

# Message from the Chair

Thank you for your interest in the Trustee role at the British Safety Council. This is a unique opportunity to help shape our impact in India and across the world.

We began life as a campaigning organisation more than six decades ago and have grown into a global voice and trusted partner for employers and workers. Our purpose remains clear: to protect and improve lives in the workplace. Today, we support organisations in over 60 countries, sharing best practice and raising standards, wherever people work.

We established our local office in India in 2017 to support the growing demand for workplace health and safety. Since formally launching our India entity, it has become a pivotal part of our work helping organisations embed safety as a core business practice and build stronger safety cultures.

The world of work is changing rapidly with new technologies, evolving employment models, longer working lives and blurred boundaries between home and work. In India, this transformation is especially complex: while modern industries embrace digital innovation, many workers in traditional sectors still face unsafe and hazardous conditions. As the world of work transforms, the need to sustain values-led, impact-driven organisations like ours has never been greater. Supporting both ends of this spectrum from the factory floor to the future workplace is at the heart of our mission. To meet these changes, we must remain commercially sustainable so we can continue delivering high-impact work while staying true to our founding principles.

We are looking for Trustees with strategic vision and a passion for impact. We are seeking people who can guide our governance, help us shape the future of work and strengthen our understanding of working culture and practices in India and beyond. **If you share our belief that no one should be injured or made ill through their work, and you are motivated to make a tangible difference, I warmly invite you to consider applying for this opportunity.**

**Peter McGettrick**  
Chair, Board of Trustees  
British Safety Council

# About Us

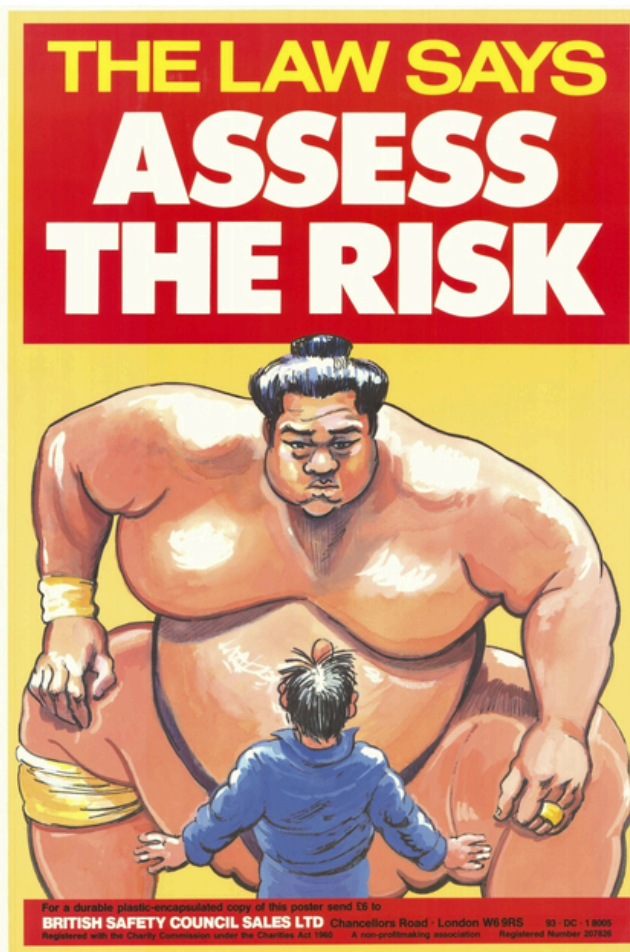
For over 65 years, the British Safety Council has championed a clear and compelling vision: no one should be injured or made ill through their work. This belief was ignited by our founder, James Tye, an RAF pilot who saw first-hand the devastating impact of unsafe conditions, including lives lost due to the absence of basic protections. His passion for improving safety at work sparked a movement that continues to shape workplaces worldwide.

Today, we operate across more than 60 countries, with a growing presence in India since 2017. Our Mumbai office leads the way in training, consultancy and advocacy, partnering with organisations across sectors to build safer, healthier and more resilient workplaces. India's work landscape is uniquely complex. While modern industries embrace digital transformation, millions still work in informal, high-risk environments.

We drive impact through:

- Training and education: We trained over 12,000 learners globally last year, including free health and safety training programmes for vulnerable workers in India through our Work Fair and Free Foundation initiative.
- Audits and consultancy: Our 5-Star Audit helps organisations move beyond compliance, embedding safety and wellbeing into everyday culture.
- Campaigns and advocacy: From silicosis and truck driver welfare to AI in safety, we champion issues that shape the future of work.
- Mental health leadership: Through Mates in Mind, we help employers foster psychologically safe environments - with growing momentum in both the UK and India.

We are proud to be driving cultural change, helping organisations shift from reactive safety practices to proactive, values-led approaches. **Whether it's a small factory in Gujarat or a tech campus in Bangalore, our work is grounded in one belief: every worker deserves to be safe, healthy and able to thrive.**





# Our Values

## Human

Because people are at the heart of what we do, we act honestly, transparently, fairly and ethically, respecting our people, our differences, others, and especially the vulnerable; we always endeavor to 'do the right thing'

## Commitment

We put all our energy, expertise and commitment into keeping workers safe, healthy and able to thrive, no matter what.

## Inclusivity

We all have a part to play: the British Safety Council, its staff, Members and partners - in ensuring that workers stay safe, healthy and well. The healthier and more diverse we are, the more effective we'll be.

## Courage

We will do whatever it takes to achieve our aim; we shall take risks, innovate, be accountable, challenge the status quo and lead by example.



# Our Core Behaviours

## Teamwork

Builds trust with colleagues and clients by collaborating to create a safer, healthier work environment, where everyone can thrive. Actively listening and sharing ideas, knowledge and support helps ensure everyone feels included and motivated to make a difference.

## Creativity and Change

Staying open-minded and curious, looking for practical and sustainable solutions that support colleagues and clients in making an impact. Exploring new ideas and better working methods to adapt and respond to change.

## Communication

Communicating our purpose, impact and goals clearly. Respecting different viewpoints while speaking up with confidence and enthusiasm, ensuring discussions are open, respectful and meaningful to inspire change where it matters most.

## Enhancing Performance

Making a meaningful impact by taking responsibility and finding solutions that lead to positive results. Taking pride in the difference we make and staying committed to maintaining high standards for the best outcomes.

## Leadership

Be passionate about saving lives at work and brave enough to take on challenges. Look ahead to identify risks and opportunities, ensuring the team understands what they are doing and why it matters.

## Personal Effectiveness

Stay organised, plan ahead and handle challenges with focus and resilience by recognising strengths and embracing improvement. Take responsibility for actions, keep commitments and stay flexible to achieve the best results.



# The Role

## Primary purpose of the role

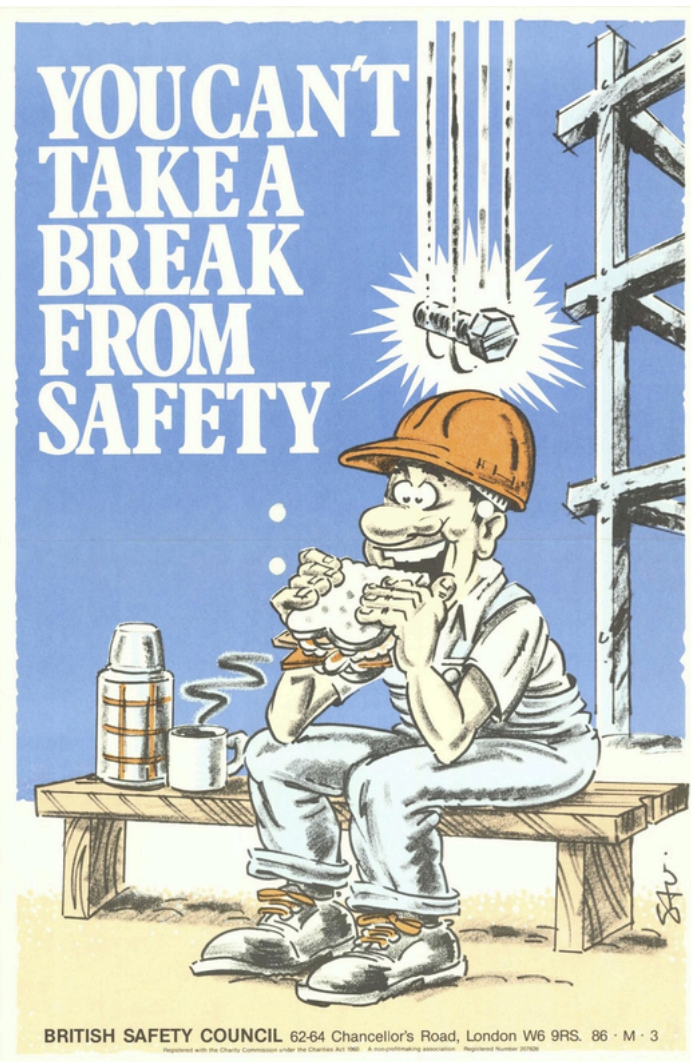
As a Trustee, you will guide British Safety Council in delivering its purpose: to protect and improve lives in the workplace. We do this through our global mission to ensure that workers everywhere are safe, healthy and able to thrive. The purpose of this India-specific Trustee role is to support the strategic growth of our India entity, bringing local knowledge and insight to help shape our impact for workers across India.

As part of the Trustee Board, members are responsible for holding British Safety Council 'in trust' for current and future beneficiaries by:

- Setting and maintaining British Safety Council's vision, mission, values and strategic direction
- Being responsible for the performance of British Safety Council and for its corporate conduct
- Ensuring that British Safety Council complies with all legal and regulatory requirements
- Acting as guardians of British Safety Council's assets, both tangible and intangible, taking all due care over their security, deployment and proper application
- Identifying risks to British Safety Council, its reputation, operations and activities, and ensuring that there are suitable risk controls and mitigations in place
- Ensuring that British Safety Council's governance is of the highest possible standard.







## Person Specification

- A commitment to the vision of British Safety Council and its objectives
- A willingness to volunteer the necessary time and effort to their duties as a trustee
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Good interpersonal skills with an ability to lead and represent British Safety Council
- The ability to work effectively as a member of a team
- Personal Integrity
- An ability to contribute insight into the Indian cultural, social and/or business context and to support British Safety Council's India entity
- Cross-cultural awareness and ability to collaborate with colleagues internationally.

## Skills and Experience the Board Needs

The Board of Trustees collectively needs a range of skills and experience. At this exciting time, we are particularly looking for a Trustee based in India who can bring local knowledge and business insight to add value to our India entity.

We welcome applications from individuals who can demonstrate:

- Senior-level experience of operating within an organisational or strategic leadership role in India
- Understanding of organisational leadership, governance or management
- Experience of working internationally, particularly with the UK, would be an advantage
- The ability to bring an independent perspective and support effective decision-making as part of a diverse Board.



## Time Commitment

Trustees are expected to attend an induction session at British Safety Council prior to their first Board meeting. Board meetings are held **four times** a year during normal office hours in London .

One meeting each year is allocated for strategic planning and is a residential event that begins in the afternoon and lasts the following day.

Relevant paperwork will be distributed one week in advance of all meetings, and all Trustees are expected to acquaint themselves with the contents. Trustees may also be invited to undertake additional roles, such as participating in committees, interviews, or attending awards presentations.

## Remuneration

Becoming a Trustee of the British Safety Council is **not accompanied by financial remuneration**. However, out-of-pocket expenses incurred in travelling to meetings or events can be claimed.





# How to Apply

## Application and Interview Process

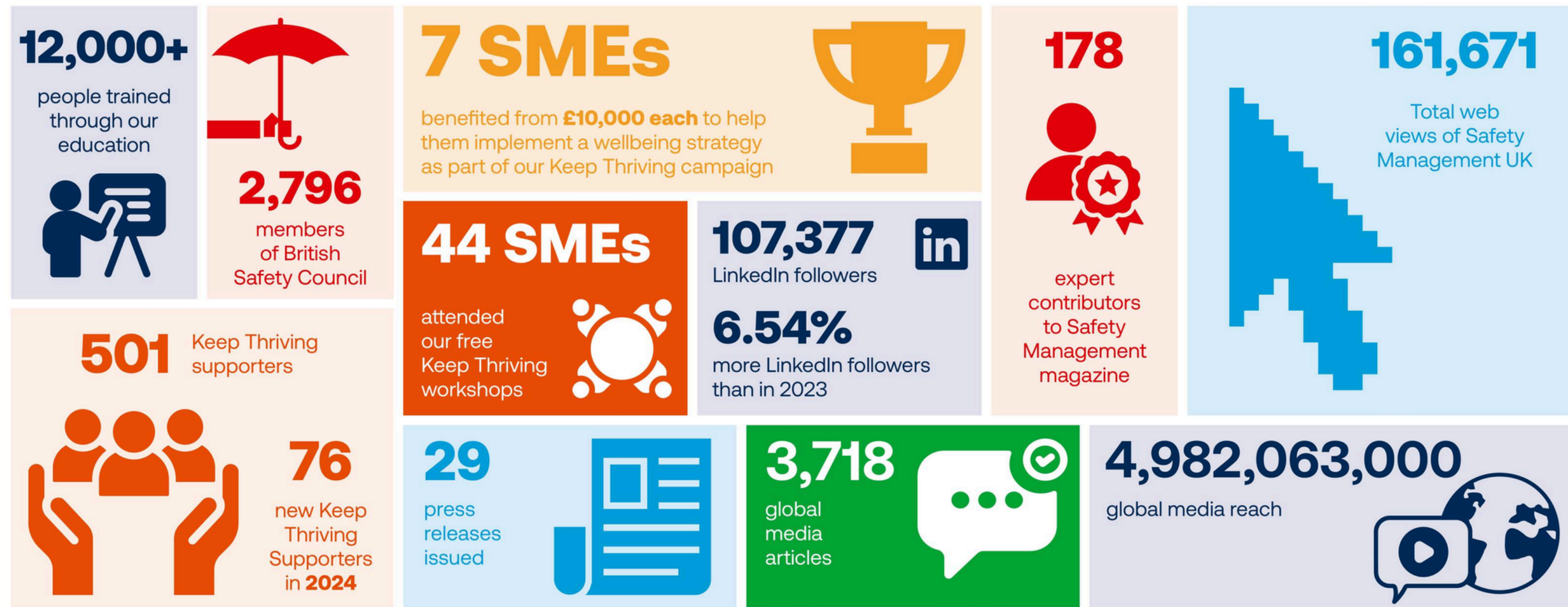
Thank you for your interest in becoming a Trustee of British Safety Council. Applicants will be shortlisted for an interview if their CV demonstrates the required skill set and experience, as outlined in the job description. We therefore ask applicants to provide a covering letter along with their CV, clearly stating how their experience, skills, and knowledge match the requirements of the role.

Please also clearly state the reason for your interest in becoming a Trustee of British Safety Council. Candidates will be shortlisted during the week commencing Monday, 22 September 2025. Shortlisted candidates will be invited for a panel interview via MS Teams in the week commencing 06 October 2025.

## Application

To apply online, please submit your CV and covering letter via the application [link here](#) or contact Menaka Gamage, Head of HR, at [menaka.gamage@britsafe.org](mailto:menaka.gamage@britsafe.org) for further information or to discuss the role.





*Find out more about our impact [here](#).*

