

SEE ABILITY

Live. Love. Thrive. Belong.



**Make a Difference:
Become a Trustee at SeeAbility**

Welcome

Thank you for your interest in becoming a Trustee at SeeAbility.

Founded in 1799 as The Royal School for the Blind, we are one of the UK's oldest disability charities. For over 225 years, we've specialised in supporting people with learning disabilities or autism, many of whom also have sight loss. Today, our passionate team supports more than 300 people to live extraordinary lives through social care, and we reach over 7,000 children each year through our pioneering eye care work.

At SeeAbility, ambition is at the heart of everything we do. With the right support, people achieve things they never thought possible – building friendships, discovering new experiences, gaining independence, and even finding employment. Our unique combination of self-advocacy, social care, influencing, eye care, and supported employment programmes enables people to challenge assumptions about disability and redefine what's possible.

As we develop our new five-year strategy, co-produced with the people we support, their families, our colleagues, and other stakeholders, we are in a strong position to build on our heritage and extend our impact even further. Trustees play a vital role in this journey – ensuring good governance, shaping our direction, and bringing expertise to meet the challenges of today's environment, from funding pressures to workforce needs.

We have also recently been successful with the securing of contracts for our Special Schools Eye Care service in London and the South East. This will enable us to serve a further 70,000 children.

We are now looking to strengthen our Board with skills in the field of finance. If you share our belief in a more inclusive world, and can bring your experience and ambition to help us achieve it, I would be delighted to welcome you to our team.

Lisa Hopkins

Chief Executive, SeeAbility



Finance Trustee



Help shape the future of one of the UK's oldest disability charities

SeeAbility is looking for an exceptional finance professional to join our Board of Trustees and help us achieve our ambition for a more inclusive world.

Founded in 1799 as The Royal School for the Blind, SeeAbility has spent more than 225 years supporting people with learning disabilities and autism, many of whom also have sight loss. Today, our passionate team supports more than 300 people to live extraordinary lives through social care, while our pioneering eye care work reaches 70,000 children each year.

As we look to build on our heritage and extend our impact, we are seeking a new Trustee with significant financial leadership experience to help us navigate the opportunities and challenges ahead.

The opportunity



As Finance Trustee, you will bring your financial expertise, commercial insight and independent judgement to the Board at an important time in SeeAbility's development.

You will play a key role in helping the Board ensure that SeeAbility is financially sustainable, well governed and able to deliver its ambitions. You will provide constructive challenge and objective advice to fellow Trustees and the Senior Leadership Team, while helping the Board understand the financial implications of strategic decisions and opportunities.

You will also play an important role through our Finance & Audit Committee, working alongside fellow Trustees and colleagues to provide effective oversight of financial performance, risk, audit and assurance.

This is much more than a technical finance role. We are looking for someone who can combine financial expertise with strategic thinking, commercial acumen and a genuine commitment to our mission.

About you

You will be an accomplished finance professional with a proven track record of significant achievement, ideally gained within the finance function of a major organisation. Experience of operating at Board level and/or chairing an Audit Committee would be particularly valuable.

An accountancy qualification, ideally ACA or ACMA, is desirable.

You will bring:

- Strong financial leadership and commercial experience, with the ability to provide strategic financial and commercial insight to the Board.
- Board-level experience and judgement, with the confidence to contribute to high-level decisions about the future of an organisation.
- The ability to assimilate complex information quickly, identify what matters and reach well-considered conclusions.
- The confidence to provide independent, impartial and objective advice, including constructive challenge where appropriate.
- A strong understanding of financial sustainability, risk, governance and assurance.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of charity trustees, or a willingness to develop this knowledge. Training and support will be provided for those new to trusteeship.
- Strategic vision and creativity, with the ability to look beyond immediate challenges and identify opportunities for SeeAbility.
- Outstanding influencing and interpersonal skills, with the ability to build effective relationships and engage confidently with people at all levels.
- Integrity, authenticity and independence of mind, together with high ethical standards and a commitment to acting in the best interests of SeeAbility and the people we support.
- Excellent listening and diplomacy skills, with openness to different perspectives and feedback.
- A willingness to engage with SeeAbility's staff, the people we support, their families and other professionals, and to be an ambassador for our work.
- A genuine commitment to SeeAbility's vision, mission and values.

You will combine professional credibility and personal stature with warmth, humility, a good sense of humour and the ability to work collaboratively as part of a collegiate Board.

Why SeeAbility?

At SeeAbility, ambition is at the heart of everything we do.

With the right support, people achieve things they never thought possible — building friendships and relationships, discovering new experiences, gaining independence and finding employment.

Our work brings together social care, self-advocacy, influencing, eye care and supported employment. We encourage people with disabilities to challenge what they expect from life, from themselves and from wider society.

The people we support overcome significant barriers every day. They challenge us all to think differently about what is possible and to rethink disability.

As a Trustee, you will have the opportunity to use your professional expertise to help an ambitious organisation make an even greater difference.

Our vision and values

Our vision is for **inclusive communities where people with sight loss, autism and learning disabilities participate as equal citizens.**

Our mission is to **champion and deliver ambitious support and preventative services alongside people with learning disabilities, autism and sight loss, enabling them to realise their goals each and every day.**

Our values have been co-produced with people we support, families, colleagues and Trustees:

	Respect is our starting point.
	We spark imagination.
	We learn together to be our best.
	We believe in each other.

These values are central to how we work and how we make decisions.

About the Board



SeeAbility's Board of Trustees is well established and brings together a diverse range of skills, experience and perspectives.

Trustees have ultimate responsibility for directing the affairs of SeeAbility and ensuring that the charity is solvent, well run and delivering the charitable outcomes for which it was established.

The Board meets four times a year, with meetings usually held in central London.

Trustees also participate in one of two principal sub-committees – People & Quality or Finance & Audit – with committee meetings held online. There is also an annual overnight strategy session.

Every Trustee is expected to make time for a proper induction, which includes training, visits to some of the homes where people we support live, attending a sight-testing session in a special school and meeting members of the leadership team. Trustees are also encouraged to engage with SeeAbility through events and other opportunities during the year.

Diversity and inclusion



We are committed to building a Board that reflects the diversity of the communities we serve.

We strongly encourage applications from people from all backgrounds who share our values and vision, regardless of ethnicity, disability or other protected characteristics.

We are particularly interested in the contribution that different perspectives, experiences and ways of thinking can bring to our Board.

Terms of appointment



This is a voluntary Trustee position. Reasonable expenses will be reimbursed.

Trustees are appointed for a four-year term, with the opportunity for re-election, in accordance with SeeAbility's governing arrangements.

Applicants will be asked to disclose any potential conflicts of interest to ensure impartiality in decision making.

Interested?



If you are an accomplished finance leader who wants to use your experience, judgement and influence to make a tangible difference, we would love to hear from you.

You do not need to have been a charity Trustee before. What matters most is that you bring the expertise, independence of mind, curiosity and commitment to help SeeAbility make the best possible decisions for the people we support – now and for the future.

For further information and details of how to apply, please contact Joan May, PA to the CEO, with your expression of interest and CV.

