



**BBC**  
**CHILDREN**  
**IN NEED**

**TRUSTEE RECRUITMENT PACK**

**MARCH 2026**



## INTRODUCTION BY CHAIR

**Thank you for your interest in becoming a Trustee of BBC Children in Need.**

For more than 40 years, the charity has brought the nation together to support children and young people facing some of the most significant challenges in the lives. Through the generosity of the public and our partners across the UK, we fund organisations that provide vital support to children and families in communities across England, Scotland, Wales and Northern Ireland.

The scale of need remains significant, and the role of BBC Children in Need continues to evolve as we respond to changing circumstances for children and young people. The Board of Trustees plays an important role in guiding the charity through increasingly complex environments, ensuring we remain focused on delivering meaningful impact while maintaining the public trust that underpins our work.

As part of our commitment to maintaining an appropriate balance of skills, experience, and perspectives at Board level, we are seeking to appoint three new Trustees. We are looking for individuals who share our commitment to improving the lives of children and young people and who can contribute their insight, experience, and judgement to the governance of the charity.

I hope you will consider applying to join us.



**James Fairclough**  
**Chair, BBC Children in Need**



## ABOUT BBC CHILDREN IN NEED

Our purpose is to create positive and lasting change for children and young people who face disadvantage, ensuring every child has the opportunity to thrive and be the best they can be.

Each year the charity raises funds through the generosity of the public, corporate partners, schools, community groups, and audiences across the BBC. These funds are invested in organisations working directly with children and young people in communities across the UK.

BBC Children in Need focuses its funding on the issues that most affect children's lives today. These include mental health and emotional wellbeing, poverty and social inequality, family-related challenges, and barriers to opportunity. Through the projects we support, children and young people are able to build confidence, strengthen relationships, improve their wellbeing, and develop the skills they need to flourish.

Throughout 2023/24, we supported nearly 340,000 children and young people across a range of funding programmes including awarding over 540 new grants in our responsive programmes.

In the most recent financial year the charity awarded £37.9 million in grants to 720 organisations, supporting more than 363,000 children and young people across the UK.

Alongside its grantmaking, BBC Children in Need uses its national platform to raise awareness of the challenges facing children and young people and to encourage wider support for organisations working in the sector. Through this combination of funding, partnerships and public engagement, the charity plays a distinctive role in supporting children and young people across the UK.

You can read more about the positive impact we make for children and young people in our **Annual Report and Accounts**.



## HOW THE BOARD WORKS

BBC Children in Need is governed by a Board of Trustees who are responsible for ensuring the charity fulfils its purpose and operates in accordance with charity and company law. Trustees are also Directors of the charitable company.

The Board provides strategic oversight of the organisation. It sets the overall direction of the charity, monitors performance, and ensure resources are used effectively to deliver the charity's objectives. Trustees work closely with the Executive Team, offering support and constructive challenge while maintaining clear oversight of governance, risk, and financial stewardship.

The Board comprises up to 14 Trustees, all of whom act independently in the interests of the charity. In line with the charity's governing arrangements, half of the Trustees are drawn from within the BBC and half from outside. This structure reflects the charity's close relationships with the BBC, enabling the Board to benefit from BBC insight as well as a broad range of external perspectives.

Trustees meet several time each year as a full Board and are also expected to serve on one or more of the Board's committees, including those overseeing audit and risk, nominations and remuneration, and the charity's approach to impact and funding.

## WHY WE ARE RECRUITING

We are recruiting to ensure the Board continues to bring the right balance of experience, independence, and perspective to support the charity's work. The charity operates at the intersection of national fundraising, public engagement, and grant making. As the organisation continues to evolve in response to the changing needs of children and young people, the Board must ensure it has the collective capability to oversee the charity's strategy, performance, and impact.

We are therefore seeking to appoint three new Trustees (one from within the BBC and two from outside) who will strengthen the Board's expertise and contribute to its ongoing development. In particular, we are interested in individuals who can bring insight into the impact of programmes that support children and young people, as well as experience that supports strong governance, risk oversight, and financial stewardship.

The recruitment will also support succession planning for key Board committees. In particular, the Board anticipates that one of the new Trustees will take on the role of Chair of the Impact Committee, which provides oversight of the charity's grant-making and impact activity, supporting the development of funding strategy and monitoring the outcomes achieved for children and young people across the UK.



# ROLE OF A TRUSTEE

Trustees are responsible for the overall governance and strategic direction of BBC Children in Need. Acting collectively as the Board, they ensure the charity pursues its purpose, uses its resources, responsibly, and operates in accordance with charity law and the highest standards of public accountability.

The Board sets the charity's strategic direction and monitors progress against its objectives. Trustees provide oversight of performance, financial sustainability, and risk management, helping to ensure the charity's resources are used effectively to deliver meaningful impact for children and young people.

Trustees work closely with the Executive Team, offering support and constructive challenge while maintaining appropriate independence and accountability. They contribute to Board discussions by drawing on their professional experience and judgement.

Trustees also serve on Board committees, which provide more detailed oversight of areas such as audit and risk, investment, and impact.

Trustees may also support the charity's wider profile through networks, partnerships, and advocacy, where appropriate.

## WHO ARE WE LOOKING FOR?

We are seeking individuals who share our commitment to improving the lives of children and young people and who can contribute thoughtfully to the governance of a national charity. Trustees come from a wide range of professional backgrounds and bring different perspectives to the Board.

### Personal qualities

All Trustees should demonstrate:

- A commitment to the purpose and values of BBC Children in Need
- Strategic thinking and sound judgement
- The confidence to offer constructive challenge
- The ability to work collaboratively as part of a Board
- High standards of integrity and accountability

### Experience and insight

We welcome applications from candidates with a broad range of backgrounds. In this recruitment round, experience in one or more of the following areas would be particularly valuable:

- Understanding the impact of programmes that support children and young people, including experience evaluating outcomes or working within youth, community, or public services.
- Assurance and governance, including experience relating to audit, risk management, financial oversight, or organisational accountability.
- Experience of the voluntary sector or organisations supporting children and young people.

Candidates are not expected to meet all of these criteria. The Board is seeking to strengthen its collective capability and welcomes applicants whose experience complements that of existing Trustees.

### Diversity and representation

BBC Children in Need is committed to ensuring its Board reflects the diversity of the communities it serves. We welcome applications from people of all backgrounds and from across the UK.

## ADDITIONAL INFORMATION

The role of Trustee is voluntary and unremunerated. Reasonable expenses incurred in carrying out the role will be reimbursed in line with the charity's expenses policy.

Trustees are appointed for an initial term of three years and may be reappointed for up to two further terms. In addition to formal meetings, Trustees may occasionally be invited to attend events or engage more directly with the charity's work.

The overall time commitment is approximately one day per month, although this may vary depending on the cycle of Board business.

Trustees' statutory responsibilities are clearly set out in the Charity Commission's publication CC3: The essential trustee: what you need to know, what you need to do.

Trustees are required to obtain an enhanced DBS check.

## OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Diversity, Equity and Inclusion and belonging matter at BBC Children in Need. We have a working environment where we value and respect every individual's unique contribution, enabling all of our employees, volunteers and partners to thrive and achieve their full potential.

We recognise that a diverse Board brings broader perspectives, stronger discussion, and better decision-making. We therefore welcome applications from people of all background, regardless of age, gender, ethnicity, heritage, disability, sexual orientation, gender identity, socio-economic background, religion and/or belief.

We particularly encourage applications from individuals whose perspectives may currently be under-represented on the Board.

We want to make sure that all candidates have access to our recruitment process. As such if you have a disability and require any reasonable adjustments or have particular access needs we would be happy to discuss these with you.



## HOW TO APPLY

The closing date for applications is 12.00 noon on Friday 24 April 2026.

You will need to complete and submit:

1. A statement on your motivations for applying and what excites you about the role, and how you believe your skills and experience will support our ambition to create opportunities for children and young people to thrive (no more than two A4 pages). Please also make sure you say how you meet the criteria set out above.
2. Your CV (no more than three pages).

All applications should be sent to:  
[andrew.chamberlain.ext@bbc.co.uk](mailto:andrew.chamberlain.ext@bbc.co.uk)

All applications will be acknowledged.

All appointments are subject to standard pre-appointment checks. These will be initiated during the later stages of the process and may run in parallel with final decision-making.

We are sorry but we won't be able to consider incomplete applications or applications received after the deadline.

If you have any queries regarding the above or would like further information about the role and selection process, please contact our Head of Governance, Andrew Chamberlain on 07815 626630 or [andrew.chamberlain.ext@bbc.co.uk](mailto:andrew.chamberlain.ext@bbc.co.uk).

## APPOINTMENT SCHEDULE

Interviews will be conducted by members of the Board, led by the Nominations and Remuneration Committee.

Closing Date: Friday 24 April 2026

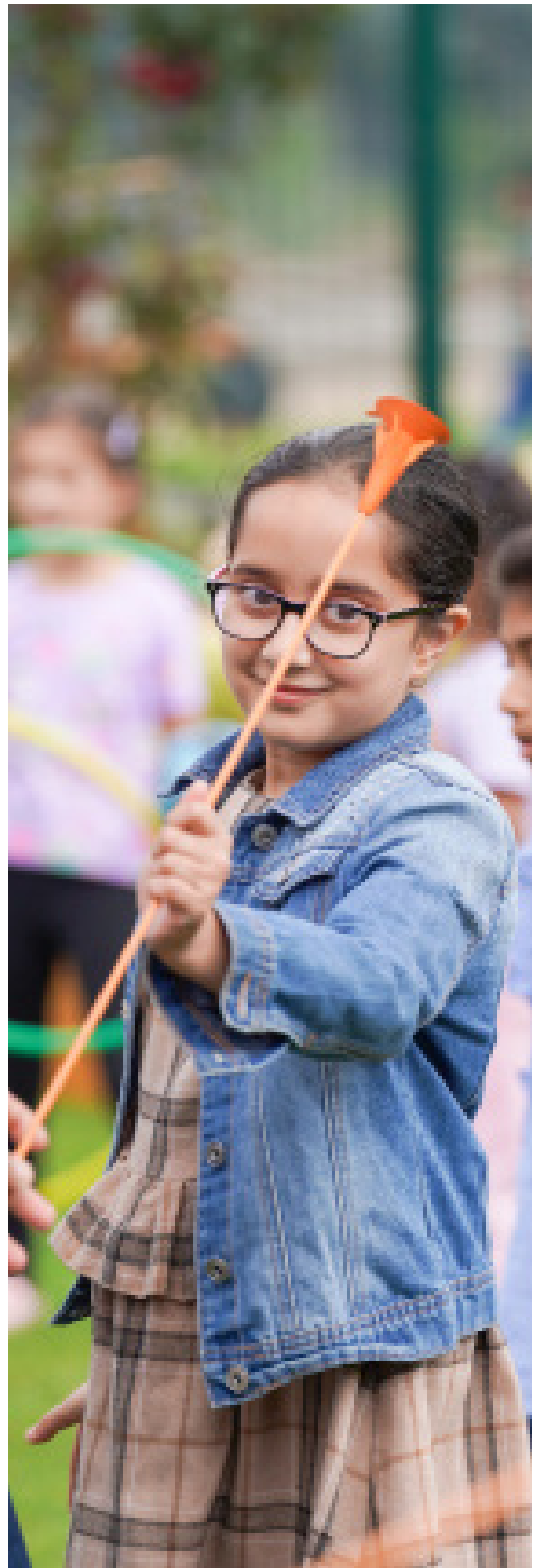
Panel interviews: w/c 18 May 2026

Second interview (if required): w/c 1 June 2026

Board meeting: 15 July 2026  
(new Trustees invited to observe)

Onboarding: July and August 2026

Board meeting: 8 September 2026  
(first formal participation)



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