during school holidays, created over 28,000 positive opportunities for young Londoners and helped 458 youth workers to offer guidance and support. Behind every number is a story – that of a young person whose life has been made better by this organisation's fantastic work.

The Mayor's Fund for London shares my ambition to make our city a fairer, safer, healthier and more prosperous city for all. If you too share that ambition, then I hope you will consider putting yourself forward. This is a rare opportunity to not only shape the direction of this charity but also the direction of our city and create a brighter future for our young people. I look forward to working with you to ensure that every young Londoner can fulfil their potential, achieve their dreams, and help make London the greatest city in the world.

Thank you again, and my very best wishes.

A handwritten signature in blue ink, appearing to read 'Sadiq Khan'.

Sir Sadiq Khan
Mayor of London



MESSAGE FROM OUR CHAIR, NATALIE CREARY

Thank you for your interest in joining the Trustee Board of the Mayor's Fund for London.

We are currently recruiting **three new Trustees** to support our mission to create a fairer future for young people and a stronger city for all of us. The Mayor's Fund for London plays a unique role across the capital, bringing together community organisations, employers, funders and policy makers to expand opportunity for young Londoners facing the biggest barriers.

Our Management and Staff Team have positioned the organisation as a very effective player in London, making a deep impact not only on the lives of tens of thousands of young Londoners directly each year, but more broadly through influencing policymakers to tackle some of the systemic challenges that hold young people back. Whilst much progress has been made since the charity was established 18 years ago, some of the challenges facing young Londoners remain unchanged, new pressures and opportunities continue to emerge.

We are open to applications from anyone who is interested in strategically supporting our mission and who can bring the skills to the Board which are outlined in this recruitment pack. As a pan-London youth charity, we are committed to building a Board that reflects the diversity of London's communities. We believe that young people's perspectives and lived experiences strengthen our governance and therefore particularly welcome applications from candidates who bring this insight to our Board.

In this pack you will find further detail of the specific skills and experience we are looking for. If you have a real passion for making London the best city it can be for young people and are willing to stretch our thinking, offer constructive challenge and positive engagement with the organisation and across the work we deliver with our partners and young people, then please do get in touch. Thank you very much for your interest and I look forward to hearing from you.

Natalie Creary

Chair of Trustees, Mayor's Fund for London

WHO WE ARE

We are the Mayor's Fund for London (MFL), a charity that champions opportunities for young Londoners facing the biggest barriers. Throughout the lifetime of a young Londoner, we're here for them providing **food** as a foundation, **skills** as a springboard, and **power** through our platform so they can grow, thrive, and shape London into a truly inclusive, more prosperous city. We work in strategic partnerships across the capital, from local communities, state schools, and leading employers, all the way up to the Mayor of London, our charity patron.

You can read about our impact and reach in our [2025 Impact Report](#) and [Theory of Change](#).

You can find out more on our website: mayorsfundforlondon.org.uk and through our social media channels: @mayorsfundforlondon

BECOMING A TRUSTEE

"I became a trustee of the Mayor's Fund for London, because the values of the organisation align with my passion for fostering opportunities and empowering the next generation to achieve their optimum potential. It is my firm belief that no talented individual should be hindered by circumstances beyond their control, and this conviction forms the cornerstone of MFL's mission. I am honoured to contribute to such meaningful work."

Roni Savage, Chief Executive, Jomas Associates, and Mayor's Fund for London Trustee. Roni joined the Board in 2023.

As a charity, our Trustees are the governing body of our organisation. They fulfil a vital role and help ensure that the charity delivers on its mission and purpose and uses its resources effectively. Much more than that, they help set and shape the strategy of the charity, they hold its values and they are ambassadors on its behalf.

At the Mayor's Fund for London, we want our Trustees to feel part of our team. To bring insights and experience into our organisation, and to be prepared to work collaboratively with staff – and young people – to shape opportunities for the future.

The Board meets four times per year (March, July, September, and December), and has one sub-committee covering Finance, Audit and Risk (FAR) which meets two weeks before the Board. Trustees are expected to attend all full Board meetings, and those nominated to join the FAR Committee to attend those meetings too. All of our meetings are currently online to allow flexibility and there is an expectation that

from time-to-time Trustees will engage with the staff team and be present at our events.

As a charity that supports and champions better outcomes for young people in London, **we are especially interested in recruiting some new trustees aged 24-30**. This may be through direct experience of the challenges young Londoners are facing, through experience and knowledge of our programmes and activities, and/or a desire to take a step into a strategic governance role with a charity whose mission matters to them.

The Board already has a wide range of diversity, experience and expertise; and we are keen to continue to broaden that experience through this recruitment. In particular, we are looking for some knowledge in:

- **Charity Finance** – please read further requirements below*
- **Data and Technology**
- **Funding and Income Generation**

*We are seeking a strong strategic financial expertise and an understanding of charity governance, with the ability to support and challenge decision-making in the best interests of the Charity. Specifically, we are looking for someone who can:

- Provide strategic oversight of the charity's financial sustainability and stewardship.
- Advise the Board on financial strategy, risk, reserves, and investment matters.
- Ensure the Board receives clear and timely financial information to support effective decision-making.
- Oversee the effectiveness of financial governance, controls, and regulatory compliance.
- Review and challenge budgets, forecasts, and annual accounts prior to Board approval.
- Contribute fully to the Board's strategic leadership and collective decision-making.

Some of the qualities we would like new Trustees to offer include:

- A deep commitment to London and the future of our capital city and a real understanding of the social mobility barriers and issues that impact young people, particularly those from marginalised communities.
- Sharing our vision and commitment to supporting and shifting power to young people.
- Networks of potential partners: this might be employers or businesses who can provide opportunities for young people; businesses that could sponsor or provide funding; trusts and foundations; or organisations that could work with us in other ways.
- Knowledge of young people's issues and policy, particularly in our core areas: employability and skills development, food security and wellbeing.

- An understanding of diversity and inclusion, and the role of employers and institutions in showing leadership to bring about change which in turn opens up more opportunities to young Londoners who might otherwise miss out.

We don't expect any candidate to have all these qualities or attributes, but each Trustee should demonstrate a strong desire to work collaboratively with fellow board members and our Senior Management and wider staff team to help ensure we deliver the best outcomes for young Londoners that we can.

ADDITIONAL INFORMATION FOR YOUNGER TRUSTEE APPLICANTS

If you wish to be considered for one of the three Trustee vacancies, and you are aged 24-30 at the time of applying, please do consider all the criteria that we set out above and also note the points below. We will be looking for applicants with lived experience and/or relevant voluntary and work experience which demonstrates a strong understanding of the issues and challenges facing young people growing up in London today.

We recognise this may be your first Trusteeship. The Mayor's Fund will ensure you are well prepared and inducted, following guidance provided by the Young Trustees Movement: <https://youngtrusteesmovement.org/>.

While we will give you a full induction and support you with any specific training needs around safeguarding and legal responsibilities of a trustee, we hope applicants will have a broad understanding of the operating environment for charities. We offer a hugely rewarding and supportive environment; the opportunity to work with a fantastic team of trustees, staff and partners and the chance to play a vital part in creating a better London for the future.

As a first stage of the process, we suggest an informal conversation with Gill Goodby, Director of External Relations at the Mayor's Fund for London who leads on our youth engagement work. Please email Gill at ggoodby@mayorsfundforlondon.org.uk or call 07814 693613.

You can also find out more in this [blog](#) - *'Who is a Trustee? - A young person's guide to understanding governance'*.

LEGAL DUTIES

A Trustee has a legal duty to act only in the charity's best interests, manage its resources responsibly, comply with charity law and the governing document, and ensure the charity is properly governed and accountable. Every charity has its own

terms of reference for Trustees, but generally their responsibilities are similar in legal and governance terms.

You can read about the role of Trustees here: <https://www.gov.uk/guidance/charity-trustee-whats-involved>

At the Mayor's Fund for London, our Trustees are appointed for a period of three years and are eligible for reappointment for a further two consecutive terms (optional). The Board of Trustees makes and approves the appointments. The current Board is made up of nine Trustees who have served between them for in excess of 30 years in total, so there is a huge amount of experience. With some current Trustees ending their terms of office, we are looking to **recruit three new Trustees in 2026**

HOW TO APPLY

If this sounds of interest, we would be delighted to hear from you.

- Please provide a copy of your CV and, in no more than 1-2 pages, a written response to these two questions:
 - Why are you interested in becoming a Trustee of the Mayor's Fund for London, including your interest and connection with our mission and values?
 - What are the particular attributes, experience and/or expertise you can bring to the role of Trustee?
- **Apply no later than midday on Tuesday 11th August 2026** to Mila Smith, Head of People, msmith@mayorsfundforlondon.org.uk
- We will then consider applications, and shortlisted candidates will be invited for interview with current Trustees in September.
- We expect to finalise appointments by our Board meeting in December.
- Further details will be sent out to candidates as the process evolves.

If you would like an informal conversation with the Chief Executive Jim Minton before applying, please contact jminton@mayorsfundforlondon.org.uk.

NB for candidates aged 24-30 please see the guidance above, we suggest you contact Gill Goodby ggoodby@mayorsfundforlondon.org.uk

All appointments are subject to two employer references (if not one employer and one academic reference), and the Mayor of London is required to be notified before formal confirmation of appointment to our Board is offered.

EQUITY DIVERSITY AND INCLUSION

The Mayor's Fund for London recognises the positive value of diversity, promotes equality and challenges discrimination.

We welcome and encourage applications from people of all backgrounds. We particularly welcome applications from Black, Asian, and Minority Ethnic candidates and those with lived experience of food insecurity or who received Free School Meals as a child.

Please note that this post is subject to appointees undergoing an Enhanced DBS, in line with the Mayor's Fund for London commitment to Safeguarding.

The Mayor's Fund for London is an equal opportunities employer and an accredited Good Work Standard employer.