

A photograph of two young women laughing joyfully outdoors. The woman on the left has her head tilted back and is laughing heartily, showing her teeth. She has long, dark braids and is wearing a black top with a colorful, multi-colored collar. The woman on the right is also laughing, looking towards the first woman. She has dark, wavy hair and is wearing a black sleeveless top. The background is a soft, out-of-focus green, suggesting an outdoor setting with trees or bushes.

The Coutts Foundation

Trustee Recruitment

2026

Introduction from the Chair, Dame Anne Richards

The Coutts Foundation was established in 2013 by Coutts and Co as one of a number of ways in which Coutts as a business expresses its commitment to philanthropy and to supporting the communities in which it operates.

The mission of the Coutts Foundation is to tackle the causes and consequences of poverty in the communities where Coutts has a presence (in effect, England, Scotland and Wales). Having reflected carefully on where the Foundation could have a significant positive impact, and on the legacy of Angela Burdett-Coutts, the Trustees agreed in 2014 to have their main focus on supporting effective organisations that primarily benefit women and girls facing multiple disadvantages. In 2020, the Trustees agreed an additional focus on supporting organisations that use the performing arts to engage and empower people who are disadvantaged – with an initial focus on young people. The Foundation also supports homelessness in Westminster through the Connection.

The full list of charities we currently support can be found at [The Coutts Foundation](#)

In addition to careful pro-active identification of organisations to support, the Foundation takes pride in its approach to philanthropy, including the provision of unrestricted, multi-year funding. The Foundation is also proud to be a Living Wage Friendly Funder.

As a corporate foundation, the board includes Trustees who are identified and proposed by Coutts & Co as well as Trustees who have no direct affiliation with the business. A full list of Trustees can be found at [Who we are | The Coutts Foundation](#). We are proud of what the Foundation has achieved and supported since inception and look forward to benefiting from the skills and experience of an additional Trustee as we look to continue our journey as a thoughtful and progressive funder.

Dame Anne Richards

Chair, Coutts Foundation

The Coutts Foundation; The story so far...

Established in 2013, the Coutts Foundation started its journey by exploring how it might focus its limited resources for maximum impact.

At the outset, Trustees agreed to focus its work on tackling poverty and developed the mission to:

Support sustainable approaches to tackle the causes and consequences of poverty in the communities where Coutts has a presence.

The rationale for this was two-fold:

- The focus on poverty built on the legacy of Angela Burdett-Coutts, who gave today's equivalent of £350m to charitable causes and was known as 'Queen of the Poor'.
- The Trustees felt a sense of responsibility to support the poorest/ most disadvantaged in our communities, given the nature of Coutts as a business.

Women and Girls

Recognising that poverty is a huge challenge in the UK affecting c14m people, the Trustees went on to agree that the Foundation should look to further focus its resources.

It was therefore agreed that the Foundation should focus on women and girls, for the following reasons:

- Women and girls disproportionately experience poverty in the UK
- There was clear potential for the Foundation to make a material difference and impact with limited resources
- Angela Burdett-Coutts was progressive and innovative with her support for women and girls' issues.

The current focus of new grants for the women and girls' portfolio is on charities that:

- Intervene early and seek to prevent violence against women and girls
- Empower women and girls to move beyond trauma they have experienced and flourish
- Support children who have experienced or at risk of experiencing domestic abuse

The Foundation continues to identify specialist women and girls organisations run by trusted women and particularly those that are led by and for black and minoritised women and girls. We seek organisations that address the multiple and complex barriers faced by women and girls and have strong elements of influencing policy.

It was agreed that the Foundation could focus around two thirds of the annual grants budget on poverty, women, and girls.

Organisations focused on women and girls (in summary):

38 organisations supported to date (see [The Coutts Foundation](#) for full current list)

Over **£6.6m** invested in organisations to date – ranging from those who are impacting policy and practice and those who are delivering holistic services in local communities.

The organisations that the Foundation funded in 2024/25 supported over **50,000** women during the year.

The Coutts Foundation; The story so far... (cont.)

Young People and Performing Arts

In 2021 the Trustees agreed a second area of focus – empowering young people through the performing arts. It was agreed that the Foundation should focus on:

Arts for All:

Performing arts by and for young people from marginalised and disadvantaged groups.

Arts in the Community:

Enabling participation in the arts in disadvantaged communities/regions.

The Trustees chose to focus on organisations that increase access and engagement with disadvantaged young people, particularly those co-created with young people in the most deprived areas of the country for the following reasons:

- Socio-economic disadvantage increases the challenges that young people face and limits young people's access to performing arts
- Arts and creativity have a positive impact on young people's wellbeing, self-expression and aspirations
- We want to empower young people to tell their stories
- Thomas Coutts was a generous benefactor of the performing arts

The Foundation particularly funds performing arts organisations that are run by trusted adults; rooted in youth work and working with highly skilled artists; include young people in the practice of making arts; have strong elements of youth leadership and are able to articulate their good outcomes for young people (including positive mental health outcomes).

Organisations focused on supporting young people through the performing arts (in summary):

8 organisations supported to date (see [The Coutts Foundation](#) for full current list).

£2.2m committed to organisations to date.

The organisations that the Foundation funded in 2024/25 supported over **5,000** young people during the year.

Organisations focused on poverty more broadly

The Foundation also supports organisations focused on poverty more broadly

In addition to Toynbee Hall and City Gateway that were funded with early grants, the Foundation also supported the Living Wage foundation to grow the number of accredited living wage employers to tackle in-work poverty and Coram, to support Coram's creative therapy services.

The Foundation continues to support The Connection at St Martin's, London's busiest homelessness charity and a neighbour of Coutts at 440 Strand.

The Connection supports nearly 2,000 people a year, with services to tackle rough sleeping and provide pathways to recovery and housing.

Over **£1m** committed to Connection to date

About the Role

Trustees are chosen carefully because they need to bring skills and experience which can benefit the charity. We have people with experience in the financial and legal sectors as well as Trustees with long experience in the voluntary sector. Other Trustees may bring special experience (such as having lived experience of the issues we seek to address) or may represent important stakeholders in the organisation (such as bank-appointed Trustees). Trustees are volunteers and in ordinary circumstances receive no payment for the work they do for the charity.

We are looking for an individual who is able to give a fresh perspective, and we are committed to continuing to reflect the diversity of the communities the Foundation serves and are looking for individuals who are passionate about this too.

We are keen to hear how you think your work, voluntary experience and/or lived experience make you suitable for the role and would especially welcome applications from people from traditionally underrepresented groups and people who bring grant making experience and/or experience of the women and girls' charitable sector.

The relationship between the Trustees and the executive

The staff and Trustees are a team, all committed to serving the organisation and its beneficiaries. The Director ensures that the Foundation works effectively from day to day. The Trustees set the overall framework for the Foundation and provide a point of accountability for the work of the Foundation. The Director attends Board meetings and the administrator and other advisors may also be present.

Current Trustees

Dame Anne Richards (Chair)
Javid Cante
Emma Crystal
Victoria Dela Amedume MBE
Solange Dive-Chamberlain
Rachel Harrington
Laura Lines
Judith McNeill
Natalie Merrens

Current Staff & Advisors

Jennifer Coleman (Advisor)
Neil Henderson (Company Secretary)
Clare Richards MBE (Director)
Fiona Wray (Administrator)

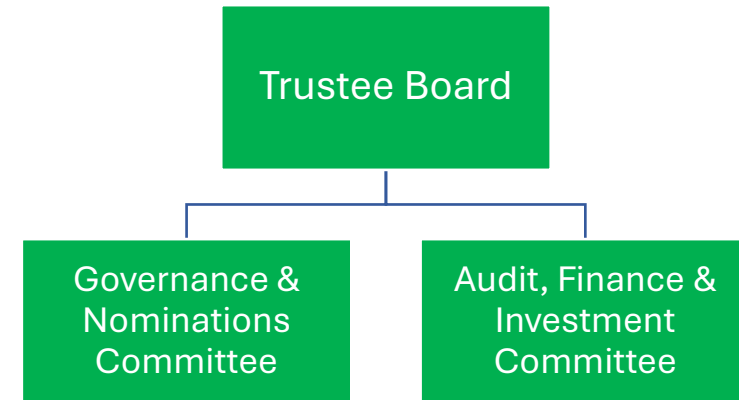
Role Purpose

Key Areas of Responsibilities

Trustees are responsible for the governance of the charity and retain overall legal responsibility. They work collectively as a Board and take decisions at formal meetings. Trustees operate according to an instrument of governance (the Memorandum of Association)

Trustees:

- With the Director, take responsibility for overall strategy
- Set policies
- Approve the strategic plan and the budget
- Monitor income and expenditure
- Monitor performance
- Monitor risks
- Monitor best value
- Monitor effective use of resources



Committees	
Audit, Finance & Investment	<ul style="list-style-type: none"> • Members are Javid Cante (Chair), Rachel Harrington, Laura Lines & Natalie Merrens • The Committee meets at least twice a year • The purpose of the Committee is to manage prudently the Foundation's finances and the investment portfolio, within the parameters set by the investment policy
Governance & Nominations	<ul style="list-style-type: none"> • Members are Dame Anne Richards(Chair), Rachel Harrington, Dr Judith McNeill & Vicki Amedume • The Committee meets at least twice a year • The purpose of the Committee is to ensure the effectiveness of the Foundation's governance and the succession of the Board and its committees

Person Specifications

Candidates should be passionate about promoting effective approaches to tackling the causes and consequences of poverty. We are looking for individuals who are comfortable operating and challenging at senior level, have a blend of skills, knowledge and experience to govern effectively, act with tact and diplomacy and represent the foundation appropriately.

Even if you have not considered being a Trustee before now we still want to hear from you if you have the passion and skills to help the Foundation. We provide support to anyone joining who is new to this type of role.

We value a diversity of thought and of experience in our Board and encourage applications from candidates who are currently underrepresented on the Board, people who bring experience of any of our areas of focus and people who are eager to champion the Foundation and its work.

For this intake of Trustees, we are seeking individuals offering expertise in grant making and/or the women and girls' charitable sector

The Board meet three times a year for two hours, with potentially a further 2 to 3 ad hoc meetings plus a Foundation strategy day. You will be expected to join a relevant committee (Audit, Finance and Investment or Governance and Nominations) and this will increase involvement by another three meetings (these meetings are generally 60-90 minutes).

Meetings are held in person if possible. Meetings are generally held during office hours, but dates are finalised up to 12 months in advance.

Application Details

To apply, please send your CV and cover letter (up to 500 words) outlining your suitability for the role and reason for applying to Coutts.foundation@coutts.com

Closing date for applications: **9am on Monday 9th February**

Interviews: **Week of 2nd March**