

**Waverley
care**

Trustee Recruitment Pack 2026

DEAR CANDIDATE,

Thank you for taking the time to consider joining the Board of Trustees at Waverley Care.

Waverley Care was founded in 1989, at a time when fear, uncertainty, and stigma defined the experience of HIV for so many. In response to that moment, our organisation was created to offer dignity, compassion, and care, values that remain at the heart of everything we do today.

Much has changed since then. Advances in treatment mean that people living with HIV can now live long, healthy lives, and hepatitis C is now a curable virus for most people. Yet while the medical landscape has transformed, stigma, inequality, and isolation have not disappeared. Too many people are still held back by fear, judgement, and barriers to accessing care and support.

Today, Waverley Care works in communities, providing inclusive, stigma-free services that meet people where they are. From one-to-one and peer support to befriending, group activities, and specialist services for communities most affected by HIV and hepatitis C, our focus is on ensuring that everyone can feel supported, respected, and able to live well.

We are now at a pivotal moment in our history. Scotland has a real opportunity to achieve zero new HIV transmission by 2030, and to become one of the first countries in the world to do so. Alongside this ambition, we are entering a new phase of strategic planning at Waverley Care beyond 2030 that will shape how we end HIV stigma, tackle health inequalities, and ensure that anyone affected by a blood borne virus can live a full and connected life.



I joined the board in 2021 after working alongside Waverley Care as a volunteer. During this time, I have had the privilege of seeing first-hand the incredible hard work, dedication and care that the people at Waverley Care have for their work and the people that they support living with and affected by HIV and Hepatitis across Scotland.

As a board member, you will have the opportunity to develop your own knowledge and skills, while being part of making Scotland a place where people live well with HIV and Hepatitis.

Our Board of Trustees plays a vital role in guiding this work. As a trustee, you would help shape our strategic direction, uphold strong governance, and ensure that the voices and experiences of the people we support remain central to our decisions. We are particularly keen to hear from people who can bring lived experience, professional expertise, or fresh perspectives and who share our commitment to our values of compassion, dignity, respect, and honesty.

Previous experience as a trustee is not essential. What matters most is a willingness to learn, to ask thoughtful questions, and to work collectively in support of our mission.

If the journey we are on resonates with you, I warmly encourage you to apply. By joining our Board, you would be helping to shape the future of Waverley Care and to ensure that stigma, isolation, and inequality are consigned to history.

With best wishes,

A handwritten signature in black ink, appearing to be 'S. Abdulla'.

Sam Abdulla, Chair

ABOUT US

Waverley Care is Scotland's leading HIV and hepatitis C charity. Guided by the voices and experiences of the people we support, our work helps shape vital services and influences national policy on sexual health and blood borne viruses.

Our vision is a Scotland where everyone living with, or at risk of, HIV and hepatitis C is treated with dignity, acceptance, and respect. Through our services, we create safe spaces where people can connect, share experiences, and build confidence. We work to end isolation and support people affected by HIV or hepatitis C to live well.

Our services include:

- Testing
- One-to-one support
- Peer Support
- Group support & activities
- Befriending Service
- Support for specific communities (minority ethnic communities and gay, bisexual and men who have sex with men).
- Trans and Non-binary Sexual Health Clinic
- Prison Link Service
- Free infant formula milk programme

OUR VALUES

1 Compassion - We lead with empathy and kindness, approaching people and communities without judgement.

2 Respect - We value each other's experiences, listen carefully, and work openly and constructively together.

3 Dignity - We create safe, inclusive spaces and challenge discrimination wherever we see it.

4 Honesty - We act with integrity, communicate clearly, and are accountable for what we do.



VISION

A Scotland where everyone affected by HIV or hepatitis C can live well, free from stigma and isolation.

MISSION

We support people affected by HIV or hepatitis C to live well and feel less isolated.

Through inclusive, stigma-free services grounded in lived experience, we create safe spaces where people can access care, respect, and community.

OUR AMBITIONS

- 1** Through our work, we will play a pivotal role in supporting Scotland to achieve zero new HIV transmission by 2030 and to end stigma, so that people affected by HIV can live free from fear, judgement, and discrimination.
- 2** As a trusted national voice and the leading HIV and hepatitis C charity in Scotland, we will use our influence to shape local and national policy, challenge health inequalities, and ensure fair and equal access to prevention, treatment, and support services for all.
- 3** We will continue to provide inclusive, safe spaces offering high-quality, non-judgmental and impartial advice and support, so that anyone living with or at risk of a blood borne virus can feel less isolated, be treated with respect, and live well.
- 4** We will place people with lived experience at the heart of everything we do, ensuring our services, policy, and engagement are shaped by the voices, insights, and priorities of the communities we exist to support and represent.



ABOUT OUR BOARD

Waverley Care's Board brings together a committed group of trustees who are responsible for the charity's governance and strategic direction.

Working collectively, trustees ensure that Waverley Care remains focused on its purpose and continues to deliver meaningful impact for the people and communities we support.

Together, our trustees:

- Ensure the needs and voices of the people we work with are put first, and that the charity remains true to its values and purpose.
- Set the organisation's strategic direction and support the Executive Team in overseeing its delivery.
- Ensure the charity's resources are managed responsibly and sustainably.
- Exercise overall oversight of the charity's governance and business operations.
- Act as ambassadors for Waverley Care, helping to raise the profile of our work and support fundraising activities.

To enable the Board to fulfil these responsibilities effectively, we recruit trustees with diverse skills, experiences, and perspectives, both personal and professional.

The Board currently has one standing committee: Finance, Audit and Risk, which provides additional scrutiny and assurance in this key area.

Trustees may also have opportunities to contribute to short-term working groups focused on specific areas of strategic importance.

Trustee roles are voluntary and unpaid; however, reasonable expenses are reimbursed.

For more information on being a charity trustee, visit: www.oscr.org.uk/managing-a-charity/trustee-duties



WHO WE WOULD LIKE TO HEAR FROM

Previous experience of being a charity trustee is not essential, as training and mentoring will be available to support successful candidates to develop their skills and confidence in the role. We are seeking people who can contribute insight and perspective to the Board across two areas. You may bring experience in one or both.

1

Bringing Lived Experience to Our Decision-Making

We are particularly keen to broaden the diversity of our Board and to include the voices of people from the communities we work with. This may include:

- People with lived experience of HIV or hepatitis C.
- People from communities disproportionately affected by HIV or hepatitis C.
- Professionals with experience working in the HIV or hepatitis C sector

2

Widening Professional Knowledge

We are also interested in hearing from people who can bring specific professional expertise or qualifications in one or more of the following areas:

- HR
- Fundraising
- Finance

All trustees will share our values and have a strong commitment to supporting people to overcome inequality, stigma, and barriers to good health and wellbeing. An understanding of the challenges facing charities in Scotland would be an advantage.



PERSON SPECIFICATION



Skills and Knowledge

- An interest in, and willingness to learn about, the role and legal responsibilities of a charity trustee.
- The ability to think strategically and contribute to collective decision-making.
- Good judgement and the confidence to ask constructive questions.
- An understanding of the importance of good governance, accountability, and the effective use of resources.
- Knowledge of the charity sector in Scotland and the challenges it faces.
- Understanding of health inequalities, stigma, or public health issues.

Experience

Applicants must be able to demonstrate one or more of the following:

- Insight gained through having lived experience of HIV, hepatitis C, or related health inequalities.
- Professional experience relevant to the strategic oversight of an organisation in finance, fundraising, or HR.

Values and Behaviours

Trustees of Waverley Care are expected to:

- Trustees are expected to uphold Waverley Care's safeguarding policies and always act in a way that protects the wellbeing, dignity, and rights of the people we support.
- Share and demonstrate the values of compassion, respect, dignity, and honesty.
- Be committed to reducing stigma, inequality, and barriers to good health and wellbeing.
- Be willing to devote the necessary time and energy to the role.
- Work collaboratively and respectfully with other trustees, staff, and volunteers.
- Be open to learning, reflection, and different perspectives.

SUPPORT FOR TRUSTEES

New trustees are supported through an induction programme, including an introduction to Waverley Care's services, governance arrangements, and strategic priorities. Ongoing training, mentoring, and development opportunities are provided, including an annual board development day, to ensure trustees feel confident and supported in their role.

TIME COMMITMENT

As a trustee, you would be expected to attend four Board meetings per year. Meetings are normally held quarterly in Edinburgh city centre and, while we encourage trustees to attend in person where possible, a virtual option is also available. In addition to these meetings, trustees may be invited to attend occasional Board and organisation-wide development days.

Most trustee candidates expect to see:

- A three-year length of term
- Reappointment is possible for a second 3-year term

HOW TO APPLY

To apply to join our Board, please send a CV and a covering letter outlining why you are interested in becoming a trustee of Waverley Care to: recruitment@waverleycare.org.

The closing date for applications is midnight Sunday, 1st March. Following the closing date, applications will be shortlisted, and the selection process will be as follows:

- Shortlisted candidates will be invited to meet with a small panel, including the Chief Executive and a current trustee, to learn more about the role and to discuss each candidate's skills, experience, and motivation.
- Recommendations for appointment will then be made to the full Board for approval.

For an informal conversation about the role, please contact Grant Sugden, Chief Executive, at grant.sugden@waverleycare.org.