



THE
DONALDSON
TRUST

The National Body
for Neurodiversity

Trustee

Role Profile

August 2025

Welcome from Chair and CEO

Thank you for your interest in this unique opportunity to contribute to shaping the future of an organisation dedicated to transforming the lives of neurodivergent individuals.

Society does not always understand or meet the needs of neurodivergent people. This can leave them feeling invisible, socially and economically isolated, and can lead to discrimination. This must change.

We are committed to affecting societal change through encouraging understanding, and driving excellent practice related to neurodiversity and amplifying neurodivergent voices.

We are seeking inspiring, compassionate and forward-thinking trustees, who are politically astute and willing to constructively challenge the status quo, to make a difference with, and for, neurodivergent people.

You will have the strategic vision and drive to play an active role in pursuing the next phase of our strategic plan to deliver sustainable, impactful and ethical growth, underpinned by the engagement of people with lived experience.

If you share our passion for a society in which neurodivergent people are understood, accepted, treated fairly and valued, we would welcome your application.

Sean Duffy, Chair of the Board of Trustees

Lynn Wassell, Chief Executive Officer

About The Donaldson Trust

The Donaldson Trust is Scotland's leading charity for neurodiversity.

Throughout our rich history, dating back to the 1850s, Donaldsons have been recognised and respected as a specialist provider of education and care.

As the National Body for Neurodiversity, we are a catalyst for change. We believe there is a genuine opportunity to change society for the better. We aim to be at the forefront of driving that change, making a difference with and for neurodivergent people and their families.

Our Values

We share what we know

We share our knowledge so that more neurodivergent people can thrive.

We connect people

We build partnerships and collaborations to increase opportunity and inclusion for neurodivergent individuals. We achieve more together.

We remove barriers

We work together to look for win-win solutions. We make it easier for neurodivergent people to feel accepted, valued and for their voice to be heard.




Our Vision is for a society in which neurodivergent people are understood, accepted, treated fairly and valued.

We continue to support children, young people, and adults through a variety of services based at our Linlithgow campus, where we enable every neurodivergent person to realise their goals and aspirations.

We improve outcomes and representation through our external training, consultancy and advice service, delivering neurodiversity training and development programmes, resources and support throughout the UK and beyond.

We write, campaign, and influence alongside neurodivergent people and our partners in order to shape the policies on the issues most important to neurodivergent people and families.

We're a collaborative team filled with caring and talented individuals who work together to create and influence positive change, and continuously improve our services. Together, we'll find your voice.



The Role: Trustee

Role Purpose

The Board is collectively responsible for the overall governance and strategic direction of the Donaldson Trust, including its financial health, the probity of its activities and the development of our strategic direction in line with our charitable purpose, our legal and regulatory requirements and our Deed of Trust.

The Governors of the Donaldson Trust is a corporate body and registered charity established by Statute and responsible for running the Donaldson Trust. Its purpose and powers are set out in the Deed of Amendment of Trust 2023.

Dimensions

- **Strategy:** Trustees work to support our Executive Team, whilst providing constructive challenge and to develop our Strategy
- **Performance:** Trustees scrutinise performance of the organisation and of management and achievement of outcomes
- **Risk:** Trustees are required to satisfy themselves about the integrity of financial information and that the systems of internal control and risk management are robust
- **People:** Trustees are responsible for succession planning for the Board and the CEO, and for the remuneration strategy for the organisation

Key Accountabilities

- ensure that the Donaldson Trust complies with all legal and regulatory requirements
- determine the overall direction and development of the charity through effective governance and clear strategic planning
- ensure we create and sustain an organisational culture where we live our Values and become an employer of choice
- ensure that the Donaldson Trust is well-managed, accountable, and strives to achieve best practice in all that it does
- act in the best interests of the charity, its beneficiaries and future beneficiaries at all times and comply with our Code of Conduct
- oversee the financial stability of the Donaldson Trust and ensure that all financial controls and systems of risk management are robust, protecting both the resources of the organisation and its reputation
- act as an ambassador for the Donaldson Trust, promoting a positive public profile and reputation of the organisation, and representing it as required
- appoint and support the Chief Executive and manage their performance

Please note this list of duties is not exhaustive.



What we're looking for

Experience, Skills and Knowledge:

- strategic-level experience in:
 - the Scottish Education Sector or Health Sector, preferably with understanding and a track record in commissioning services
 - Finance, Investment and Assurance
- previous experience of working as a non-executive director
- understanding of the landscape of health, social care or education in Scotland and the associated legislative requirements and frameworks
- understanding of the challenges facing our sector from an economic, social and political perspective
- ability to confidently engage in meaningful discussions and contribute to diversity of thought as a member of the Board
- ability to challenge and debate constructively, and to accept constructive feedback
- ability to think creatively and flexibly, with a “can do” attitude to problem solving
- sound interpersonal and communication skills
- understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- understanding of the principles and practices for effective governance of organisations

Attributes and Qualities:

- passion and commitment to the purpose, vision and values of the Donaldson Trust
- sound, independent judgement and strategic vision
- respect for the views and abilities of others
- commitment to Nolan's principles of public life: selflessness, openness, integrity, honesty, objectivity, leadership, accountability
- willingness to devote necessary time and effort for effective contribution.

The Donaldson Trust environment is inclusive and one where all people can contribute and reach their full potential, and that includes at board level. That is why we want to hear from candidates from all walks of life, personal circumstances or characteristics. We would particularly welcome candidates who can add value through lived experience.

All candidates will need to demonstrate a range of attributes and be able to meet the legal demands and requirements of the role. Candidates may have a specialist knowledge base, experience or skill, but will also be able to contribute to the whole agenda.

Learning and Development

Trustees will be supported on their journey through comprehensive induction into the organisation and the role, and provided with extensive opportunities for continuous development and growth.

Becoming a trustee at the Donaldson Trust is a really rewarding experience, being a part of bringing different perspectives together to enhance our work and really make a difference to the lives of neurodivergent people across Scotland.



Time Commitment

Our Board meets four times a year. We have three Committees of the Board:

- Finance and Audit Committee
- Quality, People and Innovation Committee
- Nominations and Remuneration Committee

The first two meet quarterly, the third one meets as required, approximately twice a year. We expect Trustees to join and participate in at least one Committee.

The Board meetings are in person, in Linlithgow, the Committees meet remotely via Teams. There is also one annual Strategy Day.

Trustees will also be required to set time aside in advance of meetings to read all papers relating to meetings – these are normally shared a week in advance. Additional communication may be required between meetings. You will also be expected to take part in additional training or Board away days, and provide support or advice with ad hoc projects and events.

Eligibility

Applicants must satisfy statutory requirements in order to be eligible to become a Charity Trustee. The Charities and Trustee Investment (Scotland) Act 2005 (“the 2005 Act”) disqualifies anyone who:

- Has an unspent conviction for an offence involving dishonesty or an offense under the 2005 Act
- Is an undischarged bankrupt
- Has been removed from trusteeship of a charity by the Courts, OSCR or Charity Commission for misconduct of mismanagement
- Is disqualified from serving as a company director.

Appointed Board Members will be expected to sign a declaration to confirm that they are not disqualified from acting as a charity trustee.

Remuneration

The position is voluntary and not remunerated.

Out of pocket expenses will be paid in line with our policies.

Pre-appointment checks

Successful candidates will be expected to:

- become a member of the PVG Scheme
- sign up to the Trustee Code of Conduct
- complete the Declaration of Eligibility for Charity Trustees
- complete the Care Inspectorate's Fitness Declaration.

Further information about the Donaldson Trust, our services and the Board is available on our website: <https://www.donaldsons.org.uk/>

To Apply:

To apply, please complete an online application via our website:

<https://www.donaldsons.org.uk/application-form/>

If you wish to have an informal discussion about these opportunities please contact Lynn Wassell Chief Executive at lwassell@donaldsons.co.uk

Closing date:

Monday 22nd September 2025

Informal Interviews:

Friday 3rd October 2025