



Cumbria
Wildlife Trust



Becoming a trustee

Information about joining our Board

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You could be key to Cumbria's Wilder Future

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Joining our Board as a trustee is one of the most important ways in which you can help secure the future for people and wildlife in Cumbria.

With a diverse range of exciting projects and a portfolio of more than 40 nature reserves, this is an exciting time to join Cumbria Wildlife Trust as a trustee!

This document outlines some key aspects of our organisation and what is involved. Details of how to apply can be found on the last page.

1. Why become a trustee?

Being a trustee matters; the charity sector needs and depends on good trustees. Trustees are critical to the leadership of our organisations – and to ensure that we remain fresh and relevant. Trustees ultimately make sure that Cumbria Wildlife Trust delivers the outcomes it was set up to achieve.

As a trustee you will have the chance to...

Contribute to a great cause: Being a trustee is one of the most beneficial ways in which you can support and make a difference to the future of Cumbria's wildlife and wild places.

Boost your career and CV: This is an opportunity to gain strategic experience and contribute to a well-respected local charity. As a Board member, you can develop and

demonstrate your personal skills including problem-solving, analytical and team-working skills. As well as sharing your own personal networks, there are opportunities to develop contacts with new networks and learn new skills.

Make a lifestyle change if you're downsizing or retiring? Being a trustee can be a great lifestyle fit, can enable you to use and apply your skills and experiences in a new way – and pursue outside interests and meet lots of new people.

Make a difference: 'Giving something back', learning new skills, finding out more about Cumbria and achieving positive outcomes for our natural environment is extremely rewarding and trustees have the opportunity to shape and influence the future of our county.

Never have the pressures on wildlife and the natural environment been greater. As a trustee you will be involved in helping to find natural solutions to address issues like climate change, land use change, wildlife crime and society's increasing lack of connection with nature.

Influence the success and development of a locally-based charity: Trustees help to ensure the smooth functioning of the organisation and make sure that it is fit for purpose. Organisational growth, income generation and development is a key element of the role.

2. Our Vision

Our vision is for a Cumbria rich in wildlife, on land and in the sea, where people are closer to nature. Our mission is to create living landscapes and living seas – and a society where nature matters.

3. Why we're here

Cumbria Wildlife Trust believes that

- ❖ People are part of nature; everything we value ultimately comes from it and everything we do has an impact on it
- ❖ The natural world is valuable in its own right, and is the foundation of our wellbeing and prosperity; we depend on it and it depends on us
- ❖ Everyone deserves to live in a healthy, wildlife-rich natural world
- ❖ Everyone should have the opportunity to experience the joy of wildlife in their daily lives

4. How We Work

We believe that...

- ❖ Working together, people can change the natural world for the better; and everyone has a part to play
- ❖ People taking action in the places that are closest and most important to them is a powerful force for change
- ❖ People achieve more by evaluating what they do, demonstrating what works and learning from others
- ❖ We should all trust and respect one another, take responsibility and approach everything we do with courage and integrity



So...

- ❖ We look after wild places, establish common cause with others, build trusting relationships and lasting partnerships based on mutual respect and shared responsibility
- ❖ We demonstrate what's possible and aim to inspire, empower and enable people to achieve our mission with us



5. About Us

Cumbria Wildlife Trust is the only voluntary organisation devoted solely to the conservation of wildlife and wild places in Cumbria. The Trust stands up for wildlife, creates wildlife havens, and seeks to raise environmental awareness on land and at sea. We are a people-powered charity and seek to make the natural environment a part of everyone's life.

Formed in 1962 and supported by 12,800 members (circa 2.5% of people in Cumbria) and 1,400 volunteers, the Trust cares for over 40 nature reserves (covering more than 7,000 acres), campaigns for the protection of endangered habitats and species such as limestone pavements and red squirrels, and works with adults and children to help them discover the importance of the natural world.

Cumbria Wildlife Trust is uniquely positioned to lead environmental change in Cumbria; we have our roots in local communities whilst also being part of a partnership of 46 local Wildlife Trusts

across the UK. With more than 830,000 members and 2,300 nature reserves, The Wildlife Trusts is the largest UK voluntary movement dedicated to conserving the full range of the UK's habitats and species.

Cumbria Wildlife Trust is run by a Board of Trustees elected by the Trust's membership at the Annual General Meeting held in October each year.

All trustees are unpaid volunteers. The Board meets around six times a year and is responsible for the overall governance and direction of the Trust. Four main committees report to the Board: Conservation Committee; Development Committee; Health, Safety and Environment Committee and Audit and Risk Committee.

Responsibility for all of the Trust's operational activity is delegated by the Board to the Chief Executive and its staff. The Trust employs around 50 staff based at Plumgarths near Kendal and Gosling Sike in Carlisle.

6. What does a charity trustee do?

Trustees are responsible for ensuring that the charity is well run, solvent and doing what it was set up to do. They play an important role in setting the future direction for the organisation – and in supporting the team of staff and volunteers. They are a valuable source of new skills, experience and perspectives from which the organisation can benefit.

Trustees have two areas of responsibilities:

Mandatory responsibilities: which include ensuring the charity complies with relevant legislation, acts with integrity, avoids conflicts of interest, monitors risk and uses its funds and resources with care and prudence.

Optional responsibilities: these are about helping the charity to follow good practice, holding advisory roles on sub-committees or supporting specific areas of work.

Trustees ask questions and take decisions... Are we heading in the right direction? How do we get there? How do we avoid the pitfalls?

7. Is it right for you?

Eligibility

To join our Board of Trustees, you will need to be a member of Cumbria Wildlife Trust. Don't worry if you're not already – you can join at any time!

Anyone over the age of 16 can apply as long as you meet Charity Commission rules on trustee eligibility. Details of which can be found on the gov.uk website www.gov.uk/guidance/charity-trustee-whats-involved

Remuneration

Cumbria Wildlife Trust is a voluntary organisation and all trustees are unpaid volunteers. Travel expenses to and from meetings are reimbursed.

Commitments

Our Trustees are expected to make the following commitments:

- ❖ Support the Trust's charitable objectives and act in the strategic interests of the charity. Most trustees serve a four year term with an option to extend for a second term
- ❖ Attend and contribute to six Board meetings and an AGM each year
- ❖ Optionally attend and/or chair appropriate sub-committees as required
- ❖ Prepare for each meeting by familiarising themselves with the agenda, papers and issues to be discussed
- ❖ Promote and inform others of the work of Cumbria Wildlife Trust and work with associated stakeholders and partners
- ❖ Help run, facilitate or participate in Cumbria Wildlife Trust training and other events as and when appropriate
- ❖ Attend other occasional meetings, functions and events on behalf of the Chair and Trust, as agreed



Personal qualities and experience

Communication and people skills are just as important as qualifications and experience. Being a trustee is about being able to collaborate with others effectively, to constructively challenge and to scrutinise decisions to make sure we are making the best possible choices. Negotiating, listening and empathising are all part of the process. Integrity, an ability to think outside the box, a willingness to put in the necessary time and a sound and independent judgement are all important.

A full induction will be provided to new trustees. After an induction, trustees will have:

- ❖ Good understanding of Cumbria Wildlife Trust's objectives, mission and values, and an ability to contribute effectively to the development of the Trust's Strategic Framework
- ❖ An ability to work on a Board or Committee
- ❖ An overview of building and maintaining effective relationships with stakeholders
- ❖ Be clear on expectations around personal and operational integrity
- ❖ Clear understanding and commitment to the principles of nature conservation at a landscape scale
- ❖ Personal commitment to the vision and values of the Trust



Areas of expertise

We are particularly looking for applicants who have experience in one or more of the following areas:

A. Conservation policy/local political networks

- ❖ Experience of working in the environment sector at a senior or executive level
- ❖ In-depth knowledge and experience of landscape conservation, biodiversity and ecosystems and/or environmental sustainability
- ❖ Good understanding of nature conservation and the wider environmental movement
- ❖ Experience of policy formulation and influencing techniques across national and/or local government, other public and private sector bodies and the general public
- ❖ Strong networking, advocacy and influencing skills at a strategic and senior level across national and/or local government, other public and private sector bodies and the general public

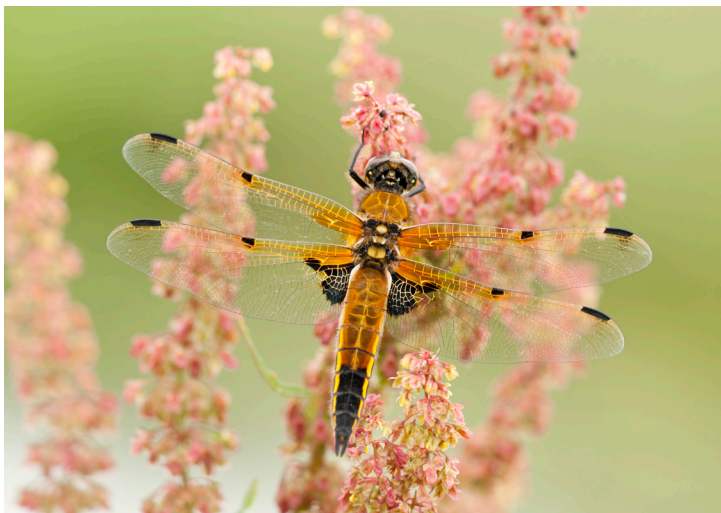


B. Young people and education and/or health and wellbeing sector

- ❖ Experience of developing or operating education or wellbeing services for children and young people
- ❖ Experience of engaging with and motivating children and young people
- ❖ Experience of leading on safeguarding policy and dealing with safeguarding issues
- ❖ Experience of evaluating the impact of education or wellbeing services

C. Volunteering

- ❖ Knowledge of the wider policy environment in volunteering and the voluntary sector and the impact it has on a charity's work
- ❖ An understanding of the key issues affecting volunteering management and volunteer managers
- ❖ An understanding of the key policy issues concerning volunteering at a national, regional and local level
- ❖ Experience of developing safeguarding policy and dealing with safeguarding issues involving vulnerable adults
- ❖ Experience of advocating and promoting volunteering to a variety of audiences



D. Business leadership and development

- ❖ Strong skills in business leadership and organisational development
- ❖ Financial management skills
- ❖ Fundraising and income generation
- ❖ Entrepreneurial activity and disruptive innovation

What you will bring to the Trust

We are looking for passionate individuals who can share their views and use their networks to help drive the Trust to even greater achievements and success.



8. How to become a trustee for Cumbria Wildlife Trust

There are two routes by which interested members can become trustees:

1. through being nominated and directly elected at the AGM or
2. through being co-opted by the Board during the year. The position of co-opted trustees is confirmed in the usual way at the next AGM.

Next steps

1. Those wishing to apply are encouraged to discuss their application informally with Stephen Trotter, Chief Executive. To book a chat and for any general questions about the role, please contact Justine Burton, Senior Administration Officer Tel: 01539 815824 or email justineb@cumbriawildlifetrust.org.uk.

2. Following this, if you wish to continue with your application, please submit a covering letter (no more than two sheets of A4) and a current CV in confidence by email to justineb@cumbriawildlifetrust.org.uk.

3. Applications will be considered by a Selection Panel comprising three trustees and the Chief Executive.

4. Preferred candidates will then be invited to meet our Chair, John Farmer, and a small panel of trustees for an informal discussion.

Further information about the work of the Trust and its staff can be found on our website at www.cumbriawildlifetrust.org.uk.

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