



GROUNDWORK NORTH EAST & CUMBRIA

RECRUITMENT PACK

TRUSTEE

Groundwork North East & Cumbria | Charity Registration number 1017706

Unit 14 Parsons Court, Welbury Way, Aycliffe Business Park,
Newton Aycliffe, DL5 6ZE

01388 662 666 | hr.northeast@groundwork.org.uk
www.groundwork.org.uk



Help us change places and change lives



Steve Roberts



Andrew Thurston



Many thanks for your interest in the position of Trustee for Groundwork North East & Cumbria. This is an exciting and rare opportunity to join our Board of Trustees, supporting a successful charity working across our region to transform places and lives in some of the UK's most disadvantaged communities.

Here at Groundwork North East & Cumbria we are passionate about creating a future where every neighbourhood is thriving, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances. We are also committed to play our part in meeting the COP 26 climate change ambitions, including making our operations carbon neutral by 2030.

We help people to carry out hundreds of diverse, locally-led projects each year. Projects that tackle climate change and help people out of fuel poverty. That bring out the best in young people by helping them to improve their local area. Projects that build stronger communities by improving green space or get people back into work and create green jobs.

Here in the North East & Cumbria the first Groundwork Trust began in 1985, and has grown to become a charity with a turnover of £10m, employing around 180 people and engaging volunteers to deliver over 200 services, programmes and projects across our region. We are proud of our reputation, which includes strong partnership working with key local, regional and national players, to deliver the most challenging programmes and reach the most disadvantaged across our communities.

Groundwork North East & Cumbria is part of a federation of independent charities mobilising practical community action on poverty and the environment across the UK, and we play a proactive role within the Groundwork Federation contributing to national policy and programmes.

Our Board of Trustees work as an effective team, and through their leadership support Groundwork's behaviour, culture and overall performance, all of which are critical to our success. We are now looking for new Trustees with the experience, knowledge and passion to support Groundwork to build on our success, working with our partners in the region and the Groundwork Federation as we develop our three year strategy to take us forward towards delivering our ambitious goal of becoming a net-zero by 2030 and to transform lives within our communities.

We hope that you feel excited by the potential of this opportunity and look forward to receiving your application.

The Groundwork Approach

The Groundwork movement began 40 years ago at a time of political, social and economic challenge as an experiment to help communities cope with change and work together to make their lives and neighbourhoods better. That experience and that spirit of enterprise and innovation have never been more needed than now. What drives us is the recognition that in every community – however disadvantaged – there are deep reserves of pride in the local area and people with the passion and ideas to improve their circumstances and surroundings. Groundwork NE & Cumbria exists to harness that pride and unlock that passion through services, projects and programmes that change people's lives now but also make our communities across our region more resilient for the future.



We know that many people face multiple challenges – living in isolation or with significant health issues in communities with few facilities and limited employment prospects. We work with partners to address these challenges in three ways: we create better places, we improve people's prospects, and we promote greener choices

Wherever and however we deliver, our approach will always be informed by our commitments:

- > **We will invest in the places and people that need us most**
Prioritising our resources to bring about lasting change by building skills and capacity within the local communities where we can make most difference.
- > **We will work with local leaders and listen to local voices**
Ensuring our work is shaped by those it is designed to benefit and adds value to the assets that exist in local areas.
- > **We will grow a culture of equity and inclusion**
Operating transparently and with integrity and seeking out a diversity of viewpoints, both in the work we do and the people we employ.
- > **We will be committed to collaboration**
Forging strong partnerships, contributing to a thriving community sector and helping others lead where this will achieve greater impact.
- > **We will act as environmental exemplars**
Championing practical action to combat the climate and nature emergency and measuring and reducing our own environmental impact.



Why our Work is Needed

We believe that working with local communities to build their resilience is vital in facing up to the challenges of a globalised economy and a changing climate. We know that the negative effects of climate change and environmental breakdown impact first and worst on those who have the least power in society, and who contribute least to the cause of the crisis. A 'just transition' to an inclusive, net-zero economy must tackle, rather than entrench, this inequality and provide a springboard for better work and healthier, happier lives in the places that need it most.

This means creating green jobs that build wealth in local communities, changing behaviour to reduce wasted food, energy and water, providing biodiverse, accessible green spaces, supporting businesses to be more responsible and empowering communities to lead activities that improve their quality of life and promote health and wellbeing.

The UK is one of the richest nations in the world yet many people in many communities face significant hardship

- Continued reductions in public spending means there is a risk of greater social inequality and greater geographic disparity as services people rely on are cut
- The neighbourhood services that enhance our quality of life – from youth clubs to parks – have felt the brunt of spending reductions.
- As our economy and welfare system change, some people feel marginalised and vulnerable.
- Environmental impacts – from flooding to energy price rises – impact disproportionately on those who have least protection.
- Addressing these challenges requires new ideas and approaches, engaging communities and businesses and shaping new ways of delivering public services.

- ✓ **89%** of community groups say their work is needed more than ever, but more than half say it has got harder for them to operate in the last ten years
- ✓ **75%** of people say they feel unable to influence decisions about what happens in their local area.
- ✓ **Nearly half** of young people say they feel they don't belong to their neighbourhood.
- ✓ **2.69 million** people do not live within a ten minute walk of a green space. Those who are at greatest risk of poor physical and mental health are more likely to miss out on the benefits of green space.
- ✓ Around **half a million** young people were 'economically inactive' – not in learning or employment and not looking for work.
- ✓ **One in ten** households in England is experiencing fuel poverty, rising to almost one in five for ethnic minority households.
- ✓ **76%** of adults say they are concerned about climate change.
- ✓ **40%** of young people admit to feeling 'overwhelmed' by the climate crisis.
- ✓ **90%** of SMEs said being sustainable was important for their business but more than half said they were finding it difficult to take action.



Working for Groundwork North East & Cumbria



VALUES

Our values inform what we do and how we do it.

We are **environmentally aware** and focused on **communities in need**.

We are **collaborative**, show **integrity** and strive for **quality** in everything we do.



EQUALITY & DIVERSITY

We are fully committed to eliminating discrimination and promoting equality and diversity in our workforce and employment practices, in the work we undertake, and in the provision of all our services.



SAFEGUARDING

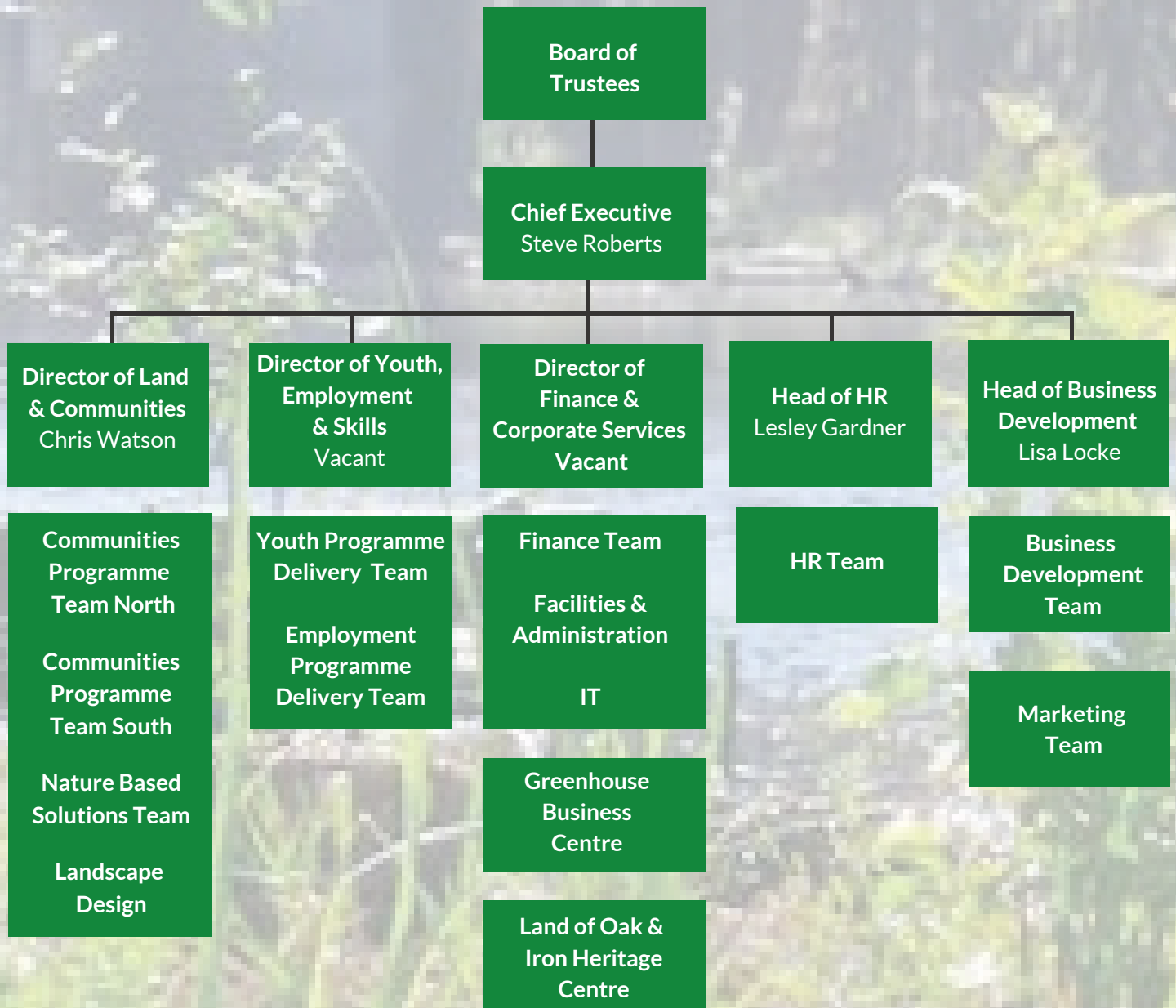
We commit to doing everything we can to ensure the safety of those involved in our projects, programmes and services. Our safeguarding team ensures that our safeguarding policy and practices are rigorously implemented and continually reviewed and improved. Safeguarding is embedded in our organisational culture.



SUSTAINABILITY

Groundwork NE & Cumbria is committed to minimising its environmental impact and promoting positive environmental behaviour among its employees, service users, suppliers and partners. Our sustainable development policy sets out how we will manage our assets and activities in a way that's consistent with our values and demonstrates our commitment. Our OHSAS14001 accreditation supports our achievements.

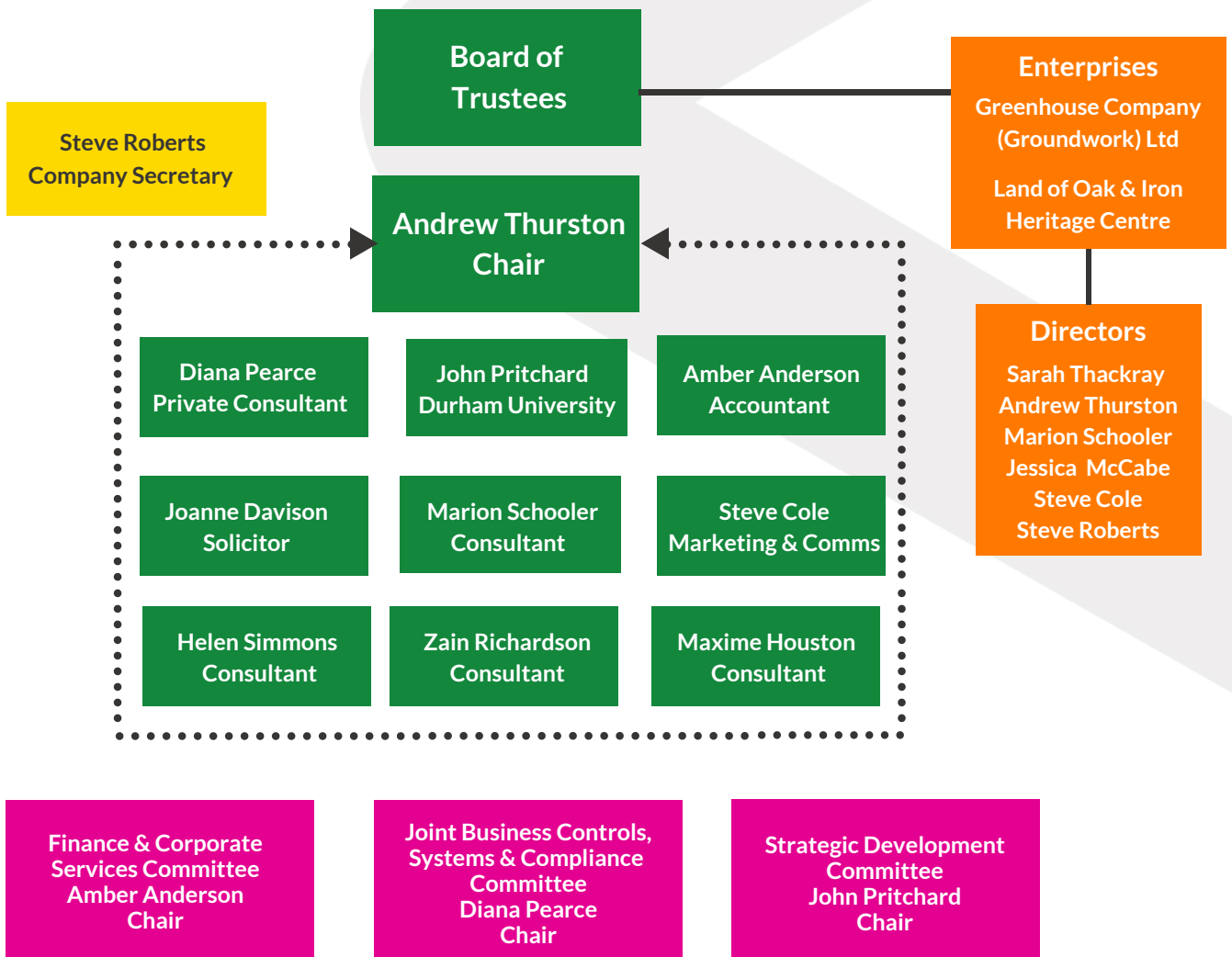
Organisation Structure Chart



Our Board of Trustees

We are governed by a Board of Trustees who along with our Chief Executive and Executive Management Team, determine policy and the strategic direction of the charity. Our board work as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions and through its leadership support Groundwork's behaviour, culture and overall performance; all of which are critical to our success.

Board Structure Chart



What Do You Get As a Volunteer Trustee?

- > An opportunity to exercise and grow your strategic skills, knowledge and experience, possibly in a different environment or context
- > A chance to co-create, analyse, adapt and implement strategic growth for the organisation
- > A chance to augment your experience of charities
- > Personal and career development
- > Satisfaction of helping our beneficiaries and supporting real change in our communities.

What Are We Looking For?

- > Your skills, knowledge and experience across specialist areas
- > Your abilities to help our charity develop and grow in line with our strategic plans
- > Enhancement to our governance and the Board of Trustees; improvement in our charity's governance and operational growth
- > Your participation in our collective decision-making, contributing to all areas of our charity work
- > Your passion and enthusiasm
- > People with experience and knowledge that can help guide and strengthen our organisation. We currently have a particular priority around finance and safeguarding, but are also keen to benefit from trustees with different backgrounds

What Do Our Beneficiaries Get?

- > Our ability to increase support for more of our communities in need across North East, Cumbria and eventually, beyond
- > A well-governed charity, robust and sustainable for the future
- > A forward-looking and agile organisation, with a well-informed Board of Trustees

The Role of a Trustee



- > To ensure that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy.
- > To ensure that Groundwork NE & Cumbria complies with its governing document (Articles of Association), charity law, company law and any other relevant legislation or regulations.
- > To ensure that Groundwork NE & Cumbria defines its goals and evaluates performance against agreed targets.
- > To safeguard the good name and values of Groundwork NE & Cumbria.
- > To ensure the effective and efficient administration of Groundwork NE & Cumbria, including having appropriate policies and procedures in place.
- > To ensure the financial stability of Groundwork NE & Cumbria and compliance with statutory accounting requirements.
- > To protect and managing the property of the charity and ensuring the proper investment of the charity's funds.
- > To adhere to proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

The Person

As a Trustee of Groundwork NE & Cumbria, you will be able to demonstrate the following:

- > A commitment to Groundwork NE & Cumbria
- > A willingness to devote the necessary time and effort
- > Strategic vision
- > Good, independent judgement
- > An ability to think creatively
- > A willingness to speak your mind
- > An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- > An ability to work effectively as a member of a team
- > A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

Read about our 24/25 Operational Delivery plans over the next few pages

Learn more about the difference we make in our Impact Report



Operational Delivery Programme

Our delivery plans for 2024/25 are structured around our five strategic growth areas

Each growth area aligns with emerging policy frameworks from central government and local stakeholder strategies and plans, encompassing poverty, inclusivity and the environment. Each growth area also builds upon delivery and positioning achieved through our principle operational themes below.



NATURE BASED
SOLUTIONS



YOUTH



EMPLOYMENT



GREEN TEAMS &
LAND MANAGEMENT

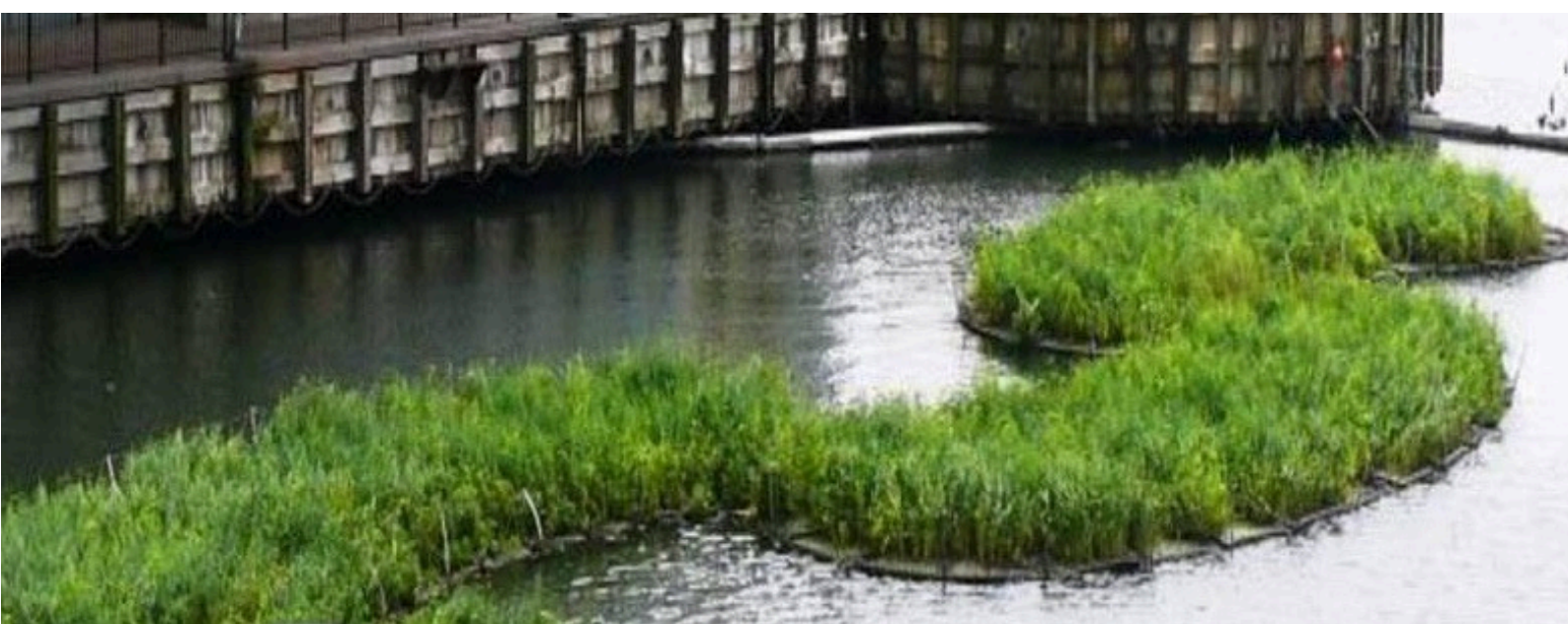


ENERGY
EFFICIENCY



HEALTH &
WELLBEING

We will focus our work in areas of greatest need across the Northeast and Cumbria, helping people in hardship and isolation; building the green economy, connecting those who need it most with nature and helping people and places respond and adapt to climate change. We will also improve our financial position and drive income diversification, generating more flexible funds that we can use to deliver our local programmes.



1 Protecting & Enhancing Green & Blue Spaces



Our ambition is to continue to grow our nature-based solutions activity and maintain Groundwork in being at the forefront of innovation of the north.

Protecting our green and blue spaces is essential for maintaining biodiversity, creating an ecological balance and promoting community wellbeing. These spaces include but are not limited to community parks, woodlands and gardens, rivers and coastal areas, all of which offer recreational activities, improve air and water quality, mitigate climate change and enhance mental and physical health and wellbeing for our local communities.

ACTIONS

- > Improve landscapes and water courses to create sustainable habitats that increase biodiversity and carbon sequestration whilst reducing land and/or water pollution. Push innovative activity across the region, implementing measures which reduce/remove greenhouse emissions or address habitat and biodiversity, air and water quality and flooding.
- > Provide opportunities for individuals, communities and businesses to play an active part in our efforts to mitigate climate change.
- > Deliver green and blue space projects across our region which offer social and environmental benefits to people and nature.
- > Safeguard our local green and blue spaces by implementing biodiversity measures that will support the preservation of natural habitats, promote sustainable development and create resilient landscapes that collectively benefit both nature and people.

MEASURES

Through these actions we will:



Deliver over 100 biodiversity improvements



Generate over 12,000 hours of volunteering



Work with over 200 corporate volunteers



Provide at least 500 volunteer opportunities



Improve over 40,000m² of land

2 Delivering Green Skills & Jobs



Our ambition is to establish an inclusive and scalable pathway for people to access and contribute towards the green jobs revolution.

As industries transition towards more sustainable practices, there is a continued growing demand for a workforce which is equipped with an understanding of green initiatives. Groundwork is well positioned to drive these initiatives forward. Integrating green skills development and generating job opportunities also aligns with our global sustainable goals.

ACTIONS

- > Provide targeted training programmes and enhance partnerships with educational institutions to ensure we provide our services across the region. Progress trainees to employees to build a concept of 'grow our own'.
- > Contribute towards cultivating a green workforce, supporting industries to navigate the complexities of a rapidly evolving green economy.
- > Make a commitment to create meaningful employment opportunities which drive positive environmental impact.

MEASURES

Through these actions we will:



Support 550 adults into education, training or employment
Support 150 young people into education, training or employment
Train 50 people in climate education



Provide over 100 formal qualifications



Work with over 50 corporate organisations

3 Promoting Green Living



Our ambition is to continue the expansion of Green Doctors and develop a programme of retrofit activity aimed at encouraging and supporting people to adopt retrofit technology.

Across the Northeast and Cumbria, we will continue to be committed to providing solutions which empower individuals and communities, supporting them to make greener choices by reducing domestic energy and water use, and waste sent to landfill. We will do this by delivering a combination of education programmes and providing services which support people to adopt sustainable practices and reduce their carbon footprint.

ACTIONS

- > Deliver a region wide programme of Green Doctors - look to expand Green Doctors across the South of the region.
- > Raise an awareness and understanding of green choices across Groundwork projects and activities.
- > Further establish a retrofit programme to raise awareness and engage with individuals on new technology; reducing household costs and carbon emissions long term.
- > Explore the opportunity to generate carbon credits which could be transferred into a monetary value for Groundwork.
- > Provide training opportunities for staff who wish to expand their knowledge and support the delivery of Green Doctor and retrofit.

MEASURES

Through these actions we will:



Help 5,000 people to reduce domestic energy use Complete 2,000 households' visits



Provide 50 organisations advice/guidance on acting with greater environmental/ social responsibility



4,940 tCO2e in potential carbon savings



Support over 15,000 people to make greener choices

4 Empowering Communities



Our ambition is to establish a network of place-based community hubs delivering an integrated Groundwork offer.

We believe that sustainable change begins within our neighbourhoods, towns and cities. We will continue to offer and implement a variety of programmes with the aim of engaging communities in areas of most need, empowering them to take meaningful action which improves the area where they live and their quality of life. Through our activities and programmes, we will continue to create long lasting impacts for communities, ensuring that they are more resilient to the social and economic challenges they face.

ACTIONS

- > We will continue to work in areas of need, ensuring young people and adults feel heard by providing meaningful programmes with a lasting impact.
- > Continue celebrating the diversity of the communities and individuals we work with, measured through our Equality, Diversity and Inclusion plan.
- > Create and adopt a social value framework and create a consistent project evaluation to evidence impact.
- > Provide opportunities for individuals to participate in volunteering activities which makes a meaningful difference to their lives and the environment

MEASURES

Through these actions we will:



Provide at least 500 volunteer opportunities to be involved in activities



Improve over 20,000m2 of land



Support over 15,000 people to make greener choices



Work with community groups across all local authority areas



Creation of social value framework




Generate over 12000 hours of volunteering

5 Developing New Trading Activity



Our ambition is to increase our trading activity, including the design, build and management of a new business centre to increase contribution of unrestricted income to help deliver our charitable activities.

The trust aims to deliver a trading strategy which not only sustains our current operational activity but also provides opportunities to expand into new markets.

ACTIONS	MEASURES
<ul style="list-style-type: none">> Explore new opportunities which enhance our trading activity.> Build strong relationships and networks which provide access to new markets and resources.> Continue the exploration of Greenhouse 2.> Development of the Iron Line> Achieve sustainable growth within all trading activities.> Creation of a customer satisfaction tool	<p>Through these actions we will:</p>  <p>Increase our trading income by 16%</p>



Trading Companies

We also operate a Trading company which is home to two successful enterprises. We worked in partnership to design and build both sites, securing funding for these fantastic facilities which support our ethos and generate income back into the charity.

The Greenhouse Business Centre

Our Greenhouse Business Centre situated on Greencroft Industrial Park in Anfield Plain. The Greenhouse was built in 2006 to be the first commercial eco building in County Durham. Ideally located, just 10 miles from Durham Centre and 15 miles from Newcastle, we offer high quality office space as well as meeting and conferencing facilities, within a unique, eco-friendly, professional environment. The Greenhouse is ideally suited for start-ups or small to medium size enterprises looking for a **place to grow**.



Land of Oak & Iron Heritage Centre

Completed in 2018, our Land of Oak & Iron Heritage Centre is set within the beautiful steep-sided Derwent Valley with an abundance of natural woodland, rare and iconic wildlife. It covers a 177km2 area surrounding the Derwent Valley including Consett, Rowlands Gill, Prudhoe and Wickham. From here we deliver a range of activities and projects engaging people with their local heritage. You'll find our Café Shrub located in the Heritage Centre, our fresh, seasonal ingredients and produce have been locally sourced wherever possible to showcase what the Land of Oak & Iron and the wider North East region has to offer. We also support and promote smaller businesses in the region from here and encourage them to grow with us.





How to Apply

You will need to be eligible to be a Charity Trustee and Company Director, which we will explain.

Trustee appointments are subject to satisfactory references and, upon appointment, a satisfactory Enhanced DBS check and the undertaking of a Safeguarding course, usually online and within 2 months of appointment.

If you would like to discuss the role in more detail with our current Chief Executive, Steve Roberts on 07827 891846 or via email steve.roberts@groundwork.org.uk

To apply for this post, please contact hr.northeast@groundwork.org.uk for an application pack



Groundwork NE & Cumbria
[@GWKNEC](https://www.instagram.com/GWKNEC)





CHANGING PLACES
CHANGING LIVES

Groundwork NE & Cumbria strive to have a diverse and inclusive workforce that is representative of the communities we serve. We want you to be yourself at Groundwork and we value everything that makes you unique. We recognise and celebrate your difference and together we make Groundwork a special and great place to work. As a Disability Confident employer we offer a guaranteed interview to applicants with a disability who meet the essential criteria for the role.

At Groundwork we ensure that we provide a safe environment for adults, children and young people to take part in any activity or service that we organise. We are committed to creating a culture that promotes safeguarding and the welfare of all children, young people and adults at risk. Our safer recruitment practices support this by ensuring that there is a consistent and comprehensive process of obtaining, collating, analysing and evaluating information from and about candidates to ensure that all the people we appoint are suitable to work with our children, young people and adults.

Join our team

Groundwork NE & Cumbria

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