



## **BLAGRAVE TRUSTEES – VOLUNTARY (UNPAID) POSITION**

### **RECRUITMENT INFORMATION**

The Blagrove Trust is recruiting up to three additional trustees to our Board. We are a youth-focused funder seeking to bring lasting change to the lives of young people aged 14-25 facing the most disadvantage, to enable a positive transition to adulthood. As part of our commitment to diversity, equity and inclusion we actively encourage candidates from under-represented communities, individuals with lived experience of the issues we work on, and first time trustees who may not have considered themselves for this kind of role.

The Blagrove Trust funds work in the South East of England as well as some policy and influencing work and other national initiatives, such as The Listening Fund. We anticipate making grants totaling c £3 million during 2021 and this will increase marginally in the ensuing years. It is an incredibly exciting time to join the Trust – our income is growing, we are launching several exciting initiatives and on the back of several years learning, we are building our capacity to scale and develop our work. We currently make grants to organisations and individual young changemakers in the following areas:

- Charities who are working to improve young people's lives in the here and now with work in areas like employability, information and advice, homelessness and child sexual exploitation;
- Advancing work that improves the way in which the voluntary sector, the public and power-holders listen to young people, and acts on what they hear; and,
- Supporting work that informs and influences policy on behalf of this age group – and where possible enables young people to lead change on the social justice issues they care about
- Supporting young people directly who are activating their lived experience to create change themselves, and embedding young people within our grant-making processes (participatory grant-making)

See [www.blagravetrust.org](http://www.blagravetrust.org) for more information about what we do and details of existing trustees.

We believe a Board's strength lies in its collective knowledge and diversity – that is to say, that our trustees reflect and are respected for their unique range of experiences, identity

and perspectives. We are committed to building and sustaining an equitable and inclusive Board culture – this is an evolving work in progress. First time trustees are welcome to apply alongside more seasoned experience. In 2018 and in 2019 we recruited 4 new trustees including two trustees in their early 20's. Our current Chair and finance trustee are both in their mid-30's. In 2021 two of our trustees will step down, leaving a Board of 6 – hence we are looking to appoint 2 or 3 more for a minimum 3 year term. We have a strong knowledge of the charitable and funding sector on our Board, as well as legal skills, finance and investment skills, campaigning and grassroots movements, research and charity management.

For this recruitment we will positively consider candidates aged 18 and above. We are not setting any upper age limit. We are a Charitable Incorporated Organisation – this means that trustees have limited personal liability though they still have responsibility for the overall governing of the charity.

**We are looking for two Trustees to support our mission. The kinds of skills and aptitudes we are looking for are as follows:**

- A passion for social change and an interest in contributing to or learning how funders can support this in partnership with the voluntary sector for and with young people at national and local levels
- An understanding and/or interest in how children and young people can influence change themselves
- Some personal experience of the charity sector and/or the kinds of issues that young people with experience of disadvantage require help with
- The ability to both communicate with and listen to the different views and unique experiences of fellow Board members and young people
- A commitment to team work and consensus building, without being afraid to critically challenge or question – striving for better rather than good
- Commitment to principles of diversity, equity and inclusion

**In particular, we are keen to find trustees who have direct experience of at least one of the following:**

- Property management – the Blgrave Trust has a £12 million commercial property portfolio and we are looking for one trustee willing to focus a bit of energy on this area**
- Comms skills – social media, digital marketing and research – we hope to recruit a comms role this year and some trustee knowledge would be invaluable**
- Professional services experience – overseeing the trust can involve a range of legal and strategic questions, so we would value experience in areas such as corporate law or management consultancy within the board**
- Experience of government and local government and/or wider policy influencing work**

## **Training, induction and on-going support**

Every effort will be made to ensure that successful candidates are able to fulfill the role to the best of their abilities so they can succeed and that this is a positive learning and development opportunity for them.

We will work with successful candidates to identify the best kinds of support they need. For example:

- We will provide access to training where needed via a 3<sup>rd</sup> party organization<sup>1</sup> to ensure that all aspects governance are covered. This could include participation on a trustee development programme <http://2027.org.uk/about/> that provides access to mentors and peer learning
- The opportunity to meet with the existing Trustees to talk to them about the role and to hear about their areas of expertise as part of your induction.
- A thorough induction with the Blagrove staff team to learn about all aspects of the Trusts work as well as the opportunity to talk to staff regularly during the period of trusteeship.
- If necessary, we would be prepared to negotiate with a candidate's employers, in order that all Trustee work is supported and we would request that people inform their employers prior to applying
- All expenses incurred e.g. travel to meetings will be covered by the Trust

## **Commitment Required**

- Attendance at 4-6 annual Board meetings, lasting approximately 3 hours each. Reading all background materials beforehand so as to be prepared. These are held either in London or regionally (usually 1 p.a.) in the areas we fund.
- In addition, there are currently two sub-committees which meet occasionally for a shorter time (1.5 hours) at a time which are an opportunity to deepen knowledge and focus on key aspects of our work e.g. Finance and Investments and/or Youth Led Change.
- All our meetings take place after 4.30/5pm to allow for busy working lives
- Attendance at Blagrove annual partner meeting 1 x annually for a day (assuming Covid 19 allows it to take place)

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<sup>1</sup> For example, through the 2027 programme for trustees.

- Willingness to undertake some specific tasks relating to Blagrave's work e.g. meeting young people or inputting into groups where our opinion and views are actively sought and where a trustee is considered most appropriate/best place to do so
- We are asking for a minimum 3-year commitment, with a view to extending for a further 3 year term if desired and appropriate.
- We are keen to learn and share both on the experience diversifying our Board and our wider work, so we would encourage Trustees that want to, to write up a blog or share their own reflections as appropriate

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### **How to apply**

- Interested candidates to submit a CV and letter to [Geraldine.warren@blagravetrust.org](mailto:Geraldine.warren@blagravetrust.org) by Monday 1<sup>st</sup> February 9am. Interviews will take place via Zoom on the 4<sup>th</sup> of February.
- We welcome other forms of application for those who feel e.g. a video or something other than a traditional CV and cover letter would best explain why they would like to be a trustee of Blagrave and are suitable for the role
- Trustees will join their first board meeting in March 2021 but will start formal induction during February before the March meeting.
- For reasons of logistics we would prefer people from the region we fund or from London. We welcome candidates regardless of age, race, ethnicity, sex, gender reassignment, religion, disability, socioeconomic status, or any protected characteristic. We actively value diversity in the board and believe the board should reflect the diversity of modern Britain in all of its forms.

For candidates who are young people, Blagrave Trust is a founding funder of the Young Trustees Movement – [www.youngtrusteesmovement.org](http://www.youngtrusteesmovement.org) where you can find further information on being a trustee and a movement to grow the numbers of young people serving on Boards.