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**Recruitment of a new Trustee**

The Blagrave Trust was set up in 1979. Under the wills of both Herbert and Peter Blagrave their residuary Estates were left for charitable purposes. The Trustees are guided by a Memorandum of Wishes that was left by the late Herbert Blagrave, the founder of the Trust.

The Trust currently has two investment portfolios managed by Rathbones and Investec and a property portfolio – Trust capital current stands at £36 million. We operate an ethical investment policy in line with the values of the Trust i.e. we do not invest in tobacco, alcohol, pornography or arms. These investments together yield annual income for the Trust of approximately £1.6 million and we are currently providing about £1.7 million in grants to charities (by making use of the amounts currently owed from trust capital to income). This places us in the top 200 Trusts and Foundations in the UK.

The day to day strategy of the Trust and identification of charities to benefit from grants is managed by the Trust’s Director, who works a 3.5 day week, either based in the Rathbones offices in Green Park, London or from home. Rathbones has provided the Trust with some desk space, IT support and use of its meeting rooms for several years, though this arrangement is currently under review. The Trust has also recently recruited a Regional Grants Manager, based in Wiltshire and commencing early April. This role will involve considerable travel to visit charities and monitoring of the Trusts funding, as well as enabling new opportunities to develop collaborations and new initiatives. The Trust finance and administration is supported by part time roles based at Rathbones.

**Trust Focus**

Since 2013 the Trust’s focus has been children and young people, and in particular those in ‘transition’ – i.e. secondary age (12) up to aged 25. We fund in three areas:

* Supporting young people not in employment, education or training (NEETs)
* Outdoor Education – with an emphasis on developmental aims and repeat engagement for the most disadvantaged
* Healthy relationships: This is currently broadly defined as we consider further focus, but has prioritised child sexual exploitation (Blagrave is a member of the CSE Funders Alliance); therapeutic support for young people including who were adopted late and are struggling in their teens and prevention work in schools, in response to concerns about low levels of understanding about consent, gender equality, internet safety and poor sex and relationships education (SRE) and personal social health and emotional education (PSHE) in schools. This area is under review.

The Trust is moving from a traditional reactive grants based model with general charitable aims, to a proactive strategic Trust that invests in learning, places high emphasis on collaboration and the importance of understanding our added-value and the difference we can make.

In particular we are committed to:

* The relationship between user feedback and results. Ensuring that the charities we fund engage the young people they support meaningfully in the design, delivery, monitoring and evaluation of their programmes, is a relevant and important indicator of potential impact for sustainable change. We prioritise organisations that can demonstrate how they are doing this or piloting new approaches.
* A genuine sense of partnership with those we fund. We always refer to charities as partners in a common mission, rather than grantees. We aim to be as flexible as possible, building relationships over a minimum of 3 years that supports open communication. We strive to keep our processes simple and cost-effective for charities, doing research before we invite a full application.
* We are keen to play a role disseminating and sharing learning and finding ways to help our partners do so. We held our first ‘Linkenholt’ partners meeting in September 2014 and intend to hold a similar meeting annually for all our funding partners and any interested donors. We commissioned several pieces of work in 2015 to build the evidence base in outdoor education and on young people’s participation. We are keen to continue to assess whether and in what ways we can influence national and local policy in the areas we fund.

As the Trust continues to evolve and new capacity is available, we are seeking a new Trustee to provide further skills to complement the existing Trustees.

**Recruitment of a new Trustee**

The Blagrave Trust is looking to appoint a new Trustee for a minimum period of 2 years, to join its existing four Trustees.

The skills required will complement those of the existing Trustees all of whom have been involved with the Trust for a number of years and who among other skills, provide expertise in the areas of law, investment and property management and in the voluntary sector and work of Trusts and Foundations in particular.

The statutory duties of a trustee are:-

* to ensure that Blagrave Trust complies at all times with charity law,
* to ensure that the Trust pursues its charitable purpose to support children and young people in the South East of England
* to maintain proper financial control and ensure that the Trust applies its resources exclusively in pursuance of its objects
* to set and maintain vision, mission and values
* to develop strategy, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
* to ensure accountability
* to ensure that risk assessments for all aspects of the Trust are carried out
* to safeguard the good name and values of the Trust
* to maintain effective board performance and ensure the effective and efficient administration of the charity including funding, insurance and premises
* to act in the best interests of the charity, never in the interests of yourself or another organisation

In addition to the statutory duties the Blagrave Trust is seeking particular skills to complement those of the other Trustees. In particular:

* + - * a background in the UK charitable sector either as a funder or with experience of working within the management of an established charity
      * strong knowledge of disadvantaged childrens and young people’s issues in particular,
* knowledge of the current local and national context for the delivery of services, so we can bring greater understanding and scrutiny to bear on any learning, policy and communications work.

**Work load**

Currently the Trustees meet three or four times a year in January (strategy review for following year), March, July and November. The meetings last for approximately 2 hours and any necessary reading is sent out at least a week in advance. This includes: a Director report and grant reports (3 meetings p year); investment fund reports (1 meeting p.a.); property portfolio report (each meeting)

It is envisaged that this Trustee role may also include occasional support to the Director by telephone or face to face meetings where necessary.