

Chair of Trustees appointment

Candidate information pack
March 2026



NURSES CHANGING LIVES

Welcome from the Chief Executive

Thank you for your interest in the Burdett Trust for Nursing.

We are constantly inspired by the commitment, energy and compassion of nursing and midwifery leaders at every level, and we want to make an even greater difference in enabling them to deliver excellent care. So, like many grant making trusts, we are currently reviewing our role, seeking to make an even more meaningful contribution to support those we serve – nurses and the nursing professions.

As Chief Executive I am working with the trustees to consider new ways of working, new partnerships and collaborations which enable us to dial up our impact by working together with others who share our vision and values. This involves brave decisions and bold conversations, and the leadership of the Board is central to our way ahead.

If you'd like to know more read on. We'd be delighted to receive your application.

Clare

Professor Clare Cable, Chief Executive



Please note, the charity supports all those registered with the Nursing and Midwifery Council (NMC) – nurses, midwives, health visitors. For readability we have used the term ‘nurse’ and ‘nursing’ in this document.



Who we are

The Burdett Trust for Nursing is an independent charitable trust named after Sir Henry Burdett KCB, the founder of the Royal National Pension Fund for Nurses (RNPFN). The Trust was set up in 2002 in recognition of the foundation, philosophy and structure of the RNPFN.

The Burdett Trust for Nursing (the Trust) has supported the nursing contribution to healthcare for almost 25 years and is the largest funder of nurse-led projects in the UK. The Trust has awarded grants of more than £65 million since 2002 and has an investment portfolio of around £85 million. This portfolio provides us with an income that allows us to disperse around £2.5 million per year. There is scope to increase the portfolio through targeted fundraising to enable us to extend our grant making.

The Burdett Trust for Nursing is the largest grant-making trust for nursing in the UK with extraordinary global reach and profile. Our focus is nurses and nursing in every setting, impacting the lives of individuals, families and communities. We unleash the creative power of nursing, inspiring change makers. The Trust is proud of its track record, funding impactful evidence-based leadership programmes over many years building on the significant 'Who cares wins' programme in 2005.

Nursing is facing a period of unprecedented challenge and the Trust's grants continue to make a difference. However, demand is increasing, and we have a responsibility to focus the funding we provide where it can make the biggest impact. We have a vital role to empower nurses as they support the health of our nations. We can be even more effective by working strategically and collectively. Now is the moment to make a significant shift in our focus and grant making. The Trust has spent 2025 reviewing its strategy and we have refreshed our vision, mission and purpose.

OUR VISION

A world where nurses are innovators shaping a healthier society.

OUR MISSION

We support nurse-led innovation that drives better care, equity, and wellbeing across society.

OUR PURPOSE

As we reflect on the vision and mission, the opportunity is to translate these into grant making principles, and priorities for the next 3 years.



Our way forward

After listening to our stakeholders, and scoping UK and international health and social care policy, the Burdett Trust for Nursing will be prioritising the following areas for the next five years:

- **Nursing's future:** inspiring nurses through creating nurse led models of health and social care, that enable nurses and nursing to flourish. This includes the creative use of digital solutions to enhance relational (person-centred), sustainable care.
- **Leadership:** ensuring that nurses are represented and influential in decision making and formulation of health policy locally, nationally and internationally and that they are empowered to contribute creatively to the development of person-centred (relational), sustainable health and social care systems.
- **Health advocacy:** supporting nurses in their provision of holistic, person-centred care to respond to the needs of the individual, families and communities, facilitating the integration of health and social care, with particular focus on health equity and social justice.

We are developing our grant making in line with our values:

We are relational: kind, thoughtful, collaborative and sensitive to the power imbalance inherent in grant-making

We're agile: taking chances with new ideas building the evidence for change.

We are looking to the future: creating powerful synergy with others around the most pressing professional issues of our day.

Over the next five years we will work with others to create partnerships that bring active hope and positive change. We will build on all that we have learned since our foundation in 2002. We will convene brave conversations which bring together nurse leaders at every level, policy makers and funders to enable innovation in the present and to imagine a radically different future, one where:

- relational care is central
- digital innovation is embraced
- creativity is unleashed
- prevention is prioritised
- sustainable, equitable health for all is realised.



Important things to know

We seek wherever possible to work in partnership with others. Our core company secretariat function is provided through an agreement with Rathbones Trust Company. Two members of dedicated staff are employed through Rathbones.

One of our charitable objects is the relief of hardship and the Trust has a subsidiary charity the Junius Morgan Benevolent Fund. The benevolent fund has been the channel for the Burdett Trust's work in alleviating financial hardship. In 2025 we entered into an agreement with Cavell to deliver hardship grants on our behalf.

In 2018, the Nursing Now campaign was launched to improve health globally by raising the status and profile of nursing. The campaign was run in association with the WHO and the International Council of Nurses (ICN). The 'Nightingale Challenge' was launched in 2019 as an initiative to encourage employers of nurses and midwives to provide leadership development opportunities for their early-career employees.

More than 800 employers responded to this challenge and provided leadership development opportunities for more than 31,000 early-career nurses and midwives.

In 2021, when the Nursing Now campaign came to an end, the Nightingale Challenge was still thriving and so this leadership development component of the Nursing Now campaign continued as the Nursing Now Challenge.

A rare exception was made to our policy of working through others and the Nursing Now Challenge is now a programme of the Burdett Trust for Nursing hosted directly, and it provides leadership development opportunities for student and early-career nurses and midwives around the world.

In 2022, to mark the Trust's twentieth anniversary it launched The Burdett Fellows at the University of Edinburgh and King's College London. The Trust is proud to have extended this initiative to Cardiff University and Queen's University Belfast in 2024. The scholarships cover tuition fees and living expenses for postgraduate nursing students, developing research capacity and leadership within the nursing profession.

To learn more about the Trust, governance, grant programmes and the Nursing Now Challenge, please visit www.btfm.org.uk



Important things to know

The Trustees and staff of Burdett Trust for Nursing are committed to the ethos and principles of equity, diversity and inclusion and we strive to put these into practice in every aspect of our work. We are committed to tackling all forms of injustice and we work to recognise and address the biases and stereotypes that counter opportunity. We know that we have much to learn and we champion equality, value diversity and challenge power imbalances wherever we find them. Through this, we believe we can enhance excellence, innovation and creativity and fundamentally strengthen the nursing contribution to healthcare.

BACKGROUND TO RECRUITMENT

Our founding Chair, Mr Alan Gibbs, has been leading the Board for 24 years. He feels the time is right to step back and the trustees are now looking for a new Chair to lead the charity into its next chapter. The previous Chief Executive was also in post since foundation. Clare Cable the new Chief Executive came into post in Autumn 2024 and so the charity is experiencing a period of significant change.

OUR BOARD OF TRUSTEES

The Trust is governed by a board of voluntary trustees. They bring specialist knowledge from investment management and nursing. Several of the trustees have served for many years and a couple are considering retirement in 2026. There is therefore an opportunity to consider the findings of the 2025 skills audit to recruit new trustees to support the governance of the Trust. Board meetings take place four times a year with an additional awayday linked to one of the Board meetings. The Board has three sub-committees:

- The **Finance Committee** has delegated responsibility on behalf of the Board of Trustees for overseeing all financial aspects of the BTFN including investments.
- The **Grants Committee** has delegated responsibility on behalf of the Board of Trustees for overseeing, monitoring and evaluating all grant making activities.
- The **Nominations Committee** has delegated responsibility to design and oversee the process of appointing Trustees and to create and review an annual plan for Board development.



The opportunity

In addition to the general duties of a trustee, we expect our new Chair to

- Provide strategic leadership to the organisation and the Board, ensuring our charitable purposes deliver greater public benefit
- Chair and facilitate Board meetings, direct policymaking, and monitor implementation of decisions
- Represent the Trust at events and strategic meetings, acting as an ambassador and spokesperson
- Work closely with the Chief Executive to plan meetings, set agendas, and develop the Board
- Enable the smooth running of the Board sub-committees ensuring they are working effectively with the right expertise.
- Oversee induction, training, appraisal and succession planning for trustees
- Address any conflict within the Board and the organisation.

WHAT WE'RE LOOKING FOR

- Proven experience in leading an effective charity board
- Appreciation of the values, purpose, and operational model of Burdett
- Understanding of best practice in grant making
- Ability to oversee the management of a strategic investment portfolio
- Strong interest and understanding of health and social care, nationally and internationally
- Effective ambassadorial skills and the ability to utilise relevant networks.

COMMITMENT & REMUNERATION

This is a voluntary position – reasonable trustee expenses, e.g. travel, can be claimed. Expected time commitment: 2–3 days per month (may fluctuate) which includes:

- Four full Board meetings per year, held in person in central London
- Annual away day connected to one of the Board meetings
- Regular meetings with the Chief Executive
- Ongoing communications with trustees including annual one-to-one meetings
- Ambassadorial engagements as required



HOW TO APPLY

Please submit a brief CV and covering letter outlining your interest in the role and how your skills and experience match the description to Zoe.Amasanti@rathbones.com by 10am on Monday 27 April 2026

KEY DATES FOR 2026 FOR INFORMATION

Board meetings

Wednesday 1 July 10am–1pm

Wednesday 16 September 10.30am meeting followed by lunch

Wednesday 9 December 10.30am meeting followed by lunch

Finance committee meetings

Tuesday 1 September 2– 4pm

Wednesday 25 November 10.30am meeting followed by lunch

Grants committee meeting

Wednesday 4 November 10.30am: meeting followed by lunch

www.btfn.org.uk

