



Yorkshire
Wildlife Trust

July 2022

Yorkshire Wildlife Trust

Trustee Pack



ywt.org.uk

Yorkshire Wildlife Trust Trustee Brief

Help us achieve our vision of a Yorkshire rich in wildlife for everyone

Our Trustees have a key leadership role at Yorkshire Wildlife Trust, setting the direction of the organisation and helping us to achieve our goals of creating wildlife-rich places and wildlife-rich lives.

Becoming a Trustee means taking on a voluntary role to support and guide a charitable organisation to achieve agreed vision and goals. Trustees are responsible for the overall governance of a charity.

Yorkshire Wildlife Trust's Trustees set our strategic direction and provide guidance, support and challenge to the Senior Leadership Team. They are passionate ambassadors for the charity's work, influencing key partners and helping to secure funding. Trustees also contribute through their own professional expertise and background as collegiate members of the team, to ensure the charity is positioned to deliver its strategic priorities. Our Trustees bring strategic vision, independent judgement and a willingness to commit to leading the Trust through challenges and opportunities.

Our Board and Senior Leadership Team are a partnership, with mutual trust and respect – that work together with the shared purpose of achieving the Trust's vision and mission.

Although the Board delegates authority to the Senior Leadership Team, it remains legally responsible for the charity. Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. This responsibility extends to the charity's culture as well as its performance.

We have a lot of work to do to restore the abundance of nature in Yorkshire and being a Trustee can feel demanding at times, but it is deeply rewarding and you will be part of a friendly and energetic team.

Time Commitment

Trustees should expect to devote around 5 hours per month (plus any voluntary project and committee work). This time will be spent preparing for and attending meetings of the Board and one or more Board Committees, as well as volunteering time to help develop the Trust's work and attend other occasional meetings and events. There are currently twelve Trustees, with several serving as Honorary Officers (Chair, Treasurer and Company Secretary and Deputies) which require more time commitment but are supported. Under normal circumstances, the Board meets five times a year, most on weekday afternoons in different locations across Yorkshire, and committees are held during office hours usually at the Trust headquarters in York. Since the pandemic a proportion of our meetings are now held online. There is an expectation to attend 75% of Board meetings and the AGM.

Term of Office

Trustees are appointed in a voluntary capacity for a four-year term. Trustees can be reappointed for further four-year terms (most will complete two terms). We provide an induction and opportunities for training and personal development.

To apply to be a Trustee applicants do not need to be a Member of the Trust at time of application, however, it is an expectation to become a Member if selected.

Yorkshire Wildlife Trustees should:

- develop real commitment;
- get to know and understand the charity's purpose and mission;
- give counsel (when needed) and support the Chief Executive;
- advise the Chief Executive about advantageous partnerships and contacts that might be able to provide support – financial or otherwise;
- be willing to help with events that might further or support the work of the trust;
- be willing and able to communicate the work of the charity to the community, friends and business contacts.

What's in it for you:

- the knowledge that you're making a real and lasting difference to some of the most amazing green and blue spaces in the country;
- working with a group of like-minded, enthusiastic people;
- training and mentoring opportunities;
- all expenses covered;
- amazing insight into the work of an organisation working at the cutting edge of nature conservation and working alongside experts in their field.

The Charity Commission's Six Essential Duties of a Trustee:

- To ensure your charity is carrying out its purposes for the public benefit
- To comply with your charity's governing document and the law
- To act in your charity's best interests
- To manage your charity's resources responsibly
- To act with reasonable care and skill
- To ensure your charity is accountable.

About Us

The Wildlife Trust for Yorkshire was founded in 1946 by people who knew they needed to take action to protect the special and diverse habitats in Yorkshire's wild places which our fellow species need.

We are a membership organisation, our members support is vital to everything we do.

Today, we are one of the largest nature conservation bodies in the area working at a grass-roots, local level whilst also being part of a strong cohesive national movement in the federation of Wildlife Trusts.

We have a dedicated team of volunteers working alongside our team of 160 staff working in every corner of Yorkshire to make a difference for wildlife.

Informed by science and insight, we work to protect wild spaces, support rare and common species and re-introduce species which have been lost.

We seek to tell compelling stories, to show people nature's recovery is achievable and to amplify the powerful voices of our 45,000 members for the natural world and wildlife.

We are protecting and fostering the recovery of the Yorkshire's biodiversity so that nature can recover.

We work in partnership with other organisations, community groups, landowners and key decision-makers to inspire them to work with and for nature. We are passionate about inspiring people of all ages, with thousands of children and adults reached each year at our education activities, through our visitor centres, events and reserves.

We are a team of passionate professionals, who bring a range of skills, capabilities and capacities together to work for wildlife. We want to see rapid and meaningful change to set us on course to a sustainable and prosperous future, so occasionally, we are radical too!

Join us....to drive nature's recovery.

Our purpose is to make Yorkshire Wilder

Our mission is to restore wildlife by making Yorkshire wilder together.

In pursuit of our vision where, Yorkshire is rich in wildlife for the benefit of everyone with more wildlife, more wild places and more people having a strong connection to nature.

Specifically, our ambitions are for:



30% of land and sea positively managed for wildlife by 2030;



1 in 4 people taking positive action for wildlife by 2030; and



Active support for wildlife is embedded within the framework of society.

Where we are going

Our Strategy

Our wildlife has declined by 60% in the past 50 years and people are seeking ways to play their part for the recovery of nature. The 2020's have to be a decisive decade, where we halt the decline in our habitats and species, support them to be resilient to the impacts of climate change brings and to catalyse conditions for them to flourish once again in the future. Therefore, brigading our expertise and resources to focus on accelerating nature's recovery is critical. In 2021/22 we refreshed our strategy to provide a framework for our organising our activities to deliver our ambition to see more, bigger, better and joined up places for wildlife. We have five themes to focus delivery to achieve this:

- Restore and Grow Wild Places;
- Partner for a Wilder Yorkshire;
- Create a Wilder Future by extending our reach;
- Foster a One Trust culture; and to
- Be Financially Strong and Sustainable

Our activities

Flagship Programmes

We have a series of nationally significant programmes which exemplify the impact we can have when we work in partnership, for example,

- Yorkshire Peat Partnership has been restoring peatland for more than a decade and is an important member of the Great North Bog initiative.
- Wilding in the uplands is being delivered through the Wild Ingleborough partnership, with ambitions to extend new forms of land management across Yorkshire's three peaks and beyond.
- The North Sea, Yorkshire coast and Humber Estuary provide rich and sensitive habitats for the work in our Marine Programme, which is re-establishing species, creating new habitats and helping wildlife adapt to climate change and the development in the North Sea.

Nature recovery network and our Nature Reserves

Since 1946, when Askham Bog became our first nature reserve, we have saved many special places, acquiring and managing many of them as nature reserves—today, we own or manage around 3500 hectares of land which are havens for rare and threatened species and habitats. These reserves alongside spaces owned and managed by other wildlife charities and wildlife friendly landowners, make up the foundations for the nature recovery network so desperately needed across Yorkshire. This will protect the diversity of habitats and species we have and importantly enable them to reach sustainable population levels again. Working on our own land, on behalf of others and in partnership, is essential for us to make space for nature and to support our ecosystems to regain healthy function.

Engagement

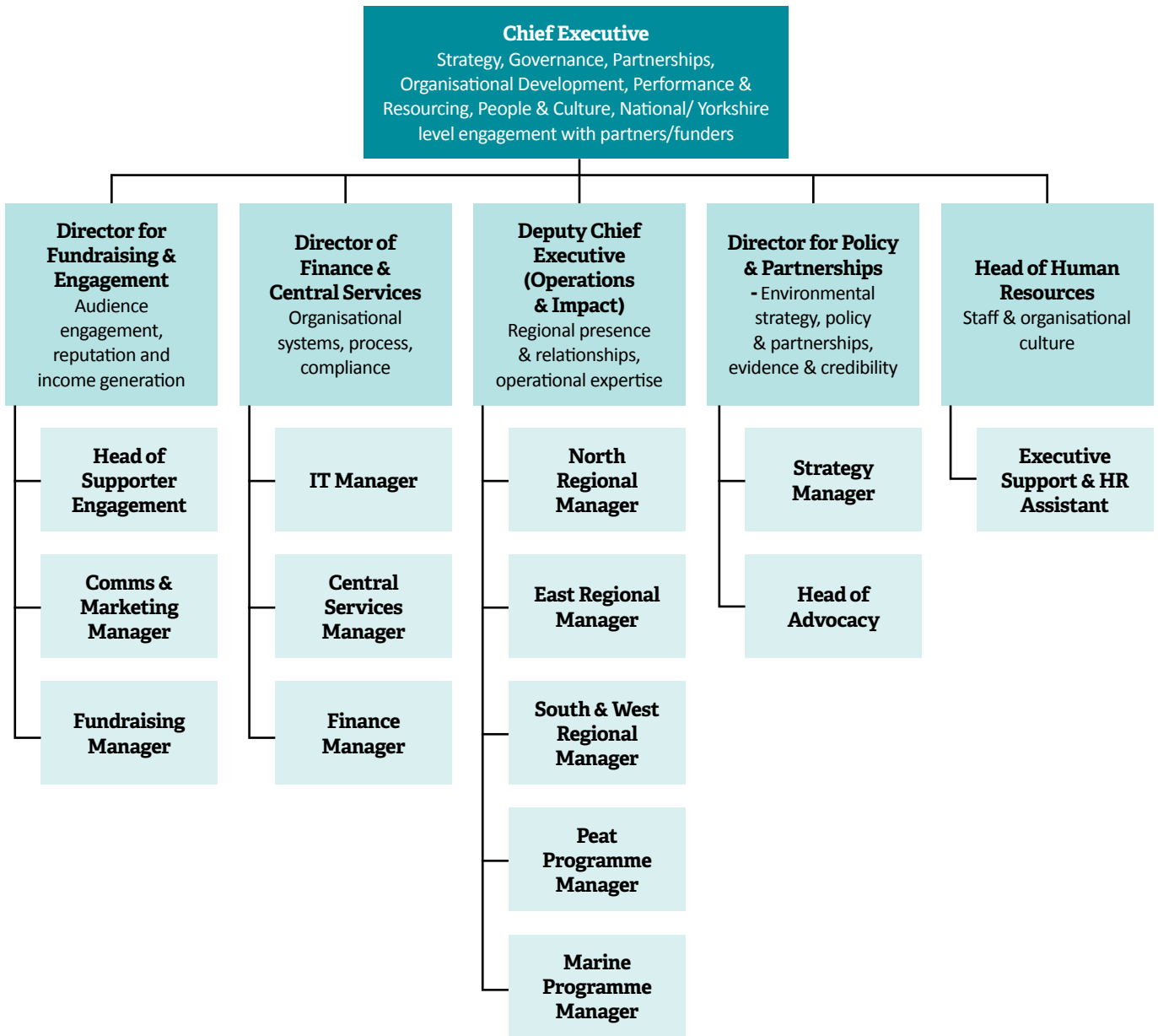
Critical to all of our ambitions is involving more people across Yorkshire to take action for wildlife.

By reshaping our engagement programmes under #Team Wilder, we will join a national Federation endeavour to engage and empower individuals and communities to do more for wildlife and so address the ecological and climate emergencies.

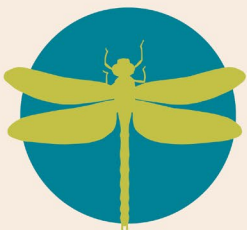
#Team Wilder is an evidence-based evidence which indicates if 1 in 4 people are mobilised for a cause, this represents the critical mass needed to make enduring societal change. Hence, our Wilder Yorkshire goal is to empower 1 in 4 people in Yorkshire to take action for our natural world through inspirational and empowering experiences with us.



How we are structured



Our values



Courage



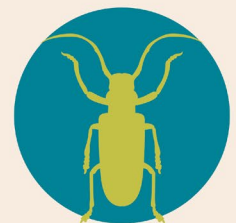
Responsibility



Integrity



Trust



Respect



DEMONSTRATE OUR VALUES EVERYDAY: By being involved with Yorkshire Wildlife Trust we are committed to demonstrating these values every day and endeavour to behave in accordance with them in everything we do. Thus, ensuring that we provide exemplar interactions with all our supporters including online or face-to-face, to enable the achievement of Yorkshire being rich in wildlife for everyone.

Role Description

Role	Trustee
Team	Board of Trustees
Salary	Voluntary (unpaid)
Time Commitment	Around 5 hours per month (plus voluntary project work)
Working Base	Yorkshire
Responsible to	Board of Trustees
Responsible for	The strategic direction of the charity
Overall Purpose of Role	To provide governance and strategic leadership for the Trust, ensuring that the Trust pursues its charitable purposes and provides public benefit
Main Responsibilities	<ul style="list-style-type: none"> ■ Govern the Trust and provide direction and strategic leadership for it; ■ Ensure the Trust’s funds and assets are safeguarded and correctly applied; ■ Ensure the Trust acts in accordance with its memorandum and articles; ■ Monitor risks and the risk control measures in place; ■ Ensure the financial stability and solvency of the Trust; ■ Ensure compliance with charity law and other applicable legal requirements; ■ Protect, manage and correctly apply the Trust’s funds and assets; ■ Safeguard the Trust’s reputation and standing



Role Specification

Management and Supervision:

The Board

- decides the responsibilities and duties of the Chief Executive, and monitors the performance of the Chief Executive and the Senior Leadership Team;

Accountability and Resources:

The Board

- oversees the preparation of and approve the Annual Trustees' Report and Accounts and ensures all other public accountability requirements are met;
- approves the purchase of land and real property;

Job Impact

The Board

- has significant and wide-ranging impact both internally and externally through its approval of Trust policies and its strategic decision-making, which can significantly affect organisation-wide results, including financial stability.

Independence and Judgement

The Board

- determines strategy, in pursuit of the Trust's charitable purposes;
- approves the 5-year Strategic Plan and the Annual Plan, and monitors progress against them;
- approves policies for the Trust;

People and Contacts

Board members

- develop and maintain relationships for the Trust and successfully influence people externally at all levels;

Creativity and Innovation

Board members

- apply creative thinking to influence the development and implementation of organisational policies and strategy;



Person Specification

Role Title

Trustee

Team

Board of Trustees

Experience

Trustees bring a diverse range of skills, knowledge and experience to the Board. The Trust will be seeking to ensure the Board has a balance of skills and experience which reflect the knowledge and qualities that are set out below and in the role advert.

We are particularly looking for people who are passionate about the natural world and have skills and experience in one or more of the following:

- Legal skills
- Fundraising
- Carbon markets
- Conservation, wildlife or ecology
- Land management or farming

Competence, Knowledge and Skills:

- Ability to build and sustain relationships with key stakeholders and colleagues to achieve organisational objectives
- Good, independent judgement and strategic vision
- An ability to work effectively as a member of a team
- Ability to understand and accept the legal duties, responsibilities and liabilities of trusteeship and the respective roles of the Chair, Trustees and Chief Executive
- Dedication to impartiality and fairness and the ability to respect confidences
- Commitment to the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Commitment to promoting equality, diversity, inclusion and safeguarding
- Commitment to the organisation and a willingness to devote the necessary time and effort
- A willingness to bring a diverse range of perspectives to the table.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis

Personal Qualities:

Trustees are expected to:

- Act in the best interests of the Trust
- Exercise due care and attention and use reasonable skill in dealing with the Trust's affairs
- Apply personal skills, knowledge and experience to help the work of the Board and assist in decision-making by the trustees
- Declare potential conflicts of interest
- Attend Board meetings and play an active part in discussions and decisions
- Serve on Board committees and working groups as required
- Have a strong empathy with our vision to make a Yorkshire rich in wildlife for everyone

Above all applicants should show enthusiasm and commitment to work with a team of others for the benefit of the Trust and its objectives.

If you feel you have the **skills** we are looking for, as well as the **drive** and **commitment** to make a real contribution to our charity, the work it does to **inspire, engage** and **protect** Yorkshire's wildlife and are aged over 18 we would love to hear from you.

How to Apply

To apply, please send a CV (no more than three A4 pages), a covering letter to Jo Webb, Chair of Trustees and a completed personal details and DEI form.

Please send all of the above to recruitment@ywt.org.uk.

In your covering letter please include a personal statement (maximum of 500 words), detailing how you meet the areas of expertise, and the skills you are able to offer and/or why you would like to become a Trustee.

Timetable

- Advertise from June onwards
- Online briefing session and Q&A session - July 21st, 17.00-18.15
<https://us06web.zoom.us/j/81795758886?pwd=aVFuZVg2RktuWWFqYnpMSVdhQWRPQT09>
- Hold 1:1 sessions with applicants as needed in early August
- Application closing date - Friday August 19th
- Interview candidates informed in mid-September
- Interviews Wednesday 12th and Thursday 13th October
- Yorkshire Wildlife Trust AGM – Saturday 15th October (to which the successful candidates may like to attend, information on the Trust's website: www.ywt.org.uk/agm-2022)
- New Trustees co-opted on to the Board at the meeting on October 27th.

For further information please contact us at recruitment@ywt.org.uk.



ywt.org.uk