THE ROYAL VARIETY CHARITY

Trustee Recruitment

Appointment Brief

November 2026

We particularly welcome applications from people outside the entertainment industry with experience in adult social care, mental health, law and fundraising

THE HIRING DEPT.



Welcome

Thank you for your interest in becoming a Trustee of the Royal Variety Charity.

This is an exciting time to join one of the entertainment industry's most distinctive and historic charities. For more than a century, we have supported people who have dedicated their working lives to entertaining others, providing care, practical assistance, and financial support when they need it most.

At the heart of our work is Brinsworth House, our residential and nursing care home in Twickenham. Alongside this, the Charity provides financial assistance to people experiencing hardship and those needing mental health support.

Our work is only made possible by an extraordinary relationship with the entertainment industry and the continued success of the Royal Variety Performance, one of Britain’s longest established and best-known entertainment events.

As we look to the future, we are seeking experienced professionals in adult social care, mental health, law and fundraising to strengthen our Board, complement its existing expertise and help shape the Charity's next chapter.

These appointments are deliberately focused on broadening the Board's professional and governance capabilities beyond its established entertainment-industry knowledge. We seek people who bring specialist expertise, independent judgement and strategic oversight, rather than entertainment-industry connections.

For the right person, this is an opportunity to make a real contribution to the next chapter of a truly exceptional charity.

We are looking for individuals who bring independent judgement, constructive challenge and a collaborative approach, and who are willing to contribute beyond their professional specialism to the Charity's long-term success.

Previous trusteeship is welcome but not essential. What matters is your professional experience, commitment to our charitable purpose and ability to translate your expertise into effective Board-level leadership.

We hope that having read more about us and our ambitions, you will consider becoming part of that journey.

Yours sincerely

Phil Dale
Chairman

Giles Cooper
Hon. Life President & CEO, Royal Variety Charity
Executive Producer, Royal Variety Performanc

The Royal Variety Charity

The Royal Variety Charity occupies a unique place in British charitable and cultural life.

Our origins stretch back to 1908, and our purpose has remained remarkably consistent: to support people who have devoted their lives to professionally entertaining others and who need it.

Behind the famous name and the glamour associated with the Royal Variety Performance lies a charity concerned with something more fundamental: ensuring people across the entertainment industry can receive dignity, care and practical support when circumstances become difficult.

Our beneficiaries come from across the entertainment profession and from many different backgrounds. Some may have enjoyed long, highly visible careers; many others may have worked away from the spotlight. What connects them is the contribution they have made to entertaining others.

“Delighted to serve as Patron of the Royal Variety Charity.
The charity's crucial work in assisting those who have fallen ill,
had an accident, or hit hard times, is as essential
now as it ever has been."

— King Charles III



Brinsworth House

At the centre of the Charity is Brinsworth House in Twickenham, in west London.

For generations, Brinsworth House has provided residential and nursing care for up to 32 people who have spent their professional lives in the entertainment industry, offering far more than a care home: a welcoming community and a place they can truly call home.

The Charity works closely with residents, their families, clinicians and staff to maintain and enhance standards of care and accommodation. Entertainment and activity also remain an important part of life at Brinsworth, reflecting both the backgrounds of residents and our belief in supporting their wider wellbeing





Supporting the Entertainment Community

Our work extends far beyond Brinsworth House.

The Charity provides financial assistance to people across the entertainment profession who experience hardship, continually looking for ways to widen the support available throughout the entertainment industry and respond to changing patterns of need.

This includes recognising the growing importance of mental health and wellbeing.

Our work therefore combines the very personal, helping an individual or family at a difficult moment in their lives, with the longer-term responsibility of ensuring that an organisation established more than a century ago remains relevant to today's entertainment community.

The Royal Variety Performance

Few charities have a fundraising event quite like the Royal Variety Performance.

The Performance is the Charity's principal annual fundraising event and has become an institution, bringing together leading performers and members of the Royal Family in support of our work.

Its enduring success gives The Royal Variety Charity both an important source of income and an extraordinary platform to tell our story.

The 2026 Royal Variety Performance will once again be staged at the Royal Albert Hall, broadcast on ITV and ITVX, and screened internationally. The Charity also benefits from continuing royalties generated by clips from previous Royal Variety Performances and from its long-standing relationship with the entertainment industry.

The Performance forms part of a distinctive and diverse funding model, alongside income from residential and nursing care, donations, legacies, investments, royalties and other entertainment-related activities.

"For our last number, I'd like to ask your help: Will the people in the cheaper seats clap your hands? And the rest of you, if you'll just rattle your jewellery."

— John Lennon 1963



Financial Strength

The Royal Variety Charity enters its next chapter from a position of considerable financial strength, providing a solid foundation for future development while placing an important responsibility on its Trustees to ensure effective stewardship of its resources.

In 2025, the Charity generated total income of approximately £4.88 million, up from £3.93 million in 2024. Fundraising and residential and nursing care fees represented its two principal income streams, accounting for approximately 40% and 48% of total income respectively. At the year end, the Charity reported total funds of approximately £10.54 million.

Alongside these income streams, the Charity holds an externally managed investment portfolio, providing further financial resilience and supporting its long-term sustainability.





Looking to the Future

Our ambitions present important strategic choices for the Board. As we seek to extend our charitable impact, we must consider how best to develop our services, invest our resources and secure the Charity's long-term sustainability.

That means asking important questions.

How can we extend our charitable reach and impact? How should Brinsworth House evolve to meet future needs? How can we make the best use of our assets while strengthening and diversifying income? And how can we ensure that our support remains relevant to future generations of entertainment professionals?

Our Board

You will join a Board with a strong commitment to the Royal Variety Charity's purpose, heritage and longstanding relationships with the entertainment industry. Trustees share collective responsibility for the Charity's strategy, governance, financial stewardship and long-term sustainability.

The Board already benefits from extensive experience, knowledge and connections across the entertainment industry. For this recruitment campaign, our priority is therefore to strengthen its professional expertise rather than appoint additional trustees from entertainment backgrounds.

We are particularly interested in experienced professionals who can bring specialist knowledge, independent judgement and fresh perspectives from outside the entertainment sector. These appointments will be instrumental in strengthening governance, overseeing the quality and sustainability of our services, and helping the Charity respond to changing needs and future opportunities.

Trustee Appointments

Role: Trustee
Remuneration: Voluntary, with reasonable expenses reimbursed.
Term: Initially four years, with the possibility to serve for additional terms.
Time commitment: One to two days per month.

We seek individuals who bring experience and expertise in one or more of the following areas:

Adult Social Care

Senior leaders with experience of residential or nursing care, regulated services, safeguarding, care quality, commissioning, workforce leadership or service development to strengthen oversight of Brinsworth House and inform planning for its future.

Mental Health

Senior leaders with experience within mental health, community mental health services, psychological wellbeing, safeguarding, service commissioning or mental health policy to help the Board understand beneficiaries' mental health needs, assess the quality and reach of support, and consider opportunities to strengthen our wellbeing provision.

Legal

Senior solicitors, barristers, legal directors or general counsel with experience of charity law, governance, regulation, employment, property, contracts or advising charitable organisations to inform, to provide strategic oversight rather than routine legal advice.

Fundraising

Accomplished charity fundraising and income generation professionals with experience of philanthropic giving, major donors, trusts and foundations, corporate partnerships, fundraising strategy and the development of sustainable, diversified income to support our ambitions to build our existing and new revenue streams.

Responsibilities

Strategic Leadership

- Contribute to the development and oversight of the Charity's vision, strategy and long-term priorities, ensuring its charitable purposes and beneficiaries remain central to decision-making.
- Evaluate opportunities to extend the reach, quality and impact of the Charity's services, informed by the needs, experiences and aspirations of beneficiaries.
- Contribute to strategic decisions on investment, organisational development and sustainable growth, supporting the Charity's long-term effectiveness and sustainability.

Governance & Risk

- Ensure that the Charity complies with its governing document and relevant charity, company and regulatory requirements.
- Scrutinise organisational performance, risk and compliance, ensuring appropriate systems of control and accountability are maintained.
- Apply professional expertise and independent judgement to Board discussions, reviewing papers, asking appropriate questions and constructively challenging proposals to support effective decision-making.
- Identify and appropriately manage potential conflicts of interest, acting at all times in the Charity's best interests.

Care Quality & Safeguarding

- Provide strategic oversight of care quality, safeguarding, clinical governance, regulatory compliance and workforce-related risks, ensuring the safety and sustainability of Brinsworth House.
- Ensure that residents' dignity, individual needs and wellbeing remain central to care provision, including appropriate mental health and wellbeing support for the Charity's wider beneficiaries.
- Evaluate opportunities to improve and develop services, ensuring high-quality care, responsiveness to changing needs and responsible, sustainable growth.

Financial

- Scrutinise financial performance, budgets, reserves, investments and expenditure, ensuring effective stewardship of the Charity's resources and assets.
- Safeguard the Charity's financial sustainability and reputation through responsible investment, sound financial planning and effective risk management.
- Contribute to sustainable income-generation strategies and new fundraising opportunities, ensuring financial decisions support the Charity's objectives and long-term ambitions.

Leadership & Culture

- Provide constructive support and challenge to the Charity's senior leadership.
- Contribute to a culture of integrity, accountability, compassion, inclusion and continuous improvement.
- Build effective and collaborative relationships with fellow Trustees, senior colleagues and relevant stakeholders.
- Act as an ambassador for the Royal Variety Charity, helping to strengthen its profile, relationships and opportunities.

Person Specification

Experience

- Significant senior-level expertise in at least one of the following areas: adult social care, mental health, law, or fundraising and income generation.
- Experience of operating strategically, exercising sound judgement and contributing to complex decisions.
- Experience of working with senior leadership teams, Boards, committees or comparable decision-making bodies.
- An understanding of organisational governance, risk management and financial sustainability.

Knowledge

- An understanding of the challenges and responsibilities facing charitable and not-for-profit organisations.
- Specialist knowledge relevant to at least one of the four priority areas, with an appreciation of its contribution to wider organisational governance.
- An awareness of safeguarding, regulatory compliance, effective service delivery and the importance of measurable charitable impact.

Skills

- The ability to think strategically and contribute beyond one's professional specialism.
- Strong analytical skills and the confidence to question assumptions, assess risks and constructively challenge proposals.
- Effective communication and relationship-building skills, with the ability to work collaboratively and accept collective responsibility for Board decisions.
- The ability to balance strategic ambition with practical, financial and operational considerations.

Personal Attributes

- A genuine commitment to the Charity's purpose, values and beneficiaries.
- Integrity, independence, sound judgement and accountability.
- Empathy and compassion for people experiencing hardship or vulnerability.
- Intellectual curiosity, openness to different perspectives and a willingness to listen and learn.
- A commitment to equality, diversity, inclusion and accessibility.
- Sufficient time, enthusiasm and commitment to participate fully in Board activities.



How to Apply

To apply, please submit the following:

- A CV or an extended biography outlining your executive and non-executive appointments, achievements, and academic and professional qualifications.
- A supporting statement (maximum 2 x A4 pages) demonstrating your motivation, skills, and experience relevant to the role, how you would hope to add value to the charity and any other relevant information.

Your application should be forwarded to our advising consultant, Philip Nelson, via email to philip.nelson@thehiringdept.com, indicating if you need any reseasonale adjustments should you be invited an interview.

The appointment will be subject to the receipt of satisfactory references and a DBS check.

Closing Date: Monday 4th January 2027
First Round Preliminary Interviews: Thursday 14th January 2027
Final Panel Assessment: week commencing 25th January 2027

For an informal and confidential discussion, to ask a question on any aspect of the appointment process, or for additional information, please get in touch with our advising consultant, Philip Nelson, on 020 3590 9978 or via email at philip.nelson@thehiringdept.com.

The Royal Variety Charity is committed to equality, diversity and inclusion and welcomes applications from all suitably qualified individuals regardless of age, disability, gender identity, marital status, race, religion or belief, sex or sexual orientation.





THE ROYAL VARIETY CHARITY

www.royalvarietycharity.org

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