

ESTABLISHED
1756

BOROUGH MARKET

TRUSTEE

Application pack 2025



BACKGROUND

WHAT THE TRUSTEE ROLE ENTAILS

Borough Market is London's oldest food Market. It was established on the south bank of the Thames around 1,000 years ago and has occupied its present site for over 250 years.

Borough Market was formally registered as a charity (076940) in the Charity Commission's records on 6th August 1999. Its main charitable purpose is "the provision of a market as a public amenity for the benefit of the public".

In delivering our charitable objectives and strategy, the trustees of Borough Market are required to manage the Trust's investments efficiently and to bring about the regeneration and refurbishment of the Market and its estate. The Charity Commission provides useful [five-minute guides](#) on what it entails to be a trustee. You can also access [video resources for charity trustees](#). Trustees need to act as a 'critical friend', providing vital checks and balances, and be committed to supporting the Market in its ambition to be the best in the world.

Trustees are expected to attend all full Board meetings, typically held quarterly in the evening at Borough Market offices. We aim to accommodate different needs and are open to flexible arrangements, including accessible meeting formats where appropriate. Additionally, trustees are expected to join any of the relevant committees and to attend Board members' away days or joint training and development sessions.

Committee meetings are typically held quarterly. In addition, we have commenced the implementation of our 2030 Strategy and there may be an opportunity to join further steering groups that will meet four times a year and some working groups that will meet six to eight times a year.

Borough Market has professional indemnity insurance, which covers members of the Board in the discharge of their duties as trustees.

WHAT WE ARE LOOKING FOR

During 2025-2026, we aim to recruit one trustee to boost a balanced Board that reflects our activities and the community in which the Market operates and enrich the range of skills and experience necessary for the effective running of the organisation. We are keen to recruit individuals with knowledge of and experience in the food industry, food supply chain sustainability, food policy, real estate development and construction.

We want people who can demonstrate real enthusiasm and love of the Market, and a desire to make a difference and give back to the community. We particularly welcome applications from people with a strong connection to the local area of Southwark, whether through residence, work, volunteering or community involvement. Preference will be given to candidates who live within the local area or have lived in the local area in the past.

We want a Board that is representative of our local community, so we encourage applications from candidates from traditionally underrepresented groups who have the right level of skills and experience including lived experience but not necessarily at Board level.

Candidates should be aware that trustee roles are subject to meeting [Charity Commission eligibility criteria](#). Individuals should not apply to a trustee position or serve in that position if they do not meet the criteria or have been disqualified. More information on Charity Commission auto-disqualification is available through the [gov.uk website](#).

See page 7 for the full role description & person specification

OUR PURPOSE

CHARITABLE PURPOSE

Borough Market is an unincorporated trust (charity registration no. 1076940) governed by several Acts of Parliament, passed between 1754 and 1930, a Charity Commission order dated 2005 and a Charity Commission scheme dated 2007, amended in 2012, 2021 and January 2022.

The charitable purpose of the Borough Market Trust, as registered with the Charity Commission, is:

"The provision of a market as a public amenity for the benefit of the public and relief of the rates for the benefit of the inhabitants of the Parish of St Saviours, Southwark."

There is a clear imperative that can be drawn from this statement: Borough Market should be aiming for outcomes that benefit the wider public and go beyond the creation of profit. For the Market to function, it is essential that our traders make money and that the Trust remains financially secure, but the economic success of the Market and its stakeholders must serve the charity's wider purpose, rather than being an end in itself.

PURPOSE STATEMENT

Our official charitable purpose is a purely functional statement, indicating that a market must remain here to everyone's benefit and that any funds generated are reinvested. Through the creation of our 2030 Strategy, we have created a statement that more fully encapsulates the Market's organisational purpose.

The purpose statement adopted by the Trust reads:

"For community, the love of food and a better tomorrow."



**"FOR COMMUNITY,
THE LOVE OF FOOD
AND A BETTER
TOMORROW."**

Purpose statement

OUR APPROACH

Our charitable trust has a responsibility to ensure that what we do here works for the benefit of the community: for our shoppers, our traders, our neighbours, and all the other people whose lives we might affect. Here are a few examples of what that means in practice.

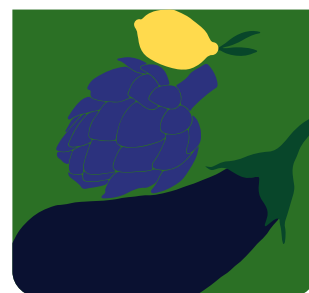
CHOOSING OUR TRADERS

We select our traders on the quality of their food and the way they go about their work. Our Food Policy sets out a clear set of principles, covering topics such as quality, sustainability, animal welfare, and accessibility. We expect our traders to pay fair prices to their suppliers and fair pay to their staff and demonstrate their commitment to equality and diversity.



TACKLING FOOD WASTE

We are committed to reducing food waste. Throughout the week, Plan Zheroes volunteers collect surplus food from our traders. This food, no longer perfect but still good to eat, is given to local charities to help feed vulnerable people in our community. Since 2014, we've prevented more than 115 tonnes of food from being thrown away – enough for more than 250,000 meals.



WORKING WITH CHILDREN

We want children of all ages to learn about produce, cooking and trading. Through our partnership with School Food Matters, children from hundreds of London schools have grown their own fruit and veg and sold it at the Market or produced and sold soup made from surplus produce. We also work with local organisations to support careers training for 16-19-year-olds.



MINIMISING OUR IMPACT

We work hard to minimise our environmental impact. None of our waste is sent to landfill and we recycle as much as we can, always looking to make improvements where possible. We buy bio-degradable bags to avoid the use of single-use plastic carrier bags and our water fountains prevent the use of hundreds of single-use plastic bottles every day.



FURTHER INFORMATION

2030 STRATEGY

Read the Borough Market 2030 Strategy, which sets up our ambitions for the remainder of the decade.

[READ NOW](#)

BOROUGH MARKET FOOD POLICY

Read the Borough Market Food Policy, which defines our approach to food.

[DOWNLOAD NOW](#)

2023-24 ANNUAL REPORT

Read our Annual Report for the 2023-24 financial year.

[DOWNLOAD NOW](#)

MEET THE TRADERS

Explore our online trader listings.

[VISIT NOW](#)

THE HISTORY OF BOROUGH MARKET

Read the history of 1,000 years of Borough Market.

[READ NOW](#)

ROLE DESCRIPTION & PERSON SPEC

ROLE

Trustee

STATUTORY DUTIES

Borough Market Trustees' duties are:

- To abide by the Borough Market Trustee Code of Conduct
- To ensure Borough Market is carrying out its purposes for the public benefit
- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure the organisation applies its resources exclusively in pursuance of its objects
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To ensure the financial stability of the organisation
- To protect the property of the charity and to ensure the proper investment of the charity's funds
- To appoint the Chief Executive Officer and monitor their performance.

ADDITIONAL REQUIREMENTS

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve:

- Reviewing Board papers or examining proposals and ideas brought to Board
- Leading discussions
- Focusing on key issues
- Providing guidance on new initiatives
- Advising on other issues in which the trustee has special expertise.

PERSON SPECIFICATION

Trustees should be able to demonstrate:

- A commitment to Borough Market and a willingness to devote the necessary time and efforts.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Knowledge and understanding of the business planning process (setting strategic goals, monitoring progress and evaluating achievement).
- The ability to critically analyse information.
- An ability to work effectively and collaboratively as a member of a team.
- Independence of thought and conveying same in a constructive way.
- A commitment to equity, diversity and inclusion, and an understanding of how these values should shape the way decisions are made, how the organisation is run, and how it serves the community.
- An understanding of the seven principles of public life (Nolan principles): selflessness, integrity, objectivity, accountability, openness, honesty and integrity.
- Any experience of participating within a framework of collective responsibility (such as a local authority, political party, trade union or voluntary/community organisation) would be beneficial but not essential.

HOW TO APPLY

To be considered for one of the vacancies on the Board of Trustees, please apply by using [the link here](#).

You will be required to provide:

- A full CV
- A supporting statement
- Details of two referees.

Closing date for applications is 11:59pm on 30th November 2025.

Interviews will take place in **January 2026**.





The Trustees of Borough Market
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Charity number
1076940