



Trustees

Recruitment Pack
October 2026

Welcome

We're entering an exciting new chapter and looking for new trustees to help shape our future.

At Sight Concern Bedfordshire, we're proud to support blind and partially sighted people across Bedfordshire and Luton to live full, independent lives.

Our small, dedicated team and incredible volunteers provide tailored, inclusive services to help those with sight loss stay active, connected, and empowered.

Now, as we look to grow our reach and deepen our impact, we're seeking compassionate, strategic trustees to strengthen our Board and support our CEO during this pivotal time.

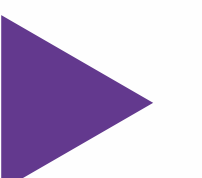
You'll be joining a values-led, professional and community-focused Board whose trustees bring a wealth of experience, insight and shared commitment to improving the lives of people affected by sight loss.



“In three words, I'd describe us as values-led, professional, and community-focused.

As a charity, over the last five years, we've built a strong foundation and developed a sustainable, high-quality service.”

– Carol O'Brien, CEO

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About Us

Founded in 1999 through the merger of three charities, Sight Concern Bedfordshire became a registered charity in 2007. We are an independent, local organisation with a clear goal: to improve the quality of life for people living with sight loss.

Through one-to-one support, community-based initiatives, and collaborative partnerships, we help people maintain independence, build confidence, and connect with others. Our services are shaped by those we support - and we're constantly evolving to meet their needs.

We work across Bedfordshire and Luton, supporting people of all ages and at every stage of their sight loss journey. Whether someone is newly diagnosed, adjusting to changes in vision, or navigating life with a long-term condition, we're here with compassionate, practical help.

We are proud of our person-centred approach, one that starts with listening. We don't offer one-size-fits-all solutions. Instead, we tailor our support to reflect each person's goals, circumstances, and lived experience. From emotional reassurance to technology support, social connection to low vision advice, we offer a holistic range of services to meet evolving needs.

As we build on recent transformations, our focus is on strengthening community engagement, modernising our services, and expanding our influence beyond our current reach. We're also exploring the role of innovation and technology in helping us reach and support more people, more effectively.

At the heart of it all is our belief that no one should face sight loss alone - and with the right support, everyone can thrive and lead full and active lives

Our Vision

An environment where people with sensory loss can live the lives they want to live in a fully inclusive society.

Our Mission

To provide information, advice and practical support to visually and sensory impaired people across Bedfordshire, Luton and surrounding areas.

Our Values

Our entire ethos is based on enabling independence so that people living with sight and sensory loss can regain and maintain active and independent lives.

"It's such a privilege to witness the positive impact that we make, and see the hard work both staff and volunteers put into a client's journey."

– Clare Anderson, Charity Operations Manager

Click to hear more 

Our Impact

October 2024 - September 2025

This impact snapshot highlights the difference Sight Concern Bedfordshire made over the past year, thanks to the dedication of our staff, volunteers & supporters. These results reflect not just outputs, but meaningful outcomes for people living with sight loss in our communities.

With dedicated staff, passionate volunteers, and strong local partnerships, we continue to prove that with the right support, people with sight loss can thrive - and live life with independence, dignity, and confidence.

Specialist Support for Independence & Wellbeing



1620
people received
direct, specialist
support, including:

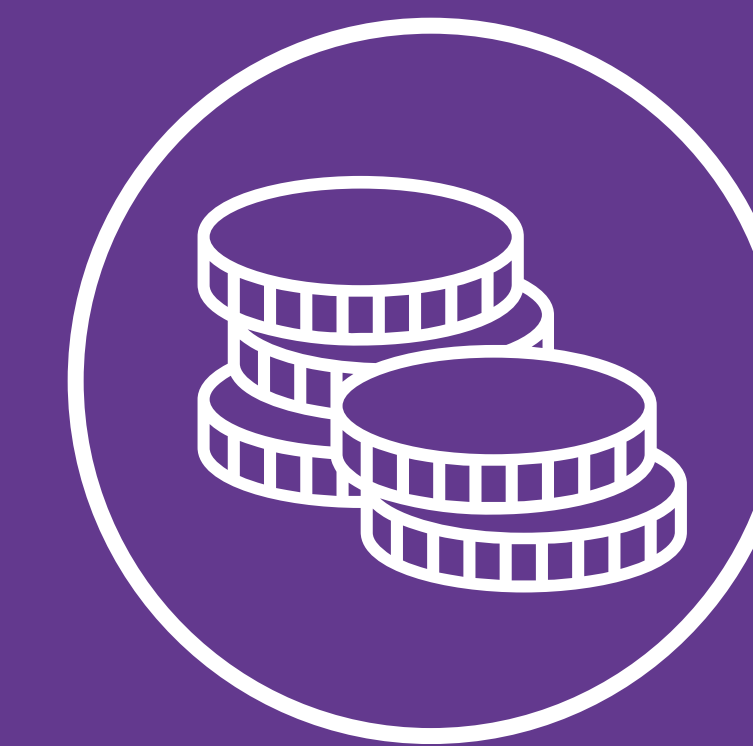
- One-to-one help from Visual Impairment Advisors
- Low vision rehabilitation
- Assistive technology clinics

"You gave me confidence to live life again, even when I couldn't see the way forward."

2886
people reached

We connected with 2,886 visually impaired people across Bedfordshire - the highest number in our charity's history.

Fighting Poverty



£569k+
in benefits
accessed by
80 people.

Helping individuals overcome financial hardship.

"Thanks to your help, I can now live with dignity and hope."

Reducing Isolation



80
volunteers
delivered:

- 30+ weekly befriending calls
- A network of clubs and social activities
- Generating 1,200+ attendances in the past year



Our website is
now rated
**the most
accessible UK
charity website**

Reducing Isolation



2300+
people reached
by our News +
Views magazine -
distributed in:

- Large print
- Audio
- Digital formats



The Role

We are looking for new trustees to join our Board. As a trustee, you will help shape the future of our local charity, which provides services that promote and maintain the independence of people with sight loss across Bedfordshire and Luton.

We are seeking enthusiastic, collaborative and committed trustees to join our board. You do not need prior board or trustee experience. We value your passion, fresh perspective, and motivation to making a tangible difference. In turn, we are offering an opportunity to contribute, learn and develop.



Key Responsibilities

Our Board of Trustees is responsible for providing appropriate oversight, governance and leadership to the charity as it pursues its strategy and fulfils its charitable purposes, including:

- Setting, contributing and evaluating the strategy of the charity, including its vision, mission, values and goals.
- Acting in the best interests of the charity to support the charity's purpose.
- Fulfilling the collective responsibility to comply with legal and regulatory requirements and the charity's purpose in its governing document.
- Developing policies and safeguarding the good name and values of the organisation.
- Monitoring and inspiring the performance of Sight Concern Bedfordshire, its senior management team, staff and volunteers.
- Providing leadership and working in partnership with the other trustees, chief executive officer and senior management team.
- Making balanced decisions that exclusively support the charity's purpose and avoiding personal gain or conflicts of interest
- Providing financial oversight to support the long term sustainability of the organisation's long-term sustainability.

“I would love for our culture to become more progressive, cutting edge, and one that enables us to successfully adopt emerging technology.”

– Simon, a volunteer

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Trustee Requirements

- Attending regular board meetings, usually four a year, reading board papers and preparing for meetings in advance.
- Providing constructive challenge and insight to other trustees or staff.
- Willingness to devote the necessary time and effort, including learning the duties of trustees.
- Supporting the organisation to increase its profile, influence and effectiveness.
- Ability to help the board work as a team, making space for quieter voices, and also sharing your own perspective so every trustee is heard.
- Being an advocate and championing the needs of people with visual impairment.
- Good, independent decision-making skills and judgement.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis.

“An ideal trustee needs to be a great team player, forward thinking, and able to shape the focus of the charity’s work.”

– Hubert Pawelkiewicz, Trustee

Would you like to join our board?

We are particularly keen to hear from people who have been affected by sight loss or who have professional or voluntary experience in sectors such as disability, social care, health or assistive technology, although this is not a requirement.

If your skills aren't listed but you feel you have useful experience, and the drive to support Sight Concern Bedfordshire, then please apply. Even if the trustee role is not for you, you may be able to help us in other ways.

We welcome applications from people in senior roles who can bring strategic thinking and help guide the charity through change.



“Being a trustee has been a genuinely rewarding experience. Sight Concern matters to me, and the role has helped me grow in confidence — speaking publicly, contributing in a board environment, and feeling heard.

I learned new skills in governance, finance and operations. Bringing my knowledge and personal insight into real charity decisions, and knowing I helped shape the organisation's direction has been incredibly satisfying.”

– Trustee

Our Commitment to Diversity and Inclusion



We are passionate about building a Board that reflects the rich diversity of the people and communities we serve.

We know that diverse voices and lived experiences help us make better decisions, challenge assumptions, and stay connected to the real-world needs of those living with sight loss.

We warmly welcome and actively encourage applications from individuals who are:

- Racially or culturally minoritised
- Disabled or living with sight loss
- Neurodivergent
- Identify as part of the LGBTQIA+ community
- From other marginalised, minoritised, or underrepresented communities

We recognise that representation matters - not just in principle, but in practice. We believe that leadership should be accessible, inclusive, and open to people from all walks of life, regardless of background or circumstance.

If you are passionate about the work we do and only meet some of the criteria for the role, we would still love to hear from you - even if you don't tick every box.

To ensure a fair, equitable, and inclusive recruitment process that is accessible for all, we are happy to make reasonable adjustments at any stage. Please don't hesitate to contact us if you need any assistance with your application.

Together, we're building a leadership team that is as inclusive, compassionate, and forward-thinking as the charity itself.

How to Apply

Sight Concern Bedfordshire are directly managing the recruitment for this position.

If you would like to express your interest and apply, please email your CV alongside a tailored cover letter to:

office@sightconcern.org.uk

Sight Concern Bedfordshire welcome applications from people of all backgrounds and lived experiences. We actively encourage interest from racially and culturally minoritised individuals, those who are neurodivergent, part of the LGBTQIA+ community, or living with a disability.

Please get in touch if you would like to talk to us about any support that you may need in completing an application.



