



A grant-making partner for the social housing sector

Trustee Recruitment

July 2025



Longleigh Foundation, Suite C, Lancaster House, Grange Business Park, Enderby Road, Whetstone, Leicester, LE8 6EP

Company number: 9923402 / Charity number: 1169016

Introduction from our Chair

Thank you for your interest in becoming a Trustee of the Lingleigh Foundation. This is a pivotal and exciting moment for us as we seek to strengthen our Board with three new appointments. We are seeking individuals who bring additional skills and lived experience to help guide our next phase of growth and impact.

Since our inception, Lingleigh has offered a vital lifeline to individuals and communities in social housing who are experiencing hardship. Our grants programmes have created a tangible difference and the depth of need we see continues to shape our priorities. The support and partnership we have with leading Housing Association, Stonewater has continued to ensure that we can provide both immediate help to social housing residents as well as looking at some of the longer-term reasons as to why some residents need greater support. Today, we build on our success, underpinned by our strategy launching in July 2025.

Our strategy focuses on deepening our impact through flexible, resident-led funding; amplifying lived experience to shape better outcomes; and using data and insight to inform more effective support. We are also committed to growing our reach by diversifying our funding base and investing in the tools, partnerships, and people that will help us meet rising need with care and purpose. This next chapter is about being bold in our ambitions - supporting communities in ways that are not only immediate and practical, but also systemic and lasting.

Lingleigh Foundation is uniquely placed to lead and influence how the social housing sector can better respond to the needs of people living in social housing. We combine deep knowledge of what works with a values-led approach that prioritises dignity, collaboration and impact.

We hope you will consider joining us in shaping the future of our Foundation and making a real difference to people's lives.

Fiona Ellision

Chair



About Longleigh Foundation

Longleigh Foundation is an independent charitable foundation. We believe in a future where everyone living in social housing has the opportunity to thrive, on their own terms.

As a grant-making foundation, we stand alongside people living in social housing, working with them and for them to:

- Provide emergency grants when money is tight and times are hard.
- Fund trusted charitable organisations to support wellbeing, increase resilience and to encourage stronger community connections.
- Invest in research that helps to shape fairer policies and better support services across the social housing sector.

Founded in 2015, by leading housing provider, Stonewater, who remain our principal donor, in response to the widening gap between the depletion of availability and accessibility of the statutory and community services, combined with rising need, caused by ongoing changes to the welfare system, cost-of-living and the precarious nature of work and employment.

Longleigh exists to close that gap. We fund essential household items to make a house a home; crisis support such as food and energy top-ups; build financial resilience through welfare rights, debt advice and employability; and seek to improve emotional wellbeing through our mental health support.

Our Research Grants Programme is a key part of our mission to address the root causes of hardship and inequality in social housing communities. By funding research into systemic issues - we seek to generate insights that lead to better policy, improved services, and greater awareness of the realities facing residents.

This strand of our work connects us with academics, practitioners, and community leaders who are driving forward innovative and evidence-based approaches. It also positions Longleigh as a learning organisation - committed not only to funding support but to contributing to the wider knowledge and practice that underpins long-term change.

Our service is delivered through two major grants programmes:

- Individual Grants, where we give direct financial assistance to individuals in need.
- Project Grants where we fund expert organisations to deliver wrap-around support services for people receiving our individual grants - to mitigate the need for the accessing our grant programmes in the future.

However, we recognise that many of the issues facing people served by the social housing sector are systemic. So, to meet our purpose of improving the wellbeing of residents – we also fund pioneering research to advocate for changes in landlord practices, or to call for wider societal change. Our most recent research shines a light on the need for people living in social housing to have the ability to directly influence government policy – watch this space!

Our Strategic Vision and Plan / Our Future

Our 2025 strategy, *A Foundation for Purposeful Impact*, sets out our ambitions to transform lives and expand our reach. It is anchored in three strategic goals:

- Innovate to deliver even more meaningful impact – Delivering high-quality, flexible, and co-created grant-making that supports better outcomes for residents and communities.
- Increase our reach by diversifying our funding – Growing our ability to help more people through new donor partnerships.
- Equip ourselves to deliver lasting change – Strengthening our people, governance, and systems to be resilient and responsive to evolving needs.

Through this plan, we commit to staying grounded in compassion while scaling our influence. We will deepen our partnerships, champion lived experience and ensure everything we do contributes to a future where social housing residents have the support and opportunity to thrive, on their own terms.

Download a copy of our strategy **here** (to include a link once doc has been finalised)

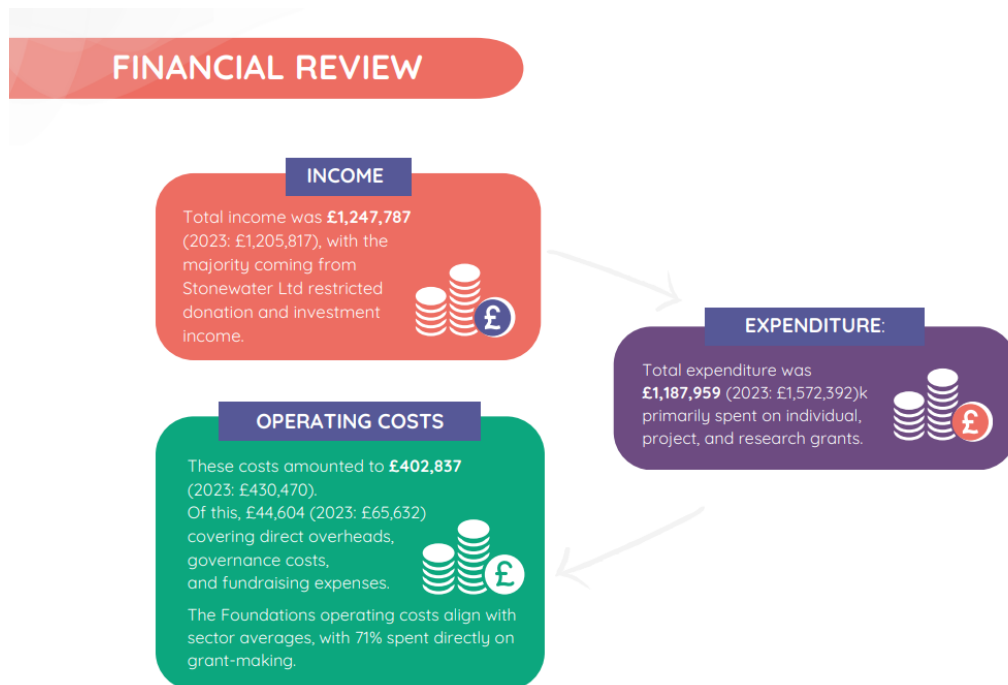
Our Values

Compassion: We treat everyone with empathy, fairness, and respect - prioritising kindness in all our interactions.

Collaboration: We work with openness, honesty, and accountability - building strong, supportive relationships with others.

Commitment: We're dedicated, driven, and proactive - focused on making a real difference, every day.

Income and Expenditure



Our People

Our Board of Trustees

Longleigh is led by a Board of experienced and dedicated professionals and people with lived experience of social housing who are passionate about our Mission and Vision.

We are privileged to have trustees with expertise and lived experience in social housing, charities, changemaking and more. Thanks to their experience, guidance and leadership, Longleigh continues to go from strength to strength.

Longleigh Foundation has a Board of up to 12 people who ensure the organisation has a clear strategy, and that our work and goals are in line with our vision and values. The Trustees are the ‘guardians of purpose’, making sure that all decisions put the needs of our beneficiaries first. They have independent control over, and legal responsibility for, the charity’s management and administration.

Our Board of Trustees ensure that we have the right policies & practices, scrutiny, financial planning, strategies and support in place. This enables us to fulfil our responsibilities as a charitable foundation and to award funds that can be genuinely transformative in making a difference for people and communities.

Our Trustee team is led by our **Chair, Fiona Ellison**. Fiona was previously an independent member of Longleigh’s Finance & Investment Committee, supporting the team to utilise the investment from our corporate partner. She is also a Director of the Unite Foundation, which delivers a unique university accommodation scholarship for care leavers and estranged students. Her career has focused mainly on the youth and charitable sectors.

Fiona is joined on the board by:

- Anne Dokov;
- John Weguelin;
- Ron Williamson;
- Heather Bowman.
- James Holton
- Louise Winterburn
- Fiona Smith

You can read the biographies of our Board members [here](#)

Our Company Secretary is Annie Harling.

Our Staff Team

Our team is led by **Aileen Edmunds, Chief Executive** who is supported by a small, *dedicated staff team who manage our programmes and partnerships.*

“Our Individual Grants put resources directly into the hands of those in need. They are designed to meet immediate issues in the short-term. They play a vital role in preventing crisis situations from escalating - giving people a chance to rebuild.” Aileen Edmunds CEO, Longleigh Foundation

Our commitment is to ensure that as much money as possible goes into the funding programmes we deliver. We have a small staff team that leads on:

- Our day-to-day implementation of strategy;
- The delivery of our grant programmes to individuals and organisations
- The close, relational way of working with grant applicants;
- Running our organisation to ensure safe and sound operating and financial management; and
- Developing relationships with other funders, donors and partners.

Visit our [team page](#) to find out about us and why we are so proud to be part of the Longleigh team helping to transform people's lives.

What We Are Seeking

We are seeking to appoint 3 new Trustees who will strengthen and diversify our Board and have identified priority areas to complement our existing strengths and to widen the strategic advice and direction the Board can provide. We are especially interested in adding people with experience in any of the following areas:

- Finance and Accounting
- Investments
- HR / OD / People Management
- Governance, ideally with a charity setting
- Customer Services / Social Investment within Social Housing

Most importantly is an affinity with and commitment to our Vision for a future where everyone living in social housing has the opportunity to thrive, on their own terms.

We welcome applications from the whole community to encourage a diverse and representative Board. In particular we would like to increase the representation of those in our community that identify as coming from a Black, Asian or other minority ethnic (BAME) background and are especially keen to hear from those whose lived experience in social housing can help shape our work and ensure it is grounded in real needs.

The Role of Trustee

As a Longleigh Foundation Trustee, you will be part of a team (our Board) who take on the responsibility to:

- Set our direction and purpose
- Make sure we are delivering our purpose
- Connect us to our communities and stakeholders
- Support our staff who manage and run the charity
- Promote and always acts in the best interests of the charity and its values
- Manage our resources responsibly
- Make sure we comply with the law and our governing document
- Keep Longleigh accountable (e.g. proper minutes and records are kept and that they are audited/independently checked)

If you become a Longleigh Trustee, you will need to:

- Read, understand and apply Charity Commission guidance on the role of a Trustee and other Charity Commission guidance for boards of trustees.
- Familiarise yourself with Longleigh's governing document, approved governance policies and operating procedures.
- Commit to preparing for and attending, four two-hour board meetings a year, most will be virtual meetings, and one in person (usually in London). We also have an in-person away day each year which we ask you to attend.
- Share your experience and expertise, offering constructive challenge and support to the Board and staff.

This is a voluntary position, and so, in return for your experience and time, we commit to:

- Offering support from other members of the board, the Chair and the Senior Leadership Team.
- Ensuring you have the knowledge and skills required to perform your role, and offering training and development opportunities if needed.
- Covering reasonable costs to enable you to attend Longleigh meetings such as travel and childcare

Person Specification

Each Trustee must be able to demonstrate:

- Integrity
- A commitment to the charity
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- A willingness to devote the necessary time and effort to their duties as a Trustee
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An ability to work effectively as a member of a team

Commitment and Terms

Trustees are appointed for a term of three years, which may be renewed for 2 additional terms. The Board meets four times per year, with 3 meetings (circa 2 hours) taking place online and one in-person strategy day, usually held in London. We have two subcommittees; Finance, Investment and Risk which meets 4 times a year, and Governance which meets once every 6 months.

The role of a Trustee is unremunerated; however, you may claim for travel costs to attend Board meetings and any other meetings undertaken in your capacity as a trustee.

Future Board Meetings:

Period	F&I Committee (11am to 1pm)	Governance Committee (9 -11am)	Board
Jan-Mar 2025	Thurs 29 January		Tuesday 24 February, 9-11 am
Apr-Jun 2025	Thurs 23 April	Tues 28 April	Tuesday 19 May, 9-11 am
Jul-Sep 2025	Thurs 7 August		Tues 8 September, 11am
Oct-Dec 2025	Thurs 23 October	Tues 28 October	Tues 17 November, 11am as part of away day
Away Day			17 Nov, 11 – 3 (London)

What's in it for you?

In addition to using your significant skills, abilities and passion to work alongside enthusiastic trustees and employees who are committed to our mission, being a trustee can also bring personal and professional benefits. These include learning about the management and strategic decision-making of a charity and working with a diverse group of people with the same common goal.

Useful Information

- Longleigh Website: <https://longleigh.org/>
- Stonewater Website: <https://www.stonewater.org/>
- Annual Report and Financial Statements: <https://longleigh.org/wp-content/uploads/2024/11/Statutory-Annual-Review-2024-FINAL.pdf>
- Charity Commission: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5058674>

How to Apply

If you are interested in this opportunity, we encourage confidential conversations with our recruitment partner Anna Jay, MD of Public Leaders Appointments in advance of your application; anna@publicleadersappointments.com or Melissa Stewart; melissa@publicleadersappointments.com

Your application should consist of a CV supported by a cover letter outlining your motivations for applying and highlighting how your skills, knowledge and experience meet the requirements of our new trustees. We recommend that each document should be no more than 3 pages.

Applications should be sent to applications@publicleadersappointments.com with reference 'Longleigh' by midday, 19th August 2025.

Following consideration of applications and shortlisting, we will invite selected candidates to meet with our chief executive, and a panel of trustees for a formal interview.

Interviews will take place remotely on 10th (and potentially 11th September 2025. Please ensure these dates are noted.

If successful, we will carry out the required checks on you being a 'fit and suitable' person as a trustee. Prospective trustees should be aware that the charity will need to carry out due diligence, to check eligibility before appointment.

Trustees will be invited to join our Board meeting on XX and will be voted onto the Board at this point.

Thank you for your interest

