

StMungo's

Trustee candidate pack

June 2025





Note from the Chair

I am delighted that you are considering applying to join the Board of St Mungo's. It could not be a more important time.

Our mission is to “End homelessness” and “Rebuild lives” - yet the numbers of people experiencing rough sleeping and homelessness continue to rise. This is not inevitable – but we cannot tackle it on our own.

I became Chair in September 2024 and, in that time, I have been so moved by the incredible impact our skilled people are able to have, working with clients who are often experiencing considerable trauma in their lives. This is no easy task.

And the foundations are in place for a great organisation – we have re-worked our operating model to ensure that we are working efficiently and effectively; we are proud of our commitment to inclusion and actively building on the positive feedback from our people engagement survey; we have run a very successful winter fundraising and brand campaign; and we have set a balanced budget for the year ahead.

We are in good shape.

Yet, we know there is more to do. We want to grow our impact even more and build the profile of St Mungo's. And we want to do that in way that is collaborative enabling the homelessness sector as a whole to be greater than the sum of its parts, so that we really can work towards ending homelessness.

We have an excellent Board with committed, talented trustees. Following a recent, good inspection by the housing regulator, (full details are [here](#)), we want to extend the Board's access to expertise in the sector. We are seeking someone with a deep understanding of how a housing association works, the nature of landlord responsibilities and how to track performance in a joined-up way.

If you think this might be you, please apply.



Mike Adamson,
Chair, Board of
St Mungo's



Thank you for your interest in joining our Board of Trustees

Homelessness is getting worse. Close to 5,000 people are sleeping rough across England every night, and over 80,000 households are homeless or at risk of it. Our services are therefore needed more than ever, yet local authority funding is shrinking, and the lack of affordable and appropriate housing is stark.

St Mungo's is a unique organisation. We deliver services that get people away from sleeping on the streets, provide accommodation to those who have found themselves homeless, and offer support to help people recover from homelessness for good. What we do is both life-saving and life-changing. Our almost 2,000 colleagues and volunteers across the organisation are committed to our vision of ending homelessness and rebuilding lives. Their passion is tangible.

Last year we launched our strategy for the coming years, so it's an interesting time to join the Board to support and help oversee delivery of our priorities. You can learn more about our strategy [here](#).

We are looking for someone with expertise which complements and enhances our current Trustee Board and are seeking specific skills in housing – see page 10 for more detail. We also want a Board with diverse backgrounds and experience so we would love to meet candidates who can help us keep building diversity into our thinking and decision-making. Please read the pack and, if this excites you we look forward to your application.



For the past 55 years, we have been on the ground every day and every night, supporting people to recover from homelessness and advocating for change.

If people are homeless or at risk of homelessness, our teams work to provide them with support and advice that is right for them.

If someone is sleeping rough, our teams can help people not just to move away from the streets but also towards a healthier, more fulfilling life.

We work with people around their interests and ambitions, helping them boost their skills and wellbeing, and take steps towards employment.

And we use what we see in our delivery of services to push for change in the system, influencing Government by amplifying our clients' voices.



Our strategy in a nutshell

Our purpose

Ending homelessness.
Rebuilding lives.

Our missions



1. Working directly with **people** experiencing or at risk of homelessness, providing them with services to find paths away from the streets, for good.

2. Influencing policy makers to make **positive change**, through the power of our clients' voices and our operational expertise.



Our priorities

1. Keeping clients at the centre of our work.
2. Focusing on our expertise and developing our practice.
3. Collaborating to continuously improve our work and increase our reach.
4. Being impactful and influencing change.
5. Ensuring St Mungo's is a great place to work.



Our values



Our service ethos

We build initial relationships and trust.

We keep clients safe and empower them to secure what they need to recover.

We help clients develop the skills they need to be independent and resilient.

We provide support that enables and empowers clients to move forward.



St Mungo's in a nutshell



Last year we supported

24,728

people who were homeless, or at risk of it.



Of these,

10,242

were supported by one of our **14 outreach services** working with people sleeping rough or at risk of.



We ran

147

services in total, in London and across the south of England.



Our work means we can provide somewhere safe to stay to

2,183

people every night.



96%

of our clients were registered with a GP last year.



Just over

72%

of people moving on from St Mungo's accommodation did so in a planned way into somewhere that better reflected their recovery and needs.



Equity, Diversity and Inclusion


Equity, Diversity and Inclusion (ED&I) are fundamentally important to us, and we aim to ensure they are embedded in our culture.

As a Board we set St Mungo's strategy on Equity, Diversity and Inclusion and oversee our progress on it. Our four priorities are challenging discrimination; attracting, retaining, upskilling and progressing talent; promoting our values; and celebrating diversity.

We review progress against these at every Board meeting and are accountable for achieving our goals.

We are fully committed to respecting and treating everyone fairly, eliminating discrimination and actively promoting inclusion, and have a particular focus on anti-racism, with a dedicated Race Action Plan.

Inclusion is a key value and at the core of everything we do. We have seven Colleague Diversity Networks, and 150 ED&I Allies across our organisation who champion diversity and inclusion in their teams. Our Client Advisory Board (CAB) provide valuable opportunities for our clients to shape St Mungo's. 11% of our colleagues have lived experience. This brings huge value to our organisation and the support we provide for our clients.



You can learn more about our ED&I Strategy and work [on our website](#)

The Trustee role



“I discovered St Mungo's in 2015 through the merger with Broadway, where I had been a client for three years. In 2016, I helped create the Client Advisory Board. Two years later I became a Trustee: the first with lived experience. And as the old adage goes, everything starts at home, and that for me was with St Mungo's.”

John Watts, Trustee

Key objectives of the Trustee role

- Take responsibility with the rest of the Board for governance of the organisation.
- Ensure that all of St Mungo's activities ultimately further the interests of our beneficiaries and the future sustainability of the charity.
- Support the Chief Executive and the Executive Team to achieve the aims and strategy of the organisation.
- Ensure that effective and productive relationships exist between the Board and all partners and stakeholders.

The Trustee role

The position is voluntary, unremunerated and non-executive.

Reasonable out of pocket expenses will be reimbursed.

We expect the time commitment to be around 10 to 14 formal day time meetings per year for approximately 2.5 hours, plus preparation time (e.g. bi-monthly board meetings plus attendance at one or two quarterly committees) and an annual strategy day.

As well as formal meetings, trustees are also encouraged to share their perspectives outside Board meetings with the Executive team, meeting with key colleagues and visiting our services.

The Trustee role – person specification

You will have:

- A genuine interest in homelessness and the purpose of St Mungo's.
- An inclusive and collaborative approach.
- An understanding of the role and resourcing of housing associations and/or charities, and of the role of boards and their responsibilities, governance and operation.
- Strong networking capabilities and being comfortable in an ambassadorial role.
- A commitment to ensuring equity, diversity and inclusion in service provision and employment.

Specifically, following our recent inspection by the Regulator of Social Housing, we are looking for a housing professional with the expertise to help us achieve the top ratings next time across both the governance and consumer standard.

You will therefore also bring:

- Executive experience in a housing association or similar
- In depth understanding of the regulatory environment
- Expertise in the nature of landlord responsibilities
- Expertise in how to track performance through an organisation from frontline services through to the Board.

Application process

Please apply [here](#):

You will need to upload a CV and supporting statement, which should be a maximum 2 pages long, setting out why you feel you are a great match.

Closing date:
29th July 2025

We anticipate
interviews will take
place in September.



[READ OUR FULL ANNUAL IMPACT REVIEW HERE.](#)

[READ OUR 2024 FINANCIAL STATEMENT HERE.](#)

Thank you

FOR MORE INFORMATION
ABOUT ST MUNGO'S, PLEASE
VISIT OUR WEBSITE.

www.mungos.org

