

BRANSRY
— HORSES —



Trustee
Application Pack

Welcome

Thank you for expressing an interest in becoming a trustee at Bransby Horses. I have been a trustee since 2018 and was elected as chairman in April 2025. I have thoroughly enjoyed my time as a trustee here at the charity, and I hope if selected you will do too.

You will be joining a small board of trustees who all work together to ensure Bransby Horses is well governed, financially sound and is delivering on its Vision and Mission.

The work of our charity is carried out every day by a dedicated team of over 140 individuals based at our main site in Bransby. Regardless of their role, each person is united by a shared commitment to equine welfare. Together, we strive to fulfil our Mission—ensuring that every equine in need is treated with dignity and respect. Every decision we make is guided by what is in the best interests of the equines entrusted to our care.

Within this pack there is more information about the role of a trustee at Bransby Horses and the work that we do here at the charity. You can download our strategy document to review our plans up to 2031 **here**.

If you have any questions which will help you decide whether this role is right for you, please contact our CEO Jo Snell or myself; our contact details are below. Thank you for considering joining the team here at Bransby Horses.

With very best wishes

Michael Pickles

Chair of the Board of Trustees

Jo Snell

Michael Pickles

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The Bransby Horses way

Bransby Horses is one of the UK's largest equine welfare charities and we are dedicated to improving the lives of horses, ponies, donkeys and mules. For almost 60 years we have been rescuing and caring for equines in need, and as the demand for our rescue and welfare work continues to rise, we successfully collaborate with others when needed, to achieve the best possible outcome.

We feel incredibly humbled that what started as one man's dream to alleviate equine suffering in 1968, still remains pivotal to the charity's ethos some five decades later.

We are proud of everything we do and of staying true to our heritage. This makes us truly unique; our care of and dedication to these beautiful animals is simply 'the Bransby Horses way'.

We believe that every equine matters.

We will ensure that:

We always make decisions in the best interest of an equine.

We are completely invested in the care we provide.

We offer non-judgmental support to equine carers and owners.

We promote responsible equine ownership.

Every equine is treated with dignity and respect.



What we do

Our Vision

A world where all horses have a life worth living.

Our Mission

To create positive impacts on the lives of horses, ponies, donkeys and mules.

Delivering Our Mission

We are dedicated to improving equine welfare through Rescue, Rehabilitation, Care and Advice & Learning:

Rescue

It is a sad fact that every day in Britain, horses, ponies, donkeys and mules are neglected, mistreated or abandoned, creating the need for rescue. The team here at Bransby Horses are dedicated to rescuing those animals most in need, helping them put tragic or painful pasts behind them and providing them with the secure future they deserve. We offer advice and support to owners so that we can help even more horses before rescue becomes necessary. We reach some of the most neglected and vulnerable horses across the UK. Many new arrivals are suffering from starvation, neglect, injury or disease. Some may also be very frightened of human contact due to previous bad experiences.

Rehabilitation

Rescuing an animal and bringing it into the security of the charity is just the beginning of what may be a long road to recovery. Rehabilitation can take weeks, months or even years but by providing good care, veterinary support and kind handling, most horses will develop trust. Others may never accept human contact. We work closely with each animal, ensuring their rehabilitation programmes are tailored to each of their individual needs. Many horses are rehabilitated to a point where they can go on to enjoy life in a carefully selected foster home. Those that are elderly, have ongoing health issues or remain very nervous will stay with Bransby Horses in sanctuary care.

Sanctuary Care

Bransby Horses is proud to provide so many equines with sanctuary care. Many rescued horses have long-term medical problems that may be difficult or expensive to treat.

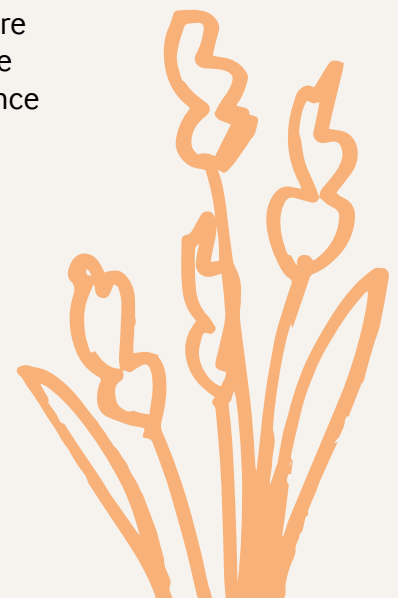
Other horses may be nervous of humans and feel much more secure living within a herd environment. Horses that require a bit of dedication, time and money to look after often struggle to find the special home they need and so are sadly more vulnerable to neglect or abandonment. Rescued animals which require experienced care and handling will always have the security and patience they need here at Bransby Horses.

Advice & Learning

Be the horse's voice. Share knowledge and use creative ways to influence human behaviour about equine welfare.

Rehoming

Bransby Horses' successful Perfect Partner rehoming scheme offers some of our equines the chance to enjoy life in a carefully selected loan home, whilst freeing up time and space at the charity for the rescue and rehabilitation of more animals in need of help.



Our Values

Progressive

We move with the times, planning and adapting ahead of trends. We are open-minded and constantly learning. We are respected for being experts in our field and making correct decisions, extending the scope of our reach through collaborative working.

Inspirational

We inspire people to constantly challenge their perception of equine welfare. We are dedicated to continuing to positively impact the lives of more equines.

Caring

We pride ourselves on being non-judgmental and show compassion to horses and their owners. We care about our environment, our people, supporters and our community.

Knowledgeable

We keep abreast of developments in animal welfare and work collaboratively with others to benefit from their knowledge. We empower our people to identify and implement best practice to achieve positive outcomes.



Trustee Role Description

Trustees play a vital role in making sure that Bransby Horses delivers upon its Mission. Trustees are the group of individuals who are ultimately responsible for the governance and leadership of the charity. They are legally accountable for ensuring the charity's activities align with its charitable purpose and for safeguarding its assets. They also ensure that Bransby Horses has a clear strategic plan and that this aligns with its vision and mission. Whilst the running of the charity is delegated to the CEO and the Senior Leadership Team; Trustees provide support and challenge to enable Bransby Horses to grow and thrive, and through this, achieve its mission.

Board members have a collective responsibility. Although trustees must exercise their own judgement, they always act as a group in the best interest of the charity and not as individuals.

Key Responsibilities

- Ensure compliance with charity law and regulation and all relevant UK legislation; as well as the charity's governing document.
- Responsible for the development and implementation of a long-term strategic plan.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Safeguard the charity's financial assets and oversee Bransby Horses' financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Bransby Horses' financial statements.
- Appoint and monitor the performance of the Chief Executive.
- Provide support and challenge to Bransby Horses' Senior Leadership Team in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Bransby Horses' operating environment.
- Contribute to regular reviews of Bransby Horses' own governance.
- Attend Board and subcommittee meetings, be adequately prepared to contribute to discussions and decision making.
- Contribute to decision making using independent judgment, acting legally and in good faith to promote and protect Bransby Horses' interests, to the exclusion of their own personal and/or any third-party interests.
- Contribute to the broader promotion of the work of Bransby Horses and its reputation by using your skills, expertise, knowledge and contacts.

What we are looking for

We are looking for people to bring energy, enthusiasm and commitment to the role, and welcome applications from people who will broaden the diversity of thinking on our Board of Trustees.

You do not need previous governance experience – we will provide a full induction and training.



Personal skills and qualities

- Willingness and ability to accept their responsibilities and liabilities as trustees and to act in the best interests of the organisation.
- Ability to think objectively; creatively and strategically; analyse information; and exercise good, independent judgement.
- Effective communication skills and willingness to participate actively in discussion.
- A willingness to challenge and be challenged, and to work effectively as a Board member.
- A basic level of understanding of financial literacy and charity governance, and a willingness to learn and develop.
- A strong personal commitment to equality, diversity and inclusion.
- Lead in line with Bransby Horses' Vision, Mission and Values.
- Commitment to upholding the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Terms of appointment

This is a voluntary position, but reasonable expenses are reimbursed.

Time commitment

- Attending three Board meetings annually. We encourage trustees to attend in person at Bransby for better engagement, but remote participation can be arranged if necessary.
- Serving on at least one subcommittee (Finance & Audit, Engagement & Income Generation, or Equine Health, Welfare & Estates), which meets three times annually.
- Meetings usually last around half a day.
- Preparation time ahead of meetings will be required to read and digest the meeting papers.
- Supporting and attending team and supporter engagement activities.

Reporting Structure

Trustees report to the Chair of the Board. Trustees participate in an annual trustee appraisal process.



How to apply

If you would like to apply for the role of trustee at Bransby Horses, please send the following:

- An up to date CV.
- A personal statement of not more than 250 words setting out why you would like to become a trustee for Bransby Horses and what skills and experience you can offer.
- The contact details of two referees, ideally who have known you professionally, and who have agreed to provide a reference for you.
- Completed fit and proper person forms - **download here**

Please send your completed application documents to Trustees@bransbyhorses.co.uk

Next steps

We will review your application and will contact you to let you know whether we will be inviting you to the next stage of the process. This will include an informal meeting with our CEO, Jo Snell, and one of our Trustees.

Shortlisted applicants will then be invited to the final stage of the process where you will have the opportunity to meet the Senior Leadership Team and attend an interview with the Board of Trustees.

The closing date for all applications is 16 March 2026.

Thank for your interest in Bransby Horses, and in the role of charity trustee.

