



Chair of the Board

June 2026

Charity
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About Charity Bank

Charity Bank is the loans and savings bank for people who want to make the world a better place.

Our vision is for a society that fosters vibrant communities and a healthy planet, giving every individual the opportunity to thrive. Charity Bank is 'of the sector and for the sector', 100% owned by charities and social purpose investors and dedicated to supporting UK charities and social purpose organisations.

We use our savers' money to make much needed loans to enterprising organisations working to create lasting social change in communities across the UK. Since 2002, we have used the money saved with us to provide over £630 million of loan finance to a wide range of organisations across the arts, community, education, environment, faith, health, housing, regeneration, social care and sports sectors.

Our loans are used for a wide range of purposes, from providing accommodation for vulnerable refugees to action sports centres for young people looking for a safe place to skate to residential and respite care centres for those with profound disabilities.

Our co-workers are inspired by the organisations that we support and highly motivated to better equip these charities and social enterprises to help the disadvantaged, enrich lives and make our communities better places to live.

Learn more about us: charitybank.org



Why join our Board?

Joining our Board presents an opportunity to help shape our strategic direction and support the management team in addressing the challenges ahead. As Chair, you will lead the Board in setting the tone from the top, fostering a culture of openness, constructive challenge and high performance. By becoming a Board member, you will play a pivotal role in fulfilling the future financing needs of the social sector and championing our belief that banking can serve as a tool for good.

Your leadership acumen, coupled with your banking expertise, which may include capital raising, risk management, and IT and innovation, ideally combined with exposure to the social investment sector, will bring invaluable insight to Charity Bank.

This is an exciting and pivotal time to join a unique organisation which blends commercial drive and experience with ethical values to address real social needs. Charity Bank has a diverse stakeholder group which covers a range of social purpose investors, regulators, the social investment community and the broader charity and social sectors. As Chair, you will play a central role in building and maintaining strong relationships with these stakeholders, including major shareholders and regulators, and in representing the Board externally. You would join a community of socially motivated individuals all working to bring about social change at a national and system-wide level.

Board's Commitment to Diversity & Inclusion

Charity Bank's Board places a strong emphasis on diversity within its leadership team. We believe that a diverse board, with a rich mix of skills, experiences, perspectives, and characteristics, is vital for effective leadership and decision-making. We are dedicated to fostering a culture that embraces diverse viewpoints, encourages respectful dialogue, and recognises that diversity is a strategic asset.

For us diversity is about social justice; it's also a key driver of Charity Bank's success. Diverse teams bring innovation, problem-solving skills, and adaptability needed in today's complex world. Learn more about Charity Bank's commitment to Equity, Diversity, and Inclusion (EDI) [here](#).

As an equal opportunities employer, we warmly welcome applications from all backgrounds.

Our appointments are solely based on merit, ensuring we bring in individuals with unique perspectives and skills to our Board. Our commitment is to create an inclusive and equitable environment where every voice is valued, and all contributions are respected.



Meet the Team

We benefit from a strong staff, executive team and non-executive board of directors. You can find bios for each of them [here](#).



Alan Hodson
Chair



Yashmin Harun BEM
Non-Executive Director



Maria Anastase
Non-Executive Director



Rebecca MacDonald
Non-Executive Director



Paul Berry
Non-Executive Director



Caspar Mackay
Executive Director of Risk
Management



Jonathan Britton
Non-Executive Director



Edward Siegel
Chief Executive



Sue Fox
Non-Executive Director



Prashant Solanky
Non-Executive Director

Purpose & Dimensions of the Role

Chair of the Board

The Chair of the Board of Charity Bank provides independent leadership of the Board, ensuring its effectiveness in setting strategy, overseeing performance, risk and culture, and supporting and constructively challenging the Chief Executive and Executive Team. The Chair leads the Board in promoting the long-term success of Charity Bank, ensuring it fulfils its social mission and delivers on its charitable objects.

The Chair has a critical role in ensuring that Charity Bank is well-governed, prudently managed and purpose-led, balancing the interests of a regulated bank with Charity Bank's social mission. The leadership of the Board is fundamental to the long-term success, resilience and reputation of Charity Bank.

Context

Charity Bank is entering an exciting new phase of growth, focused on scaling its impact, and building on strong financial results over the past few years to continue to deliver positive social change. The Chair will lead the Board through this next stage of development, ensuring that strategy, culture and governance remain aligned and that regulatory expectations are met.

Role Purpose and Responsibilities

The Chair is responsible for:

- **Providing leadership to the Board**, ensuring it operates effectively, with appropriate balance of skills, experience, independence and challenge.
- **Setting the Board agenda**, and ensuring sufficient time is devoted to key strategic and governance matters.
- **Leading the Board in shaping and overseeing Charity Bank's strategy**, ensuring decisions support long-term sustainability, impact and prudential soundness.
- **Supporting, advising and constructively challenging the Chief Executive**, maintaining a strong and trusting Chair-CEO relationship while preserving appropriate independence.
- **Promoting and maintaining high standards of corporate governance**, ensuring compliance with Charity Bank's governing documents, company law, shareholder agreements and all relevant legislation and regulation.
- **Leading the Board's oversight of culture, values and conduct**, ensuring these are embedded across the organisation and aligned with Charity Bank's dual purpose.
- **Ensuring the effective induction, training and development of Board members**, supporting strong decision-making and collective accountability.
- **Chairing the Governance Committee, including responsibility for Board composition**, succession planning, nominations and remuneration policy. As such, the SMF9 (Chair) will also act as SMF13 (Nominations).
- **Maintaining effective relationships with key stakeholders**, including regulators and major shareholders, and representing the Board in those relationships.
- **Acting as an ambassador for Charity Bank**, promoting the organisation, its mission and impact to external stakeholders and partners.

Key Accountabilities

SMF9 (Chair) and SMF13 (Nominations) Accountability

As an approved Senior Manager (SMF9) under the Senior Managers and Certification Regime (SMCR), the Chair holds prescribed responsibility for:

- Leadership of the governing body as a whole.
- Oversight of Board effectiveness, culture and conduct.
- Allocation and oversight of prescribed responsibilities.
- Governance of remuneration policies and practices.
- Oversight of the development and sustainability of Charity Bank's business model.
- Fitness and propriety of notified Non-Executive Directors.

In addition, in their capacity as chair of the Governance Committee (including Nominations) (SMF13), the chair holds overall responsibility for Board composition, succession planning, and nominations.

Experience and Insight

As well as a clear commitment to the Bank's social purpose, the successful candidate will bring significant Board-level leadership experience, ideally including chairing a Board or senior committee within a regulated financial services environment. They will offer depth and credibility across several of the following areas:

- Banking regulation, risk management and compliance
- Finance, audit and internal control frameworks
- Strategy, growth, capital structures and funding
- Organisational culture and leadership
- Governance best practice and Board effectiveness

A clear alignment with Charity Bank's mission and values is essential.

Inclusion and Diversity

Charity Bank is committed to cultivating an inclusive organisation and contributing to a more equitable society. We actively seek a diverse Board, reflecting the communities and social sectors we serve, and believe diversity of experience, background and perspective strengthens governance and decision-making.

Collective Responsibility

The Chair is individually and collectively responsible, with fellow Directors, for ensuring that Charity Bank complies with its governing documents, company law, shareholder and other relevant agreements, and all applicable legislation, regulation and policy. Comprehensive induction and ongoing support will be provided.

Role Description

Role Title

Chair of the Board (SMF9), and chair of the Governance Committee (SMF13)

Remuneration

Charity Bank's ethos is rooted in delivering social impact and removing barriers to participation. The role of Chair of the Board is not salaried, however reasonable expenses may be claimed. In line with Charity Bank policy, a meeting attendance fee of £250 per Board or Committee meeting may be claimed.

Location

Board and Committee meetings take place either in London or at Charity Bank's head office in Tonbridge, Kent. Attendance by video conference is available where appropriate.

Time Commitment

The role requires an estimated commitment of approximately 20-25 days per year. This typically includes:

- Around six Board meetings per year, including one dedicated Strategy session
- Meetings of the Governance Committee (x2)
- Preparation time, engagement with the Chief Executive and executive team
- Engagement with regulators and key shareholders as required

In addition, the Chair should expect regular contact between meetings with:

- The Chief Executive
- Committee Chairs
- Other Board members
- Senior leaders and key external stakeholders

Every effort will be made to accommodate the Chair's availability, but meetings are typically held during working hours.

Reporting and Accountability

The Chair is accountable to the Board and shareholders and is an approved Senior Manager (SMF9 and SMF13) under the Senior Managers and Certification Regime.

The Chair will lead the annual Board Performance Review process.

Tenure

The appointment is subject to annual re-appointment by shareholders, with a maximum tenure of nine years, in line with best practice governance standards.

Committee Responsibilities

The Chair of the Board chairs the Governance Committee and may attend other Board Committees (including Audit and Risk) as an observer or by invitation, ensuring effective coordination and oversight across the Board.

Regulatory and Legal Responsibilities

The Chair is required to act at all times in a manner consistent with:

- Their statutory duties
- Charity Bank's governing documents and shareholders' agreement
- Company law
- All relevant legislation, regulatory rules and supervisory expectations

The Chair is individually and collectively responsible, with fellow Directors, for ensuring Charity Bank is governed to high standards of integrity, prudence and effectiveness.

Person Specification

The candidate is expected to demonstrate the following:

Personal Qualities

- A strong, visible commitment to Charity Bank, its purpose, values and social mission, and the ability to champion these externally and internally.
- Independent judgement and personal integrity, with the confidence to lead robust debate, provide constructive challenge and support well-considered decision-making at Board level.
- The ability to set the tone from the top, promoting high standards of governance, ethical conduct and a healthy organisational culture.
- Strong interpersonal skills, including tact, diplomacy and emotional intelligence, with the ability to listen carefully, build consensus and also challenge constructively when required.
- A collaborative and inclusive leadership style, creating an environment in which all Board members are able to contribute fully and effectively.
- Sound discretion and the ability to maintain confidentiality and trust at all times.
- The capacity and commitment of time required to perform the Chair role effectively, including preparation, stakeholder engagement and ongoing regulatory responsibilities.

Experience

Essential

- Significant senior leadership and Board-level experience, with proven credibility operating at governing body level.
- Substantial experience within the banking or wider regulated financial services sector, with a strong understanding of regulatory expectations and prudential governance.
- Experience of leading or working closely with Boards in setting strategy, overseeing risk, performance and culture, and holding executives to account.
- Depth of experience in capital, funding structures, corporate finance or strategic transactions
- Strong communication and leadership capability, including the ability to foster effective relationships with fellow Directors, the Chief Executive, regulators and key stakeholders.
- A clear and demonstrable commitment to equity, diversity and inclusion, both in principle and in practice.
- A strong understanding of, and commitment to, the charity, social enterprise or social investment sector, with the ability to bridge the regulated banking environment and the social sector effectively.

Desirable

- Chair or senior committee chair experience, particularly within a regulated organisation.
- Depth of experience in one or more of the following areas:
 - Banking risk management and regulatory compliance
 - Finance, audit and internal control frameworks
 - Technology, IT and innovation
 - Deposits, operations and process improvement
- Experience of governance, nominations or remuneration matters, including succession planning.



Registered Office:

The Charity Bank Limited, Fosse House,
182 High Street, Tonbridge, TN9 1BE.
Company registered in England and Wales
No. 4330018. Authorised by the Prudential
Regulation Authority and regulated by the
Financial Conduct Authority and the
Prudential Regulation Authority. Financial
Services Register No.207701. Member of
the Financial Services Compensation
Scheme (FSCS).

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