



**Staffordshire**  
Wildlife Trust

# Trustees of the Board Recruitment Pack



Dear candidate

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Thank you for your interest in joining the Board of Staffordshire Wildlife Trust. I hope you find this document helpful in introducing the work of the Trust to you.

The Board's intention is that the Trust should be one of the leading Wildlife Trusts in the country and the foremost wildlife organisation in Staffordshire. This means that the Board needs to provide strong leadership and strategic direction to the organisation and its staff if we are to succeed, and that requires a diverse and experienced group of Trustees to work together to take the organisation forward.

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 people from all walks of life to create a wilder future and provide natural solutions to climate change.

Within this pack you will find information about the Trust and the role of Trustee. We hope this is useful and encourages you to apply to join us in our endeavours.

Thank you and good luck!



Stephen Smith

Chair of Staffordshire Wildlife Trust



# Staffordshire Wildlife Trust - What we do

**Founded in 1969, Staffordshire Wildlife Trust is the county's leading nature conservation charity. We have over 130 members of staff who are guided by a board of trustees**

Staffordshire Wildlife Trust is a registered charity with the Charity Commission in England and Wales (no 259558) and is a company limited by guarantee (no 959609). It also has a wholly owned trading subsidiary Staffordshire Wildlife Trading Limited (no 3387233).

Our main headquarters is at The Wolseley Centre, in Wolseley Bridge near Rugeley. Here, we have office and conference spaces, visitor centre reception and shop, The Kingfisher Cafe, The Biffa Award Learning Hub and outdoor classroom, as well as a small reserve complete with an orchard, small woodland, riverside walks, and flood meadow.

We also have office locations at Westport Lake Visitor Centre in Stoke-on-Trent; Marsh Farm, near The Roaches Nature Reserve; Highgate Common, and our colleagues in The Transforming the Trent Valley partnership are based at a nearby office in Rugeley.

In addition to offices, our trading company supports a number of charity shops around the county in Leek, Penkridge, and Codsall.

**Providing services for healthy communities and individuals as part of a wider environmental movement**

Staffordshire Wildlife Trust promotes involvement, enjoyment, and understanding of the natural world to empower people of all ages and backgrounds to care for nature.



TOM ELLIS SWT

Our People Engagement Team offers fun and inclusive ways for communities, businesses, schools, and individuals to get involved and connect with nature in compliance with safeguarding best practice. Programmes include GetWild, activities for all ages and families of all kinds; school and uniform clubs; Wild Wellbeing; Forest School; volunteering and work experience placements; and much more.

Around 20,000 children enjoy our many formal and informal education opportunities per year, and 700 volunteers generously donate their time and skills to support our Trust.

**Staffordshire Wildlife Trust has been working to protect and improve wildlife and wild places for over 50 years**

As of 2022, our Conservation Team oversees the management of 43 nature reserves, an area of 1,988 hectares, thanks to the support of 19,000 members and funding from a variety of sources.

Our mission is to protect and enhance the wildlife and wild places of Staffordshire, and help empower people to create a county with thriving wildlife at its heart.

We aim to be at the forefront of efforts to halt and reverse the decline in nature and our precious wild places. Through conservation and excellent reserve management, we use nature based solutions to reverse this decline and ensure more land is returned to good ecological health and existing habitats are protected with their condition improved. We deliver nature based solutions aimed at improving habitats for wildlife which also serve to provide natural flood management areas, improving water quality and sequestering more carbon on both our estate and third-party sites.

Our experts in ecology, land management, planning and advocacy, work with partners and decision-makers - from farmers to politicians, businesses, and fellow NGOs - so that together we can restore natural processes and bring wildlife back at scale; reconnecting wild spaces with Nature Recovery Networks (NRNs), where people and nature can thrive together.

First mentioned in DEFRA's 25 Year Environment Plan, NRN is our vision of a connected landscape which enables wildlife to prosper. We have been working with local authorities and stakeholders to map sites and habitats in order to identify opportunities for restoration and conservation, and secure a Local Nature Recovery Strategy for Staffordshire.

# Staffordshire Wildlife Trust - What we do

Here are some of the projects we work on:

- **Living Landscapes** - We manage 40 + reserves in Staffordshire, but we also help partners and external landowners make informed decisions on improving the wider landscape for wildlife in our county. For example, in summer 2022 we helped reintroduce water voles to Trentham Estate.
- **Nextdoor Nature** - In 2022 we're launching Nextdoor in Stafford, a programme funded by the National Lottery Heritage Fund and designed to jump into community organising and empower local groups to make a difference to nature on their doorstep.
- **Wild Wellbeing** - Our People Engagement team are experts in education and safeguarding. They facilitate a wide range of educational and wellbeing activities to members of the public, including programmes for families and schools, as well as working with community groups, businesses, GP surgeries, and more. We know the benefits that connection to nature provides, and we are working hard to nurture this connection and create healthier environments for wildlife and people.
- **SUNRISE** - Stoke and Urban Newcastle Rediscovering Its Secret Environment (SUNRISE) project was a £3.6million European Regional Development Funded initiative which aimed to improve biodiversity on 16 sites across the conurbation. The project's major successes focused on restoring two stretches of the River Trent through the City of Stoke on Trent and attracted significant media interest. One site, the former at the Victoria Ground, the former home to Stoke City football club, created a new, naturalistic course to reroute the Trent, removing the river from a concrete channel. The restoration of the site was the focus of an episode of BBC's Countryfile television programme.
- **Team Wilder** - To get more people caring for nature and climate, we're encouraging people to be a part of #TeamWilder and take action for wildlife. From planting for pollinators, to letting green spaces grow wild, we're creating campaign champions across the county.
- **Transforming the Trent Valley** - A partnership project of 18 organisations led by Staffordshire Wildlife Trust to revitalise the landscape of the Trent Valley across Derbyshire and Staffordshire. This £4.7 million project funded by National Lottery Heritage Fund launched in 2019 and has undertaken the restoration of important wetland sites such as Burton Washlands and the site of the former power station in Rugeley.
- **Biodiversity Net Gain** - One of the leading reasons for loss of wildlife in the UK is development of land. Following on from the Environment Act of 2021 it became mandatory on 12th February 2024 for most new development to ensure enhancement of biodiversity by delivering at least a 10% increase - a process known as Biodiversity Net Gain (BNG). The Trust is working with Local Planning Authorities to help ensure that this is done successfully and has developed an innovative online portal Net Gain Staffordshire that aims to facilitate links between local authorities, developers and landowners who wish to offer their land for habitat creation or enhancement.

A wilder Staffordshire is better for our **people & nature**, and we believe in access to nature for **everyone**.



CHRISTINE HARDING SWT

# We are part of a federation of 46 Wildlife Trusts across the UK

## OUR LAND

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

Over **2,300** nature reserves

**120** visitor and education centres

## OUR PEOPLE

Over **32,500** volunteers

Over **870,000** members

**590,000** hours dedicated by our volunteers despite the pandemic

**2,500** staff

**c.600** trustees

## OUR REACH

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

Nearly **1,000** businesses took part in 2020's 30 Days Wild.

Over **100,000** people joined our call on the government to ban the use of a harmful bee-killing pesticide

**2,200** hours of corporate volunteering time despite the pandemic

**8,000** people gained new skills by taking part in training programmes run by The Wildlife Trusts

## OUR IMPACT

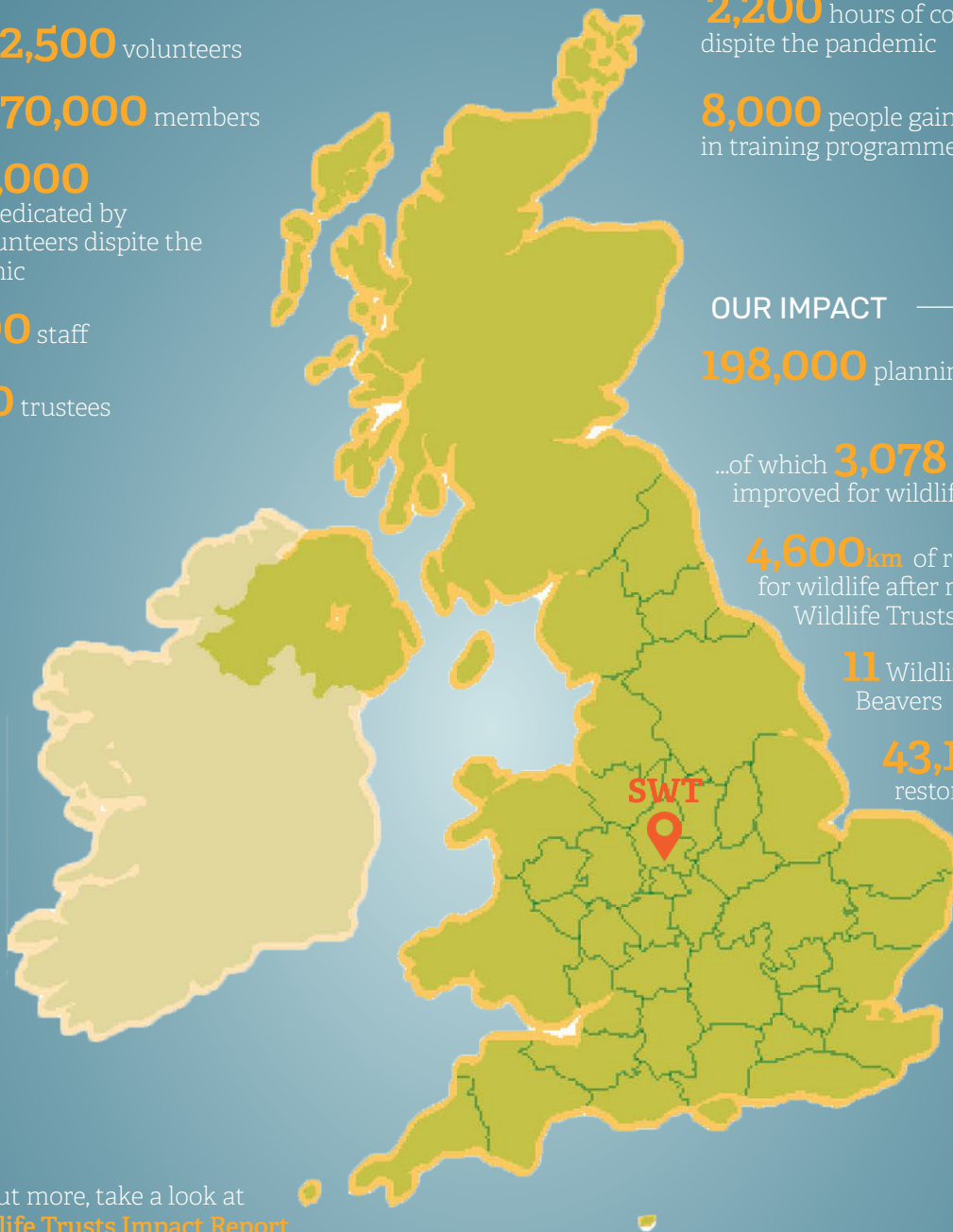
**198,000** planning applications responded to...

...of which **3,078** applications were refused or improved for wildlife

**4,600km** of rivers and streams improved for wildlife after receiving advice from The Wildlife Trusts

**11** Wildlife Trusts have released Beavers

**43,169** hectares of peatland restored



To find out more, take a look at [The Wildlife Trusts Impact Report for 2020-21](#)

# Staffordshire Wildlife Trust 2030 Strategic and Enabling Goals

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

In Staffordshire, our two strategic goals, 1 and 2, set out what we believe needs to happen by 2030 to help us to achieve these targets. Our two enabling goals, 3 and 4, set out what we have to do as an organisation to achieve our strategic goals.

**1** Nature is in recovery in Staffordshire with abundant, diverse wildlife and healthy natural processes playing a valuable role in helping to address local, national and global problems

**2** People are taking positive action for nature and the climate, resulting in better decision-making for the environment in Staffordshire

**3** Delivering a step change in funding for nature's recovery

**4** Running a successful organisation

To find out more, take a look at [The Wildlife Trusts Impact Reports](#).

# Our values and the role of the board



## Our Mission

We protect and enhance the wildlife and wild places of Staffordshire and promote understanding, enjoyment and involvement in the natural world.

**Our Vision** is a thriving county with **wildlife** at **its heart**, which everyone **enjoys, values, and protects.**

## Our Values

We are:

**Resourceful:** making best use of what we have, and always alive to opportunities to do things better and more efficiently.

**Passionate:** making the case for valuing and protecting wildlife.

**Pioneering:** using new and innovative ways to achieve our vision and leading by example.

**Welcoming:** customer-focussed and inclusive, giving our members, supporters, customers and the wider public the best service possible.

**Professional:** striving to be the best we can be in all that we do, seeking continuous improvement and benchmarking our performance.

**Collaborative:** working in partnerships between staff, volunteers, members, public authorities, organisations, and businesses to achieve our vision.

**Evidence-based:** making our case based on scientific fact and interpretation.

## The Board of Trustees

The Board is the governing body of Staffordshire Wildlife Trust (SWT) and its members are the Trustees of SWT. It is ultimately responsible for ensuring the strategic direction of SWT and safeguarding its brand and reputation.

The Board is made up of no more than 14 Trustees, including a Chair, Vice Chair, Honorary Secretary, and Honorary Treasurer.

The Board meets nine times per year at The Wolseley Centre, Wolseley Bridge, Stafford, ST17 0WT.

Trustees also attend Task and Finish Groups on subjects for which they have relevant specialist skills, knowledge or expertise.

# Role Description - Trustee

## The Role

The role of our Trustees is varied and stimulating. You will be bringing your expertise, experience, and passions to help lead a dynamic, multi functional, multi specialist organisation. You will be involved in strategic thinking and decision making about what we do, how we function and who we should be working with to make Staffordshire truly great for wildlife, local people and business.

## Key Duties

1. To ensure that the Trust pursues its charitable objects as defined in its Memorandum of Association, namely:
  - For the benefit of the public, to advance, promote and further the maintenance, restoration, regeneration and protection of:
    1. wildlife and its habitats;
    2. places of natural beauty;
    3. places of zoological, botanical, geographical or scientific interest;
    4. features of landscape with geological, physicographical or amenity value;in particular, but not exclusively, in ways that further biodiversity.
  - To advance the education of the public in:
    1. the principles and practice of sustainable development;
    2. the principles and practice of biodiversity conservation.
  - To promote and undertake research in all areas of the natural world and to publish the useful results thereof.
2. To ensure that the Trust applies its resources exclusively in pursuance of those objects and in particular to ensure that money is not spent on activities which are not included in the objects, no matter how worthwhile or charitable those activities may be.
3. To contribute actively to the role of the Board in giving firm strategic direction to the Trust, in particular setting overall policy and defining goals through the Chief Executive; setting targets and evaluating performance against targets.
4. To ensure the financial stability of the Trust.
5. To protect and manage the property of the Trust and to ensure the proper investment of the Trust's funds.
6. To safeguard the good name and values of the Trust.
7. To ensure the effective and efficient administration of the Trust by the appointment of, as appropriate, a Chief Executive and other members of staff.
8. To monitor the performance of the Trust's Chief Executive.
9. To ensure that the Trust complies with its Articles of Association, charity law, company law, and any other relevant legislation or regulations.
10. In addition to the foregoing, which are the statutory duties of Trustees, each Trustee should use his or her own knowledge or experience, whether in matters of nature conservation, education, finance, law, industry, business or whatever, to help the Council of the Trust reach sound decisions. In particular this will involve:
  - Willingness to devote the necessary time and effort to the business of the Trust
  - Exercising good independent judgement
  - Ability to work effectively as part of a team
  - Scrutinising Board papers and preparing adequately for Board meetings
  - Leading discussions where appropriate and participating fully in all discussions
  - Focusing on key issues
  - Providing advice and guidance as requested by the Board in areas of the Trust's work in which the Trustees has special experience.

[www.gov.uk/guidance/charity-commission-guidance](http://www.gov.uk/guidance/charity-commission-guidance)



# Role Description - Trustee continued

## **Qualities Required**

- Energetic and engaging, able to inspire other Trustees, staff, partners, and supporters
- Committed to the values and vision of Staffordshire Wildlife Trust.
- Credible and influential in their field.
- Team players who want to work collaboratively and harness the talents of others.
- Natural ambassadors who are passionate about what we do and able to communicate this powerfully.

## **Behavioural Expectations**

- Preparedness
- Honesty and openness
- Able to challenge respectfully
- Good at listening
- Readiness to take on collective responsibility

# How to apply

## Application process

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

The process runs as follows:

1. Complete and return your application form to [jobs@staffs-wildlife.org.uk](mailto:jobs@staffs-wildlife.org.uk)
2. Shortlisted candidates invited for interview
3. Chosen candidate introduced to our Board of Trustees
4. Co-opted to Board
5. Induction begins
6. Nominated / elected in person at the next AGM at The Wolseley Centre

All interviews and meetings are to be held face-to-face. 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, 5 April 2024
Interviews	Week commencing, Monday, 29th April 2024
Second Interviews	Week commencing, Monday, 6th May 2024
Introduction to the Board of Trustees	Monday, 24th June 2024



CHRISTINE NOVELLI-HARDING SVT

# 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 Board.

## How long does a trustee serve for?

Each trustee is elected to the Board for a term of up to four years. Trustees can serve a maximum of three terms.

## Will I get paid?

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

## 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 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.

## 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)

We would love to hear from you. To find out more about this role and for an informal chat, please contact Carol Gamble [hr@staffs-wildlife.org.uk](mailto:hr@staffs-wildlife.org.uk)






CHRISTINE NOVELLI HARDING



**Staffordshire**  
Wildlife Trust

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