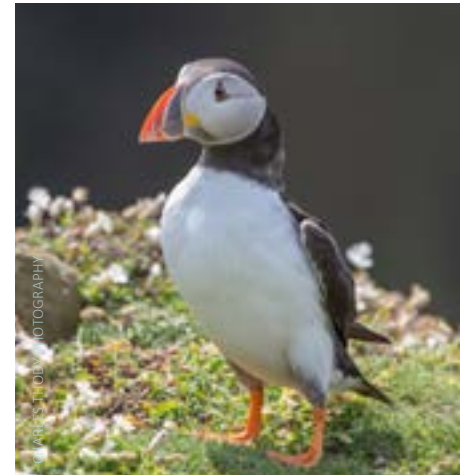


# The Wildlife Trusts



## Equality Diversity & Inclusion Trustee Lead Recruitment Pack



Dear candidate

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Thank you for expressing an interest in joining the Board of Trustees at The Wildlife Trusts in the role of Equality, Diversity & Inclusion lead Trustee.

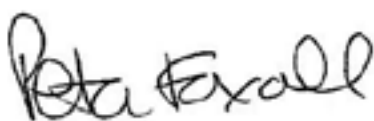
We believe that everyone should have the opportunity to experience the joy of wildlife in their daily lives. Now, more than ever, we are keen to work with the next generation from all walks of life in creating a wilder future and providing natural solutions to climate change. We have an exciting opportunity for someone to be at the heart of this change and challenge our thinking by becoming a member of our Trustee Board.

The Wildlife Trusts is a federated charity composed of the Royal Society of Wildlife Trusts (RSWT, the central charity) and 46 independent Wildlife Trusts across the whole of the UK, Isle of Man and Alderney. Together we play a pivotal role as environmental leaders with an emphasis on nature-based solutions to address the ecological and climate crises. We know how important nature is for mental and physical health and wellbeing and aim to encourage individuals of all ages and their communities to take action for the natural world close to home and at regional and national levels.

The Wildlife Trusts welcome applications from all walks of life to complement the current Board. We are keen to increase the diversity of our Trustee Board and would particularly welcome applications from candidates who reflect the communities that we work with and those who bring a diversity of inputs and perspectives to the table. Our aspiration is for a Board that is reflective of people from all backgrounds, identities and experiences who can hold the charity to account on its commitment to equality, diversity and inclusivity, embedding this right across The Wildlife Trusts and wider environmental sector.

Within this pack, you will find information about The Wildlife Trusts and the role of the Trustee. We hope that this gives you useful background to our successes as a charity and, details of the role and how to apply for this exciting opportunity.

Thank you and good luck!



Peta Foxall

Chair of The Wildlife Trusts

# The Wildlife Trusts



## Who we are

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 870,000 members, over 35,000 volunteers, 2,000 staff and 600 Trustees.

There are forty-six individual Wildlife Trusts, each of which is an independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts (RSWT), a registered charity in its own right founded in 1912 and one of the founding members of IUCN – The International Union for the Conservation of Nature.

The role of RSWT – the central charity - is to ensure a strong collective voice for wildlife, to help coordinate work between individual Wildlife Trusts, and to lead the development of the movement and federation as a whole.

Taken together this federation of charities is known as The Wildlife Trusts.

## Where we operate

The Wildlife Trusts are the only charity for nature established across the UK and Crown Dependencies.

The dual challenges of declining biodiversity and a warming climate will require us to work collaboratively across the political, administrative, and organisational boundaries which exist within and between the nations of the UK and Crown Dependencies.

There are thirty-seven Wildlife Trusts in England and five Wildlife Trusts in Wales, as well as the Scottish Wildlife Trust in Scotland, Ulster Wildlife Trust in Northern Ireland, Alderney Wildlife Trust in the Channel Islands and Manx Wildlife Trust in the Isle of Man. While each Wildlife Trust is independent, we are united in our common purpose to bring wildlife back, to empower people to take action for nature, and to create a society where nature matters.

We celebrate the autonomy of individual Wildlife Trusts and support each other to make decisions within each Trust's jurisdiction, respecting Trusts' independence and right to establish their own policies and approaches in line with The Wildlife Trusts' Strategy.

We recognise and respect that differences between individual Wildlife Trusts may arise as a result of regional, national, and operational differences. While this may sometimes result in challenging situations for our Movement, our differences are our strength, creating space for innovation and experimentation.

We agree to work together, with mutual respect, determination, and in good faith, to find solutions in accordance with our values as a Movement, and to overcome strategic, political, and technical barriers to achieve our common vision of a thriving natural world, with our wildlife and natural habitats playing a valued role in driving global change, and people inspired and empowered to take action for nature.



ANDREW HANKINSON



# The Wildlife Trusts

## OUR LAND

We manage **104,000** hectares of land

Over **2,300** nature reserves

**107** visitor and education centres

## OUR PEOPLE

Over **40,000** volunteers

**c.1.66 million**  
hours dedicated by  
our volunteers

Over **870,000** members

**2,000** staff

**c.600** trustees

## OUR REACH

Over **14 million** visits to our nature reserves

Nearly **16,000** young people engaged through outreach visits

**407,600** people attending our walks, talks and other events

Nearly **368,500** children and adults engaged with nature through school, care homes and community group visits

Nearly **6,000** people took part in corporate volunteering days

Over **10,000** children engaged across 215 Wildlife Watch groups

## OUR IMPACT

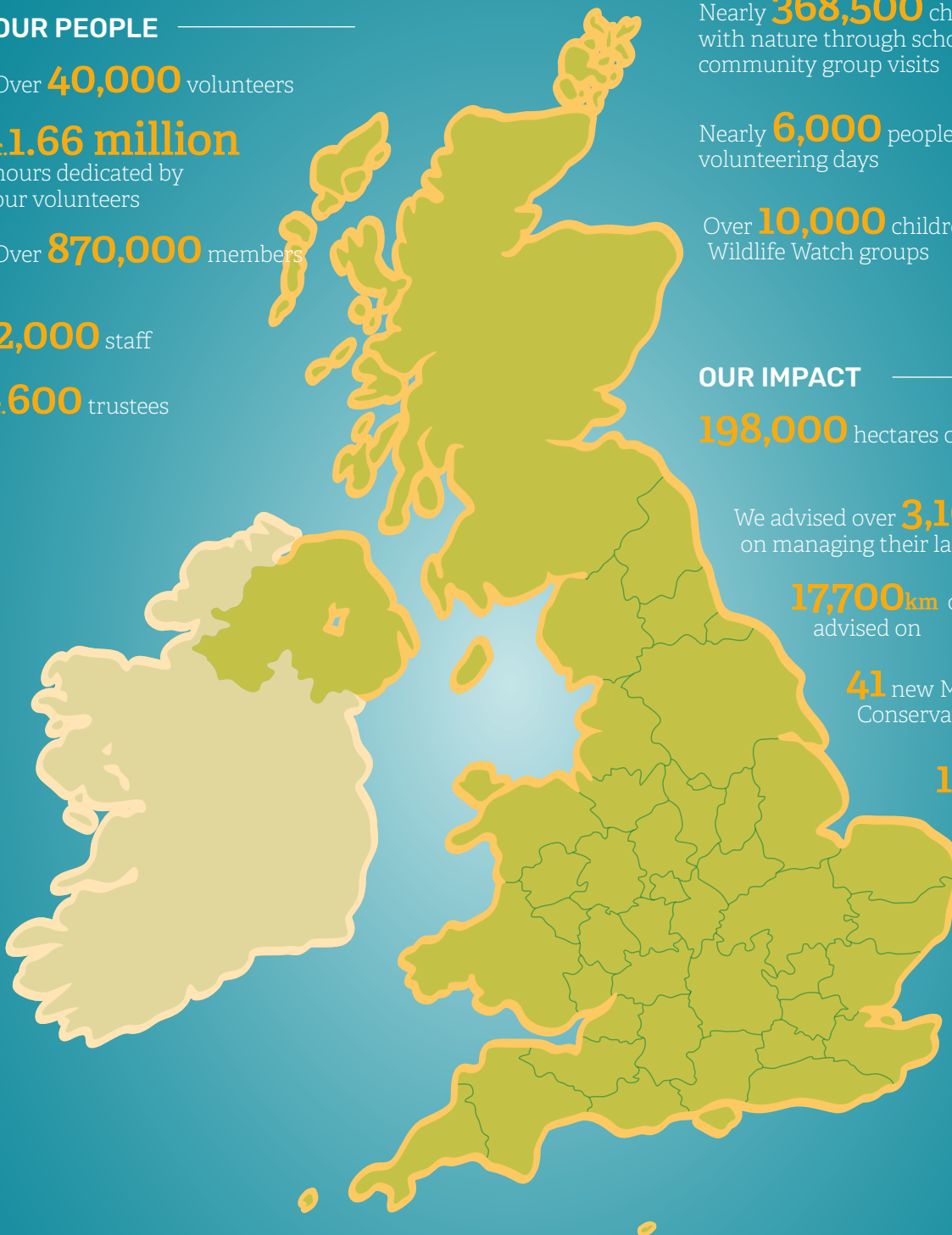
**198,000** hectares of land advised on

We advised over **3,100** landowners on managing their land for wildlife

**17,700km** of watercourses advised on

**41** new Marine Conservation Zones

**12,000km<sup>2</sup>** of marine habitat safeguarded by new protections



# Our Shared Values & Beliefs

The Wildlife Trusts share the following fundamental values and beliefs which underpin our work across the movement.

- **Love for Nature** - Our love and respect for the intrinsic value of nature sits at the core of our skilled, motivated, and dedicated team. We will always ensure that our work and partnerships are driven by what's right for nature.
- **Evidence-led innovation** – We are evidence-based and solution-focused, working with partners and communities seeking innovative solutions to maximise our contribution and impact for nature.
- **Strength in diversity** – We are one movement, comprised of 46 independent and unique Wildlife Trusts who hold unparalleled knowledge of the wildlife and natural systems within their local communities.
- **Enthusiasm** - A focused passion steers us to where we are uniquely placed to deliver the most impact for wildlife, enabling us to work enthusiastically with purpose and focus.
- **Integrity** – We are committed to transparency and inclusivity within our actions and projects, co-designing to deliver the greatest impact for nature. We will always uphold our values and beliefs and speak truth to power.
- **Respect** – We work with respect for nature, respect for people, and respect for diversity. We work collaboratively and champion inclusion and diversity within our communities, being locally sensitive whilst ensuring that we have impact beyond our borders.

Each year, there should be **more wildlife & more wild places**, and people should become **closer to nature**.



PENNY DIXIE

# Our 2030 Strategic Goals

We are in an ecological and climate crisis. The work of The Wildlife Trusts is critical to help bring wildlife back and inspire everyone to do their bit. The Wildlife Trusts are championing nature-based solutions to climate change and the importance of nature for health and wellbeing for everyone.

Our three strategic goals set out what we believe needs to happen by 2030 in pursuit of our longer term vision

1

Nature is in recovery, with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive

2

People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK

3

Nature is playing a central and valued role in helping to address local and global problems

# Duties of a Trustee

## The Board of Trustees

Known as 'Council' this is the governing body of RSWT and its members are the Trustees of the Society. It is ultimately responsible for ensuring the strategic direction of The Wildlife Trusts and safeguarding its brand and reputation. Governance arrangements are currently being reviewed so that we become more effective and responsive as a federation of charities. The Board is made up of\*\*:

- Three officers: Chair, Honorary Secretary and Honorary Treasurer.
- Up to eight Trustees elected from leadership roles from Wildlife Trusts.
- Up to two additional independent Trustees possessing specialist skills, knowledge or expertise.

You can meet our current Trustees [here](#)

## Duties of the Board & Trustees

- To ensure that the charity complies with its governing documents, charity law, company law and any other relevant legislation or regulations.
- To ensure the strategic direction of The Wildlife Trusts and review this direction when appropriate.
- To ensure the organisation uses its resources in accordance with its strategy and vision
- 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 and manage 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.

\*\* This structure is currently under review

To find out more about the role of a Trustee take a look [here](#)

## Additional duties of a Trustee

- Scrutinising board papers.
- Leading discussions.
- Focusing on key issues.
- Taking part in other meetings or work groups within The Wildlife Trusts

**We are looking specifically for candidates keen to aid us in equality diversity & inclusion and we are also recruiting a digital lead Trustee.**

No prior knowledge is necessary, however applications from candidates with experience would be welcomed.

Full training and support will be given.

## Trustee Personal Specification

**Contextual:** A Trustee should have an ability to understand the charity, its values, culture and philosophy and a willingness to show commitment and devote necessary time and effort.

**Strategic:** A Trustee should have the ability to help to actively shape the charity's vision and future and be prepared to take responsibility for the charity's long-term success or failure.

**Educational:** A Trustee will be expected to take steps to learn actively and about the charity, their role, legal duties, responsibilities and liabilities of trusteeship, and how the performance of the charity and key individuals are measured.

**Interpersonal:** A Trustee should put energy into acting as part of a team and helping to develop it and its shared sense of purpose and group decision-making.

**Analytical:** No matter how passionately committed a Trustee is, each Trustee must have the capacity to look at situations dispassionately and analytically, drawing on multiple perspectives and to apply good, independent judgment.

**Political:** A Trustee must respect the charity's governance processes and be prepared to challenge any threat to Council's essential stewardship role arising from either individuals or small groups within Council.

# Role Description - Equality Diversity & Inclusion Lead

## The Role

To take the lead in Council for Equality Diversity & Inclusion.

## Key Duties

1. Support the wider Trustees in developing their individual and collective understanding of Equality, Diversity & Inclusion and that it is regularly considered throughout all relevant debates
2. Ensure the information being provided to the Board regarding Equality Diversity & Inclusion is adequate, appropriate and easily understood by all Trustees
3. Help provide additional scrutiny and support to the senior staff leading on Equality Diversity & Inclusion ensuring policies, practices and risks are regularly reviewed and effectively reported on to trustees
4. Promote and support inclusive leadership throughout Council as part of the RSWT Equality Diversity & Inclusion strategy

## Additional Duties

- To act as a member of other RSWT Committees and panels, as agreed with the Chair.
- To play a full role as RSWT Trustee by fulfilling Trustee duties (See page 7)
- Be aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding people and ensure that this is a priority for the charity.
- Complying with the legal duties of a trustee as laid out by the Charity Commission.

## Essential Skills

- The skills to analyse proposals and examine their consequences, especially in regard to Equality, Diversity & Inclusion
- Experience of Equality, Diversity & Inclusion in any sector,
- An ability to engage effectively in Board discussion.

## Desirable Skills

- Experience of charity governance procedures
- Experience of Equality, Diversity & Inclusion within a charity
- An interest in nature and wildlife
- Experience of wider charitable resources such as ICT and HR

Full training and support will be given.



CHARLES THODY PHOTOGRAPHY



# How to apply

## Application process

The application process is overseen by a Nominations Advisory Panel made up of The Chair, selected Trustees and senior Wildlife Trusts staff to ensure a fair and balanced process.

The process runs as follows:

- 1. Complete and return your application form to [jbarnes@wildlifetrusts.org](mailto:jbarnes@wildlifetrusts.org)
- 2. Shortlisted candidates invited for interview
- 3. Chosen candidate introduced to our Board of Trustees
- 4. Formal nomination to our AGM
- 5. Election at AGM
- 6. Induction begins

All interviews and meetings are to be held virtually. If you require any special provision should you be called to interview, please do let us know.

Please inform us of any dates that you may not be available or might have difficulty with the indicated timetable.

## Recruitment timetable

Deadline for applications	Friday 29 October
Interviews	w/c 8 November
Election at Annual General Meeting	Thursday 25 November



MATT ARNE/CORNWALL WT

# Frequently asked questions

## Am I eligible?

Trustees have to be at least 18 years old and have not been disqualified from serving as such. The application form will ask for some questions to enable us to follow Charity Commission procedure in checking you have not been disqualified.

## Do I need to have Trustee experience?

Not at all! Training in the core requirements of a trustee will be provided alongside your induction. We are more interested in your wider skills and experiences and attributes that make a successful trustee by bringing something new to the Council.

## How long does a Trustee serve for?

Each Trustee is elected to the Council for a term of up to 3 years. Trustees can serve a maximum of two terms.

## How much time do I have to give?

Trustees meet 4-6 times per year, usually during the day and need to allow for preparation time for the meetings. They are supported in their role through induction, development and annual review processes. It is expected that most of these will be undertaken remotely via video conferencing although we are keen to bring trustees together at least once a year [depending on Government advice re coronavirus]. Trustees are also required to attend the Annual General Meeting, usually held in November.

Should you wish to get more involved there may be opportunities to join committees or task and finish groups that relate to the work of Council.

## Will I get paid?

The role is voluntary but travel and subsistence expenses can be claimed in line with the organisation's expenses policy.

## What support will be given?

As well as an induction, we will work with you, and your employer (if relevant), to identify what support you might like to fulfil their role.

We would love to hear from you. To find out more about this role and for an informal chat, please contact James Barnes [jbarnes@wildlifetrusts.org](mailto:jbarnes@wildlifetrusts.org)

## What sort of things will I be asked if invited to interview?

The sort of questions we may ask will include: your reasons for becoming a Trustee and why you chose this environmental charity, as well as the aspirations, skills and experiences that you will bring to the role and what development needs you may have so that we can provide support.

## Do I need to have conservation knowledge?

Not at all! Although we are keen all Trustees share our passion for the cause, conservation knowledge is not needed. In fact, we are keen to have different experiences and challenge from individuals who have not necessarily worked or volunteered in the conservation sector.

## What will be the legal responsibilities of a Trustee?

We also have full trustee indemnity insurance in place in order to protect all of our Trustees. Follow the link below to full Charity Commission guidance on the legal responsibilities of a Trustee:

[GOV.UK - legal duties of a Trustee](https://www.gov.uk/guidance/legal-duties-of-a-trustee)



DAVID PARKIN/CORNWALL WT

No matter where you live in the UK, there is a Wildlife Trust inspiring people about the natural world. Each day we work to save, protect and stand up for the wildlife and wild places near you.

Supported by more than 850,000 members, we act for wildlife on our 2,300 nature reserves, through our work with landowners, farmers and policy makers, and by encouraging everybody to look after wildlife where they live. We hope that you will join us.



**The Wildlife Trusts**

[enquiries@wildlifetrusts.org](mailto:enquiries@wildlifetrusts.org)  
[wildlifetrusts.org](http://wildlifetrusts.org)



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