Trustee recruitment pack

Welcome and thank you for your interest in becoming a trustee

Transport for All is the leading UK-wide Disabled People s Organisation working on accessible transport. We are led by and for disabled people, and work with our members to break down barriers and transform the transport system so we can make the journeys we want, with freedom, dignity, ease and confidence. Together, we campaign for change, influencing governments, industry and the public.

These governance roles are an opportunity to bring your commitment, enthusiasm and expertise to our Board and help guide Transport for All's work.

It s been over 40 years since Transport for All started campaigning for disabled people s rights to use public transport. We ve had some recent big wins, including overturning national plans to close all rail ticket offices. But decades on, 97% of disabled people still report facing access barriers to travel.

Transport for All has a strong reputation for shaping the transport justice conversation and securing change alongside disabled people. We are in a period of significant travel and transport reform, with a government firmly focused on growth, the climate crisis and technological innovation. Disabled people must be part of the decision making that impacts us, and our work by and for disabled people is vital in making that happen.

We are a proud Disabled People's Organisation. Our team and membership include disabled people with a wide range of experiences, and all of our staff and the majority of our Trustees are disabled. We are committed to understanding, respecting and meeting each other's access needs, and this extends to Board members.

We are in a strong position as an organisation. We have secured core-cost funding, and our research and consultancy work is well established, with opportunities for growth. Over the last year, the Board has overseen changes in our people leadership which has made us stronger and more resilient. As we welcome our new Chief Executive, and as our Treasurer

enters the last year of their term, we are looking for people who want to help secure our future.

We greatly value the time, energy, commitment and expertise of our skilled Board of Trustees who make it possible for us to achieve our aims. In return, Trusteeship provides a hugely rewarding opportunity to contribute to improving access for disabled people, while developing your own knowledge and skills.

With best wishes,

Jo Bridger and Deborah Persaud

Co-Chairs

About Transport for All

Our vision is transport justice for all disabled people.

Our mission is to break down barriers and transform the transport system, so that all disabled people can make the journeys we want, with freedom, dignity, ease, and confidence.

We have five strategic priorities:

1. **Justice for Communities:** Providing a case work service, information, guidance and advocacy, peer support.
2. **Justice in Systems:** Building the evidence base and influencing decision-makers, holding power to account.
3. **Justice in Practice:** Training for transport practitioners and consultancy services.
4. **Justice in Society:** National and local campaigning and influencing central and local government.
5. **Justice in our Organisation:** Seeking financial stability, staff wellbeing and training, with strong governance and accountability.

Our Values

- We are bold
- We are collaborative
- We are experts
- We are unapologetically disabled

Transport for All is led by disabled people: the majority of the staff team and Board of Trustees are disabled. And we want to see change for all disabled people across the UK.

We particularly welcome applications from disabled people who are willing to share their lived experience. This explicitly includes those of us who are Deaf, neurodivergent, chronically ill, have a mental health condition, have age-related impairments, and people with both visible and non-visible impairments.

About the roles

We are committed to building a strong Board, equipped for the future, and with the right skills and experience to govern across all business areas and represent our geographically diverse membership and staff team.

Our charity is looking for up to six Trustees to serve and help guide the charity in its growth and new opportunities.

Trustees will be asked to:

- Attend Board meetings and Board sub-committees, prepare and contribute to discussions and decision-making.
- Support and provide advice on Transport for All's purpose, vision, goals, and activities.
- Contribute to the broader delivery of Transport for All's objectives, aims and reputation by conscientiously applying your skills, expertise, knowledge and using your networks.
- Review and approve Transport for All's performance and financial statements.
- Provide support and challenge to the Transport for All Chief Executive and Senior Leadership Team in the exercise of their delegated authority and delivering the business.
- Promote and protect Transport for All's interests, exercising strong, impartial governance and accountability and complying with the legal responsibilities as a Director of a company and in line with Charity Commission requirements.

This is a voluntary role, but we cover travel and meeting expenses. We are keen to ensure that no one should be prevented from serving as a trustee for financial reasons and can discuss support, so applicants feel that they are able to offer their time regardless of their financial circumstances.

What we re looking for

We are particularly interested in hearing from people with lived experience of disability, with a background and professional skills in one or more of the following areas:

- Finance, financial regulation and accounting - in particular for the Treasurer role.

- Law - charity, commercial or equalities and human rights.
- HR and wellbeing.
- Communications and media.
- Transport industry or a transport authority.
- National and local government.
- Commercial and/or Consultancy work.

Our current Treasurer s final term ends in early 2027, and we are specifically looking for someone with the relevant background and experience to fulfil this critical role.

Skills and experience

Prospective Trustees should have some or all of the following skills:

- Lived and/or professional experience in disability rights and a strong personal commitment to equality, diversity and inclusion.
- Ability to think creatively and strategically, exercising good judgement to work effectively as a board member and with senior colleagues.
- An understanding of the subject matter, with awareness of the social model of disability, the accessibility landscape within travel and transport, and wider political, societal and cultural attitudes.
- Ability to provide oversight, governance and accountability, ideally in public, charity or community-led organisations in a dynamic political and fiscal environment.
- Assessing organisational budgets and controlling expenditure, with a strong grip of risk.
- Effective management, building a supportive, professional culture during change and growth.

Appointment

Trustees are appointed for a 3-year term, with the opportunity to be appointed for two additional terms of 3 years.

Time commitment

The Board meets six times a year, usually in a hybrid or online format. There is an annual in-person Board away-day in late spring/early summer. Once settled in, Board members may be asked to participate in a Board sub-committee, which take place in between Board meetings.

You may be asked to provide professional insight, advice, guidance and support to the executive team on an ad-hoc basis, as well as through your professional contacts. We may also ask you to represent the organisation at external events and in the media, for which you would be briefed.

Legal Responsibilities

We expect our Trustees to commit to the legal duties of a trustee and principles of public life. On appointment, all new Trustees will receive an induction pack which gives a full overview of the commitments and responsibilities of Transport for All trusteeship.

The criteria and responsibilities for Trustees can be found here: https://www.gov.uk/guidance/charity-trustee-whats-involved

Good to know

- We are a virtual organisation, with staff located across the UK. We welcome applicants from anywhere in the UK, but you will be required to travel to meetings and events. Travel and accommodation costs will be covered.
- We actively encourage our Board to participate in training, and we regularly hold board development activities.
- There will be the opportunity for a conversation with the Co-Chairs and CEO/Interim CEO before taking up an appointment.

Eligibility Criteria

You must be able to be appointed as a Director of a company, and have your identification verified by Companies House before taking up the role, when you will be asked to provide the verification number.

Transport for All will carry out due diligence, including assessing your use of social media.

How to Apply

We will need:

- A CV no longer than 2 pages, setting out your career history, with key responsibilities and achievements. Please include suitable daytime and evening telephone contact details.
- A Statement of Suitability no longer than 2 pages, saying why you think you are a good fit for Transport for All including details of your skills, experience and personal qualities.
- Details of 2 referees, relevant to the last 5 years. We will contact your referees if you are shortlisted for interview.
- Confirmation that you can verify your identification at Companies House.

Please send your application, marked 'Trustee Application' as the heading to recruitment@transportforall.org.uk by 5pm on Friday 18 September.

We are happy to provide further information or discuss the role. All enquiries should be directed to recruitment@transportforall.org.uk , clearly marked Trustee enquiry .

Recruitment timeline

- **The closing date for applications is 5pm on Friday 18 September 2026.**
- Shortlisting will take place week commencing 21 September
- Interviews are scheduled to take place week commencing 28 September.

The selection panel will be 3 serving Trustees with the interim Chief Executive observing.

Data Protection

Protecting your personal data is of the utmost importance to Transport for All and we take this responsibility very seriously. Any information obtained by us is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our systems.

As defined under the General Data Protection Regulation (GDPR) Transport for All is a Data Controller and a Data Processor, and our legal basis for

processing your personal data is Legitimate Interests . You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please read our Privacy Policy.