



Candidate pack

Role: Charity Trustee

February 2026



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Welcome from David Davidson, Chair of the Board of Trustees

Thank you for your interest in becoming a charity Trustee of St Andrew's First Aid.

Our purpose is simple. To save lives. Every day, through our volunteers and our training, we provide first aid where and when it is needed across Scotland.

You may have seen us supporting major public events, working with schools, training colleagues in your workplace, or serving alongside someone in your community who volunteers their time.

St Andrew's First Aid has been part of Scotland's communities for over 140 years. We are proud of that heritage. But we are equally clear that heritage alone is not enough. The needs of communities are changing, expectations of charities are rising, and the role we play must continue to evolve.

This is an important moment for St Andrew's First Aid. We are strengthening our organisation, modernising how we work, delivering a refreshed strategy and vision for the years ahead. We are confident in our role within Scotland's network of community and emergency support, and we are ambitious about what more we can do.

As Chair, I am inviting new charity Trustees to join the Board at this stage of our journey. Charity Trustees provide strategic leadership, strong governance and constructive challenge. Working in partnership with the Executive Leadership Team, the Board helps ensure the charity remains effective, resilient and focused on its mission.

I look forward to welcoming charity Trustees who are motivated by purpose, bring senior-level experience and judgement, and want to help shape the future of a national charity that saves lives and supports communities across Scotland.

**David Davidson,
Chair of the Board of Trustees**



Who we are and why we matter

St Andrew's First Aid is Scotland's dedicated first aid charity and the country's leading provider of first aid training and event first aid services. Our role is to equip people with the skills, confidence and support to act in an emergency. Our commercial training operation is market-leading in Scotland, delivering high-quality, professionally accredited training at scale.

We deliver our impact through a clear and sustainable dual model. Each year, we train more than 15,000 people in first aid, health and safety and mental health first aid. We work with employers, public sector organisations, schools and individuals across Scotland. Income from our commercial training is reinvested directly into the charity, enabling wider public benefit.

Alongside this, our volunteer network provides first aid cover at events of all sizes, from major national occasions to local community events. More than 700 trained volunteers give their time and expertise, contributing thousands of hours each year to help keep people safe.

As a national charity with reach across Scotland, we are trusted, visible and respected. We combine professional standards with strong community roots, and we are known for delivering high-quality services that make a real difference.

We are focused on the future. Demand for first aid skills is growing, and there is a clear opportunity to extend our reach, influence and impact across Scotland. We are building the capability, capacity and confidence to do more.

Charity Trustees joining our Board now will help guide a well-established national charity as it strengthens its foundations, supports its people and volunteers, and continues to save lives across Scotland.



Over 650 volunteers nationwide

33,527 volunteer hours delivering event first aid

45,000 people trained by us

6,422 volunteer hours delivering public talks & demos

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The charity Trustee opportunity

St Andrew's First Aid is seeking new charity Trustees to join its Board at a time of momentum and renewal. This is an opportunity to help shape the future of a respected national charity with a clear public purpose, a strong public profile and growing ambition. We are a well-established and well-resourced organisation, with strong leadership, a sustainable operating model and a clear focus on long-term resilience.

Charity Trustees play a strategic, non-executive role. Working collectively, the Board sets direction, provides constructive challenge and ensures strong governance, financial stewardship and long-term sustainability. Charity Trustees work in close partnership with the Chief Executive and Executive Leadership Team, supporting delivery of the charity's mission and growing impact, while remaining independent of day-to-day operations.

We are keen to hear from individuals who bring senior-level experience and sound judgement, and who are motivated by contributing their skills to a cause that saves lives and strengthens communities.

We are particularly interested in candidates with expertise in one or more of the following areas:

- governance, compliance and organisational assurance
- finance, audit, risk and asset management
- people, organisational development and volunteer leadership
- business development, marketing, communications and digital
- medical and clinical experience

Previous charity Trustee or board experience is welcome but not essential. We value transferable skills, independent thinking and a genuine commitment to the purpose and work of St Andrew's First Aid.

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Excellent course made all the difference having it at our work place. Instructor was excellent and kept our interest throughout the day. He was very knowledgeable on the subject and excellent as a trainer.



★ Trustpilot

Candidate profile

We are looking for suitably qualified and confident people who want to use their experience, judgement and perspective to make a meaningful contribution to a national charity that saves lives.

Whether or not you have had Board experience or this your first charity Trustee role, what matters most is that you bring senior-level insight, sound judgement and a genuine interest in our work. Our charity Trustees help shape direction, provide constructive challenge and ensure the charity remains well-governed, resilient and focused on impact.

We welcome candidates who are forward-thinking, thoughtful and willing to engage. Charity Trustees who are prepared to ask the right questions, support the Executive Leadership Team, and contribute to balanced, well-informed decision-making.

As a charity Trustee, you will bring:

- Commitment to the charitable purpose of St Andrew's First Aid
- The ability to think strategically and see the bigger picture
- Independent judgement, integrity and fairness
- The confidence to contribute, challenge and support constructively
- Willingness to devote the time needed to be effective in the role
- Access to your networks and connections that will help us grow our reach and influence

Previous board level experience is welcome but not essential. We value transferable skills from a wide range of sectors and are committed to supporting new charity Trustees through a structured induction and ongoing development



The instructors were fantastic, delivered in a way that was easy to understand, gave us plenty of practice, reinforced things in a style that was interesting and gave us confidence in trying first aid techniques. The clarity of the delivery was so interesting and coherent I felt it would not be possible to get better first aid training



What being a charity Trustee involves

Charity Trustees of St Andrew's First Aid play a strategic, non-executive role. Together, the Board provides leadership, oversight and constructive challenge, helping to guide the long-term direction of the charity and ensure it remains well-governed, sustainable and focused on impact.

Charity Trustees are not involved in the day-to-day management of the organisation. That responsibility sits with a capable and experienced Executive Leadership Team. The Board's role is to set direction, support good decision-making and ensure the right frameworks are in place for the charity to succeed.

As a charity Trustee, you will contribute to the Board's collective responsibilities, including:

- Setting and supporting the strategic direction of the charity
- Providing oversight of performance, risk and financial sustainability
- Ensuring strong governance and compliance with legal and regulatory duties
- Acting as a steward of the charity's assets, reputation and values

Charity Trustees are expected to attend four Board meetings each year. Meetings are normally held in person in Glasgow. Trustees may also be asked to contribute to occasional additional meetings, briefings or events where appropriate.

We recognise that being a charity Trustee is a serious responsibility. We also believe it should be a positive and rewarding experience. Charity Trustees are supported through a structured induction, access to information and ongoing development, and a Board culture that values openness, respect and thoughtful challenge.

This is a role for people who want to make a meaningful contribution, bring perspective and judgement, and help shape the future of a national charity that saves lives.

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The trainer was really enthusiastic and engaging. The ways to test knowledge and make the day interactive was particularly helpful. I'd definitely recommend their Emergency First Aid at Work course here to another.





Your responsibilities as a charity Trustee

Being a charity Trustee of St Andrew's First Aid carries legal duties which are set under the Charities and Trustee Investment (Scotland) Act 2005. These responsibilities are shared collectively by the Board and are fundamental to ensuring the charity is well governed, accountable and focused on its charitable purpose.

Charity Trustees must always act in the best interests of St Andrew's First Aid. This means making decisions that support the charity's aims, protect its reputation and ensure its long-term sustainability.

As a charity Trustee, you are expected to:

- act with care, diligence and integrity
- act in the interests of the charity, not personal or professional interests
- ensure the charity operates in line with its charitable purposes
- comply with charity law and other relevant legislation
- provide appropriate oversight of finances, risk and performance
- protect the charity's assets, reputation and values
- act collectively and share responsibility for Board decisions

Charity Trustees also have a duty to ensure that St Andrew's First Aid:

- delivers public benefit
- is properly governed and accountable
- meets its reporting and regulatory obligations
- maintains accurate records and transparent decision-making

Charity Trustees are not expected to be legal, financial or operational experts. They are expected to bring judgement, ask questions, seek assurance and take advice where appropriate.

St Andrew's First Aid supports charity Trustees to meet their responsibilities through a structured induction, ongoing guidance and access to senior staff and professional advisers. Appropriate insurance and governance arrangements are in place to support charity Trustees in carrying out their role with confidence.

This legal framework underpins the trust placed in St Andrew's First Aid and enables charity Trustees to make a positive, informed contribution to a national charity that saves lives across Scotland.

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I've been using St Andrew's First Aid for training at our business premises for several years now and the service from booking to training delivery is always excellent. highly recommended professionals.



★ Trustpilot

How to apply

Candidates are welcome to chat with our Chief Executive, Derek Robertson, to learn more about the opportunity and being on our Board.

To arrange an appointment please email:
trustees@standrewsfirstaid.org.uk

Alternatively you can apply on our website:
www.firstaid.org.uk/trustees

Applications close 31 March 2026





Contact us:



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