SEFYDLIAD bevan FOUNDATION

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About the Bevan Foundation

The Bevan Foundation is Wales' most influential think tank. We generate ideas and insights to help end poverty, inequality and injustice in Wales. We are creating real and lasting change, by informing, inspiring and challenging decision-makers to take action to improve people's lives.

The Foundation is a registered charity, independent of any political party or view. We are funded by charitable trusts, donations and subscriptions, and by our social business activity.

What we do

The Bevan Foundation generates its insights and ideas through high quality research and analysis. We listen to people with experience of an issue, engage with people who work with them, and analyse data of all kinds including commissioning good quality surveys.

We pride ourselves in producing engaging output, from writing research reports, articles and briefings, to organising webinars, delivering presentations and training.

We inform, influence and inspire change by engaging with stakeholders and decision makers. We understand the public policy landscape, and make constructive contributions to policy making.

As a result of our approach, the Bevan Foundation has an outstanding record of our findings and recommendations triggering changes in public policy and practice, including:

- Proving that universal free school meals for primary school children is affordable.
- Prompting the Welsh Government to increase Education Maintenance Allowance by £10 a week.
- Making it easier for more than 60,000 households to get Council Tax support putting up to £67m back in the pockets of low-income households across Wales.

About this role

We are looking for new trustees to join our board to fill vacancies.

This is an exciting opportunity to get involved with our high impact team. You'll help the organisation to increase understanding of the challenges facing people in Wales, help to develop effective solutions and keep the charity on course.

The usual term of office of trustees is four years, with the possibility of another four-year term thereafter.

Trustees do not get paid, although reasonable expenses for travel may be claimed.

About you

We are looking for people who are passionate about improving the lives of the people of Wales, and who want to make a difference by generating insights that help to change public policy and practice.

Trustees come from all walks of life – there are no specific qualifications or experiences we require. However, applications from people with **fundraising** or **senior leadership experience,** or from people **fluent in the Welsh language,** would be particularly welcome.

We want our board to reflect the breadth of Wales' population. We welcome applications from everyone, but would particularly like to hear from younger people, people from diverse ethnic backgrounds, and people in north and west Wales. We'd also welcome applications from people working in front-line roles with people on low-incomes.

Don't worry if you haven't had experience of being a trustee or board member before. We will offer you support and training to help you to undertake your role, and in addition we're aiming to partner with external board training programmes.

Role description

The trustees are accountable for all aspects of the Bevan Foundation's activities. You will contribute to:

- Guiding the Foundation's future strategic direction.
- Ensuring the Foundation is properly resourced to deliver its objectives, including its finances and people.
- Developing appropriate policies to shape its operation.
- Maximising its public benefits and impact.
- Safeguarding its reputation.
- Ensuring the charity complies with all its legal duties and obligations.
- Working to the highest ethical standards.

What's involved?

Being a trustee involves a mixture of activities.

Attending board meetings : You'll need to attend and participate in board meetings. These meetings take place four times a year, with additional meetings arranged in some circumstances. You'll need to read papers sent to you in advance of the meeting, and use your skills and experience to comment on them and reach decisions.

Responding to ad hoc requests : We might ask for your views on a matter that needs trustees' comments or decision in between meetings, so you need to be able to comment and respond.

Contributing to our broader work : Sometimes we may ask you to contribute your skills and experience outside of formal board meetings, be this through task and finish groups established by the Board or by sharing your expertise with the staff team.

Networking and being an advocate : Our trustees help to spread the word about the Bevan Foundation and encourage other people to support us. This might involve attending events on our behalf, explaining what we do to colleagues and friends, or simply following us on social media and sharing our content.

Pre-starting checks

The Bevan Foundation undertakes pre-starting checks as required by law, to ensure it recruits the right people and to support you at work. We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All applicants must be willing to undergo checks appropriate to the post. We expect all trustees to share this commitment and uphold the highest standards of professional conduct and integrity. Checks include:

- Assessments of shortlisted candidates
- A basic Disclosure and Barring Service check
- A check to see if you are disqualified from being a company director
- A check for insolvency

How to apply

To apply, please submit a c.v. with covering letter explaining why you are interested in the role and what you can offer us. We are happy to discuss the role informally with you if you have any questions.

Please email your c.v. and covering letter to info@bevanfoundation.org – please put **Trustee Role** in the subject line. Any informal queries should also be sent to this address.

There is no closing date. Instead, we will be reviewing and inviting suitable candidates for an interview on a rolling basis. However, if you are interested, we urge you to let us know sooner rather than later.

If you are selected after interview, you will be co-opted as a Trustee by the rest of the board then recommended for appointment for a four-year term at our AGM in November.

Please note

Being a trustee is a voluntary role and is therefore unpaid. We can however reimburse reasonable travel and subsistence costs incurred on our behalf, in line with our expenses policy.

As Trustees are also company directors, you will need to become and remain a member of the company while you are a trustee, as per the rules set out in our Memorandum of

Association. This involves contributing a minimum of £50 a year / £4.75 a month to the Foundation.

The Bevan Foundation is an independent and politically impartial organisation. We expect all staff and trustees to uphold the principle of impartiality in the course of their duties.

5 March 2026