



Registered charity no. 1071737

TRUSTEE PACK

Candidate Information

September 2026

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WELCOME FROM OUR CHAIR

Dear candidate,

Thank you for your interest in the role of trustee at Keep Britain Tidy. I am delighted that you are considering joining us as we continue our journey to reduce litter, protect nature and create a cleaner, greener future – and at a time when the challenges seem ever greater.

The environmental concerns we face as a country and as a planet are existential. Global warming, climate change, biodiversity loss, over-consumption, and waste of precious resources mean the threats are increasingly real. If we are to avert disaster, governments and organisations will have to work together with every single person involved.

As one of the UK's leading and most prominent environmental charities, Keep Britain Tidy is playing its part. Our mantra is that small individual actions can, collectively, make a big difference. We are focused on our mission to tackle local environmental damage from the ground up. Every campaign, programme, activity, and piece of research we do is part of our strategic approach to making a difference to the environment on people's doorsteps and helping everyone to love where they live. We also aim to influence those who can make a bigger difference and to share information and ideas with those who we work with, speak to and engage with every day.

Our clear strategy was developed by the board in 2024. This strategy doubled down on our commitment to reduce resource use, waste and litter, help people live sustainably and improve the quality of public space. These were our charitable purposes when we were set up as a charity in 1960 and are even more relevant today.

We now need committed people to strengthen our board and help steer the organisation as we continue to work towards our goals. If you want to play a vital role in helping us tackle today's growing challenges, we want to hear from you. We are looking for people with a genuine concern for environmental issues. Strong personal integrity, sound judgement, and clear communication skills are essential. While some board experience would be useful, we are also keen to hear from people with wide or specific expertise – particularly digital, finance, or Government policy – so long as you are able to assimilate information, focus on key issues, communicate clearly, and contribute to wide-ranging discussions.

We are seeking to improve, among other things, the diversity and talent of our board members to ensure that Keep Britain Tidy's board more accurately reflects the make-up of the communities that we serve.

I very much hope you will consider joining us as at this important time.



Suzy Brain England

Suzy Brain England OBE
Chair, Keep Britain Tidy

ABOUT US

Keep Britain Tidy is a leading independent environmental charity that works to inspire, educate and enable people to value and protect the environment on their doorstep so everyone can love where they live.

Empowering communities

Through our national campaigns, programmes, research and innovations, we aim to encourage and support communities to reduce resource use, waste and litter and live more sustainably, as well as improve the quality of public spaces.

We do this through our programmes - including Eco-Schools, the Green Flag Award for parks and green spaces and the Blue Flag/Seaside Awards for beaches - and our annual campaigns, including the Great British Spring Clean and Buy Nothing New Month.

We also do this by harnessing the power of our army of volunteers through our Litter Heroes and RiverCare & BeachCare volunteering programmes. We're committed to using our position as a longstanding, recognised and respected charity to advocate for change in order to tackle the major environmental issues facing us.

Our vision

A clean and healthy environment, rich in wildlife and valued by people who 'love where they live'.

Our mission

Together we take action for the environment.

Our aims

- 1.Reduce resource use, waste and litter.
- 2.Improve the quality of public space.
- 3.Help people live more sustainably.



OUR IMPACT 25/26



585K

volunteers took part in our Great British Spring Clean

92%

increase in Green Key certified hospitality businesses



almost **2K**

new volunteers joined our Litter Heroes programme



1.3M

young people reached through Eco-Schools



180

councils worked with us to tackle litter, waste and fly-tipping

3.5K

Schools counted their carbon footprint using our calculator



2391

Green Flag Award winning parks and green spaces



Read more

- [Annual reports](#)
- [5-Year Strategy](#)

WHO WE ARE LOOKING FOR

The board of trustees is responsible for the overall governance and strategic direction of the charity, developing its aims, objectives and goals in accordance with the governing document, as well as its legal and regulatory requirements.

We understand the positive contribution a board of trustees from differing backgrounds and experiences brings to an organisation. We want people who are passionate about our aims to understand and commit to working on our objectives as a collegiate board of trustees and with the leadership team to deliver our goals.

We currently have eight trustees and are now looking for three additional trustees to help drive our ambitious agenda.

We are seeking to improve, amongst other things, the diversity and talent of our board members to ensure that Keep Britain Tidy's board more accurately reflects the make-up of the communities that we serve.



ROLE DESCRIPTION

We are delighted that you are interested in this role and want to let you know what we are looking for.

Our board of trustees seek to have a range of opinions when we make decisions about our work and are keen to find new trustees with differing perspectives and experience. We are open-minded to skilled, enthusiastic people whatever their background who can add value to our board.

Key responsibilities

- To ensure that the charity and its representatives operate in line with the governing document as well as charity and company law and any other relevant legislation and regulations.
- To ensure that the organisation uses its resources exclusively in pursuance of its charitable objectives and in a financially responsible and prudent manner; as well as always seeking to ensure the charity's financial viability.
- To continually strive for best practice in governance to increase public confidence and trust in the charity.
- To determine the strategic direction and development of the charity by setting clear objectives, policies and targets, and subsequently evaluating our performance against them.
- Ensuring the charity complies with all relevant legislative and regulatory requirements, acts within the confines of its governing document, and conducts itself in furtherance of its charitable objectives.
- Acting in the best interests of the charity, its beneficiaries, and any future beneficiaries.

- Safeguarding and promoting the reputation and values of the charity.
- Maintaining sound financial management of the charity's resources, ensuring that expenditure is in line with the charity's objects, and that investment activities meet acceptable standards and policies.
- Ensuring the effective and efficient administration of the charity and its resources.
- Maintaining absolute confidentiality concerning any sensitive or confidential information received in the course of exercising a trustee's responsibilities.

Accountabilities

The board of trustees, through its responsibilities for the governance and functioning of the charity, is accountable in varying degrees to a number of stakeholders, including service users, partners, funders, the Charity Commission and Companies House.

PERSON SPECIFICATION

We are looking for trustees who share our passion for protecting and enhancing the environment and who want to play an active part in shaping the future of our charity.

Our work sits at the heart of the relationship between people and the natural world. We are looking for people who care deeply about their local environment, understand the wider environmental challenges facing our communities and recognise the importance of taking action in the context of national and global change.

As a trustee, you will bring curiosity, sound judgement and a willingness to engage. You will be able to absorb and make sense of information, identify what really matters, and contribute clear, thoughtful and constructive views to Board discussions. You will be comfortable asking questions, offering challenge and making decisions, while recognising that good governance is built on listening to and learning from others.

We value trustees who work collaboratively and generously with others. You will enjoy working as part of a diverse Board, alongside fellow trustees and our senior executive team, building strong relationships and contributing to a shared sense of purpose. You will be able to challenge constructively, respect different perspectives and keep the interests of the charity and the environment at the heart of your decision-making.

We are also committed to ensuring that our charity reflects and serves the communities and environments in which we work. A genuine commitment to equality, diversity and inclusion is therefore important. We want trustees who value different experiences and perspectives, actively promote inclusion and help create a Board where everyone can contribute and be heard.



YOUR PERSPECTIVE AND EXPERIENCE

We are looking for people who will bring:

- Passion for the environment – a genuine commitment to your local environment, an interest in national environmental issues and an appreciation of the interconnected global challenges facing our natural world.
- Curiosity and good judgement – the ability to assimilate information, focus on the issues that matter most, ask insightful questions and make a thoughtful contribution to strategic discussions.
- Collaboration and constructive challenge – the ability to work positively with fellow trustees and the senior executive team, listening to others, sharing your perspective and contributing to collective decision-making.
- A commitment to equality, diversity and inclusion – a belief in the value of diverse voices and experiences, and a commitment to creating an inclusive culture where everyone has the opportunity to contribute.

Above all, we are looking for people who are motivated by our environmental mission and want to make a difference. You do not need to have followed a particular career path or have previous experience as a trustee. We welcome people who can bring different perspectives, experiences, knowledge and connections to our Board – particularly digital, financial or Government – and who are excited by the opportunity to help shape our future.



BECOMING A TRUSTEE

Details on the time commitment, meeting locations and other opportunities:

Trustees are required to attend approximately four board meetings per year along with contributing to working groups and three sub-committees on an ad hoc basis. These meetings are currently conducted online but may also be conducted in the London office. Trustees also have the opportunity to understand the sector better and be more involved by attending events in the House of Commons or other venues around the UK such as APPGs, conferences, or campaign launch events.



Details on how to apply:

If you are passionate about the work Keep Britain Tidy does and believe you can add value as a trustee, please provide the following with your application:

- A CV including the details of two referees (who will not be contacted without your prior permission)
- A supporting statement addressing how you meet the criteria in the Person Specification, as well as your motivations for applying

All applications will be handled by our recruitment partner, Trustees Unlimited. Please send your application to applications@trustees-unlimited.co.uk. If you would like a confidential discussion about the role, please contact Melissa Baxter on melissa.baxter@trustees-unlimited.co.uk or 07789 985 229.

- **Closing date for applications:**
Monday 9 November 2026
- **Interviews with Keep Britain Tidy:**
Week commencing 30 November 2026

We look forward to receiving your application.

All trustees at Keep Britain Tidy will be required to complete a trustee declaration prior to appointment.

CODE OF CONDUCT

Trustees of Keep Britain Tidy agree to operate within the following principles of good governance:

1. Board leadership:

Keep Britain Tidy should be led and controlled by an effective board of trustees that collectively ensures delivery of its objects, sets its strategic direction and upholds our values. The supporting principles are:

- The role of the board: Trustees must accept ultimate responsibility for directing the affairs of our organisation, ensuring it is solvent, well-run, and delivering the outcomes for which we have been established.
- Strategic direction: Trustees should focus on the strategic direction of Keep Britain Tidy and not become involved in day-to-day operational matters and decisions. Where trustees do need to become involved in operational matters, they should separate their strategic and operational roles.

2. The board in control

The board must ensure that the organisation complies with our governing document, relevant laws, and the requirements of any regulatory bodies.

- Internal controls: The board should maintain and regularly review the organisation's system of internal controls, performance reporting, policies and procedures.
- Prudence: The board must act prudently to protect the assets and property of Keep Britain Tidy and ensure they are used to deliver the organisation's objectives.
- Managing risk: The board must regularly review the risks the organisation is subject to and take the necessary action to mitigate any risks identified.
- Equality and diversity: The board should ensure that it upholds and applies the principles of equality and diversity, and that the organisation is fair and open to all sections of the community in all activities.

3. The high-performance board

The board should have clear responsibilities and functions and should compose and organise itself to discharge them effectively. The supporting principles are:

- Trustee duties and responsibilities: Trustees should understand their duties and responsibilities and should have a statement defining them.
- The effective board: The board should organise its work to ensure that it makes the most effective use of the time, skills and knowledge of trustees.
- Information and advice: Trustees should ensure that they receive the advice and information they need in order to make good decisions.
- Skills and experience: Trustees should have the diverse range of skills, experience and knowledge needed to run the organisation effectively.
- Development and support: Trustees should ensure that they receive the necessary induction, training and ongoing support needed to discharge their duties.
- The chief executive: The board should make proper arrangements for the supervision, support, appraisal and remuneration of its chief executive.

4. Board review and renewal

The board should periodically review its own and the organisation's effectiveness and take any necessary steps to ensure that both continue to work well. The supporting principles are:

- Performance appraisal: The board will carry out an annual review that assesses its own performance, that of individual trustees, and that of sub-committees and/or standing groups.
- Renewal and recruitment: The board will have a strategy for its own renewal. Recruitment of new trustees should focus on creating a diverse and effective board.
- Review: The board should periodically carry out strategic reviews of all aspects of the organisation's work and use the results to inform positive change and innovation.

CODE OF CONDUCT

5. Board delegation

The board should set out the functions of sub-committees, officers, the chief executive, other staff and agents in clear, delegated authorities and should monitor their performance. The supporting principles are:

- Clarity of roles: The board will define the roles and responsibilities of the chair and other honorary officers in writing.
- Effective delegation: The board will ensure that staff, volunteers and agents have sufficient delegated authority to discharge their duties. All delegated authorities must have clear limits relating to the budget and other matters.
- Terms of reference: The board will set clear terms of reference for subcommittees, standing groups, advisory panels, etc.
- Monitoring: All delegated authorities must be subject to regular monitoring by the Board.

6. Board and trustee integrity

The board and individual trustees should act in accordance with strict ethical standards and ensure that conflicts of interest are properly dealt with. The supporting principles are:

- No personal benefit: Trustees must not benefit from their position beyond what is in the interests of the organisation and what is permitted by law.
- Dealing with conflicts of interest: Trustees should identify and promptly declare any existing or potential conflicts of interest affecting them.
- Probity: There should be clear guidelines for receipt of gifts or hospitality by trustees.
- The board should be open, responsive and accountable to its users, beneficiaries, members, partners and others with an interest in its work. The supporting principles are:
- Communication and consultation: Keep Britain Tidy will have a strategy for regular and effective communication about the organisation's achievements and work to ensure stakeholders are kept informed.
- Openness and accountability: The board should be open and accountable to stakeholders about its own work, and the governance of the organisation.





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