GROUNDWORK

CHANGING PLACES
CHANGING LIVES

TRUSTEE
RECRUITMENT





THANK YOU FOR YOUR INTEREST

We are currently seeking new trustees to play a vital role in Groundwork Yorkshire's journey, supporting the people, places and communities across Yorkshire that need us the most.

Joining the Board of Groundwork Yorkshire is an opportunity to support practical action that improves lives, strengthens communities, and enhances the local environment across our region.

As a trustee, you'll play a pivotal role in shaping the future of Groundwork Yorkshire - a charity committed to empowering communities, tackling poverty and driving environmental change across our region.

You'll work alongside passionate trustees to set strategic direction, oversee performance and ensure the charity remains focused, impactful and true to its purpose.

This is more than governance, it's a chance to influence real change, support local voices and help build a fairer, greener future for the places and people who need it most.

If you believe you have the skills, attributes and experiences we're looking for, then we would love to hear from you.

WHO WE'RE LOOKING FOR

As part of the process of regularly refreshing our Board of Trustees and trading company boards, we are now seeking to appoint new trustees to help with our work. We are focused on having more diverse experiences, skills and voices around our Board table.

You don't need to have previous board or senior experience to volunteer as a trustee. We value passion and enthusiasm for our work above all else, so if you're interested in contributing to our work, we'd love to hear from you.

We are particularly interested in applications from women, people with disabilities, young people and people from black and minority ethnic backgrounds.

We are keen to hear from people who:

Share our **vision and values** and who want to make a difference to communities across Yorkshire. We would especially welcome interest from those with **lived experience** of the work we do and the issues we aim to address.

Bring **local knowledge** of the places where we work, as well as people who may have an interest or experience within **key sectors** such as: local government, housing, public health, community development, social enterprise, employability, or regeneration.

Have skills within **key business functions**. We are particularly interested in **strengthening our board's oversight** of digital, cyber security and information governance, equality, diversity and inclusion and environmental sustainability and net zero transition, and enhancing the composition of our trading company boards.

Are strong **communicators** who value **collaboration** and are keen to work closely with our trustees and senior leadership to provide robust challenge and effective support that will help us grow and develop, whilst respecting operational boundaries.



ABOUT US

WE ARE GROUNDWORK YORKSHIRE

a member of the Federation of Groundwork Trusts working together to mobilise practical community action on poverty and the environment across the UK.

GROUNDWORK STRATEGY

2023-2028

OUR MISSION

PRACTICAL ACTION TO CREATE A FAIR AND GREEN FUTURE IN WHICH PEOPLE, PLACES AND NATURE THRIVE

WHY?

Working with local communities and businesses to build capacity and resilience is vital if we are to tackle hardship, achieve a just transition to net zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

HOW?

- Connecting people with each other, with opportunity and with nature
- Building knowledge and confidence so that people feel more in control of their future
- Delivering social, economic and environmental outcomes in an integrated way

OUR IMPACT

- **We help people improve their prospects** – increasing confidence, skills, wellbeing and employability and helping those out of work find jobs in the green economy.
- **We help people create better places** – making communities greener, healthier and better prepared for the future and enabling people to work together to bring about change in their local area.
- **We help people protect the planet** – supporting people and businesses to reduce their carbon footprint, cut waste and take practical action to combat climate change.

OUR COMMITMENTS

- We work where there is most need and we can have most impact
- We listen to local voices and empower people
- We embed equity and inclusion in everything we do
- We learn from local practice to influence wider change
- We are collaborative and innovative
- We are environmental exemplars

OUR GOALS

To help more people overcome hardship and isolation

- programmes to help people reduce household bills
- creating community hubs where people can connect with neighbours, access support and volunteer

To help build the green economy

- delivering environmental skills and providing routes into green jobs
- helping more businesses benefit from sustainability and nurturing green enterprise

To help those who most need it connect with nature

- creating and improving open spaces
- helping people improve their health and wellbeing by engaging in outdoor activities and environmental action

To help more people and places respond and adapt to climate change

- retrofitting homes to improve energy and water efficiency
- helping communities prepare for extreme weather through training, capacity building and natural solutions

OUR ORGANISATION

- **Be more impact driven** by capturing better data and feedback to support decision making
- **Increase our diversity and capability** through better entry level roles and more opportunities for colleagues to learn and develop
- **Lead by example in tackling injustice and the environmental crisis** by embedding sustainability , equity and inclusion in the work we do and the way we work

GROUNDWORK YORKSHIRE

WE ARE WORKING ON

IMPROVING PEOPLE'S PROSPECTS
Increasing the confidence, health and wellbeing, skills and employability of those most in need, helping them lift themselves out of poverty.

CREATING BETTER PLACES
Helping people work together to make their surroundings greener, safer and healthier; getting involved in local decision making.

PROMOTING GREENER CHOICES
Helping people, communities and businesses understand and reduce their environmental impact to fight the climate emergency.

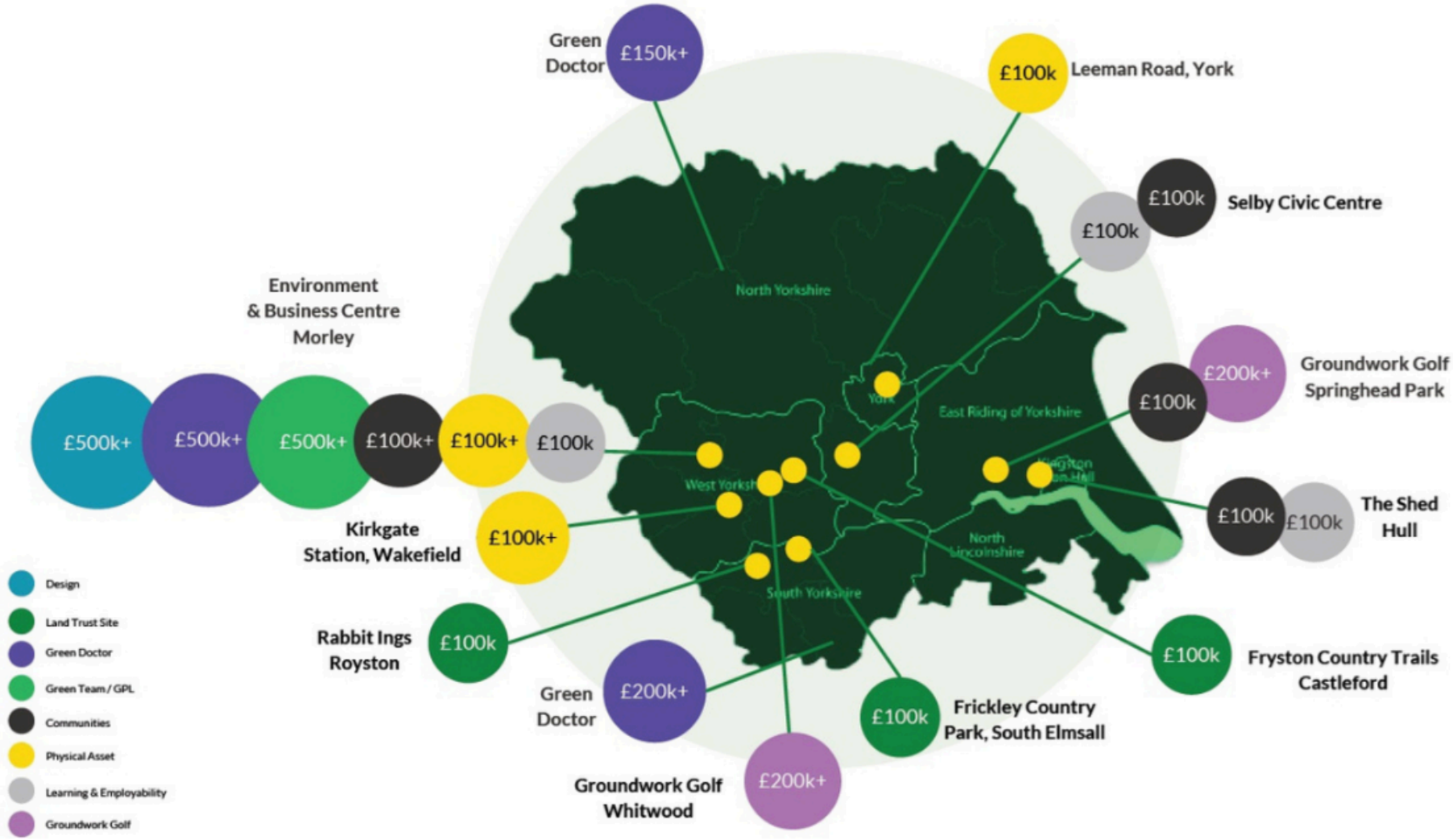
- 73 FTE charity employees, (headcount of 89), plus 35 trading company staff
- Income Target £7,929,210
- Surplus Target £23,700
- 0.29% Margin
- 190 live projects ranging from £500 to £1.5 million
- Main funders: Leeds City Council, Groundwork UK, Bradford Metropolitan District Council, Northern Power Grid and Land Trust
- Delivery hubs: Morley, Selby, Hull, Wakefield & Sheffield







OVERVIEW


Green Doctor
£150k+
£100k
Leeman Road, York
£100k
£100k
Selby Civic Centre
Environment & Business Centre Morley
£500k+
£500k+
£500k+
£100k+
£100k+
£100k
£200k+
£100k
Groundwork Golf Springhead Park
£100k
£100k
The Shed Hull
Kirkgate Station, Wakefield
£100k+
Rabbit Ings Royston
£100k
£100k
Fryston Country Trails Castleford
Green Doctor
£200k+
£100k
Frickley Country Park, South Elmsall
Groundwork Golf Whitwood
£200k+
North Yorkshire
East Riding of Yorkshire
West Yorkshire
South Yorkshire
North Lincolnshire
Design
Land Trust Site
Green Doctor
Green Team / GPL
Communities
Physical Asset
Learning & Employability
Groundwork Golf

OUR IMPACT 2025/26

£665,690
worth of grants distributed to **334** community organisations via local and national partners

984
adults and young people supported into education, employment or training

811
days of volunteering valued at £81,890

2,157
people reported positive health or wellbeing outcomes

8,911,446m²
landscape improved, the size of 1,248 football pitches

1,627
nature-based solutions and actions to improve biodiversity

£3,026,750
of domestic utility bill savings

6,388 tonnes
of CO^2 emissions saved from domestic properties

228
projects delivered, bringing benefits to the people of Yorkshire

A LASTING IMPACT



Isabella's Story
How a confidence course led to full time employment for one person at the Groundwork Learning Centre.



The Ground Up
Mark talks about our Landscape team's award winning projects, plus the launch of the new website portfolio for their work.



Lady Pitt Lane Allotments
Stephen talks about how gardening and being outside in nature makes a difference to his mental and physical health.



Go Wild
How our summer playschemes provide affordable, outdoor activities for children in North Yorkshire.



Sandra's Story
Sandra's poem talks about how the Morley Shed has brought a smile to her face during challenging times.



Leeds' First "Micro Wood"
Inspired by the Miyawaki-style of forest, we planted 1,200 trees at Bow Street in Leeds with the help of local schools, Caval, and Saxton Apartments Residents volunteers.



IMPROVING PEOPLE'S PROSPECTS

We help people gain the **skills, confidence and qualifications** they need to access training, education and employment opportunities.

We support people into work through **employability programmes, tailored advice and practical assistance** for those facing barriers to employment.

We **improve health, wellbeing and resilience** by providing opportunities for **learning, volunteering and community** involvement that help people reach their potential.

Supported Internships
Helps young people with Education, Health and Care Plans (EHCPs) in North Yorkshire and East Riding gain qualifications, employability skills and meaningful workplace experience.

Alternative Curriculum
A programme that provides work experience, skills development and a Level 1 horticulture qualification for school pupils, helping improve attendance, confidence and future opportunities.

Groundwork Learning Centre
Provides hands-on vocational training and employability programmes that help young people and adults build confidence, develop practical skills and achieve recognised qualifications.



CREATING BETTER PLACES

We **create and improve green spaces** such as parks, play areas, community gardens and public spaces, making neighbourhoods healthier, safer and more attractive places to live.

We **deliver environmental regeneration projects** in partnership with local authorities, businesses and community groups to improve places and quality of life across Yorkshire.

We **connect people with the natural environment**. We work with children and young people through education, outdoor learning, youth activities and programmes that build confidence and life skills.

King George Gardens, Leeds
Groundwork Landscape Architects and Pride teams worked with community groups in Seacroft and Leeds City Council to bring a neglected and unused space back to life.

Whitby Community Hospital
The team were commissioned by the NHS to install a brand new, accessible garden at Whitby Community Hospital. The garden has a new footpath, new benches and edible planting.

Fryston, Frickley & Rabbit Ings
Our Countryside Rangers manage over 200ha of ex-colliery sites, now country parks. They engage the community through volunteering days, seasonal events and provide outdoor learning opportunities.



PROMOTING GREENER CHOICES

We run **energy and resource efficiency programmes**. Our **Green Doctors** help households reduce energy use, cut waste, lower bills and reduce their environmental impact.

We provide **green skills and low-carbon employment initiatives**. We support people to develop skills and access careers that contribute to a more sustainable, low-carbon economy.

We work with **residents, schools and community groups** in practical environmental **education and community action** activities that encourage sustainable lifestyles and environmental stewardship.

Green Doctor Yorkshire
We help hundreds of vulnerable households each year, with a unique "over-the-threshold" energy efficiency and advice service to save energy, reduce bills and lower environmental impact.

Retrofit Programmes
Our service works with local authorities and social housing providers to identify and install retrofitted measures that improve the energy efficiency of homes and buildings.

Northern Network Green Community Hubs
We have created a group of local stakeholders at two Green Hub sites. Participants have taken part in a range of activities that aim to create and sustain greener local spaces.



OUR TRADING COMPANIES

Groundwork Yorkshire delivers part of its work through two wholly owned trading subsidiaries: **Groundwork Pride Limited** and **Groundwork Golf Limited**.

These companies enable the organisation to undertake commercial activities that complement and support the charity's mission.

Together, the subsidiaries **generate income, create employment opportunities and help strengthen the long-term financial sustainability of Groundwork Yorkshire,** with any surplus supporting the organisation's wider charitable objectives.

Groundwork Pride Limited
Groundwork Pride (GPL) provides environmental, landscaping, grounds maintenance and green space management services across the region. Operating on both a commercial basis and supporting delivery of charitable activities, GPL delivers high-quality services for local authorities, housing providers, businesses and community organisations.

Groundwork Golf Limited
Groundwork Golf (GGL) is responsible for the operation and management of the facilities at Whitwood and Springhead Golf Clubs. Through its activities, Groundwork Golf helps maintain valued community assets, encourages participation in sport and recreation, and contributes to Groundwork Yorkshire's financial resilience.

OUR COOPERATIVE LEADERSHIP

We have recently introduced a Cooperative Executive Leadership Office (CELO), a new way of leading our charity, that reflects our values of collaboration, shared responsibility, and working in the best interests of the people, places and communities we serve.

In place of a single leader, our charity is led by a small group of Co-Chief Executives who share responsibility for running the organisation. Together they act as a unified executive team, making decisions and taking responsibility as a collective, supporting one another to deliver our mission.

Practically, this means that strategic decisions, from long-term priorities to organisational performance, are made collectively. This ensures that leadership reflects a range of expertise and perspectives, rather than relying on one individual. Each of our executives has clear roles and collective responsibility, leading a defined area of work, but with shared accountability for Groundwork Yorkshire's overall direction. This creates clarity day-to-day while strengthening unity at the top of the organisation. Our Board maintains full oversight and will hold the CELO accountable in the same way it would a traditional leader. Governance, transparency, and accountability remain central to how we operate.

As a charity, our purpose comes first. The CELO model strengthens our ability to deliver that purpose by:

- Reflecting our commitment to collaboration and equality
- Bringing a wider range of skills and perspectives into leadership decisions
- Building resilience and continuity over the long term
- Reducing reliance on any single individual and ensuring leadership remains stable and sustainable

Looking ahead, we believe this cooperative approach helps us to lead thoughtfully, sustainably, and in ways that stay true to who we are. By drawing on the strengths of our executive leaders we are better equipped to support our communities, respond to challenges, reach more beneficiaries and build a resilient and dynamic future for Groundwork Yorkshire.



Emily Thompson Sarah Munro Peter Murphy
Co-Chief Executives

OUR MANAGEMENT STRUCTURE

EXECUTIVE LEADERSHIP TEAM

Co-Chief Executive
Sarah Munro
Leads: governance, finance, people & organisational development, marketing, facilities. Company Secretary, Data Protection Officer and EDI Champion

Co-Chief Executive
Peter Murphy
Leads: service delivery and development of community, learning and places programmes. Health & Safety Champion

Co-Chief Executive
Emily Thompson
Leads: service delivery and development of Green Doctor Fuel Poverty and Retrofit. Designated Safeguarding Lead and Net Zero Champion

MANAGEMENT TEAM

GPL Manager
Darren Holmes

Finance Manager
Judith Wroe

Landscape Design Manager
Mark Knight

Golf Manager
Kevin Moore

Communities Managers
Jo Hatfield
Amanda Scrimgeour
Karen Tozer

Green Doctor Manager
Simon Kilshaw

Retrofit Manager
Zachary Harris

LINE MANAGERS/SERVICE LEADS

Senior GPL Team Leader
TBC

Resources Team Leader
Dave Flynn

Marketing Team
Stacey Bristow
Nick Ripley

HR Advisor
Ashley Bailey-Clark

Principal Landscape Architect
Sarah Leeson

Capital Programme Co-ordinator
Jon Crossley

Head Ranger
Sophie Hayward

Lifelong Learning Co-ordinator
TBC

Green Skills Co-ordinator
Tony Jacobs

Green Doctor Co-ordinator
Eric Cserna

Retrofit Technical Lead
Matt Eves

Senior Retrofit Assessor
Fiona Sorenson



ABOUT OUR TRUSTEES

JOINING THE BOARD

of Groundwork Yorkshire is an opportunity to support practical action that improves lives, strengthens communities and enhances the local environment across our region.

OUR CURRENT BOARD

Our board work as an effective team, using the appropriate balance of skills and experience to make informed decisions and support Groundwork's behaviour, culture and overall performance.

DEREK BASTIMAN



Derek was a member of Scarborough Borough Council from 1995 until 2022, and has been a member of North Yorkshire Council since 2013. He was Cabinet Member for Housing. Derek chaired and created a new Registered Social Housing Company, which he led as Chairman (2002-2007). He returned to various positions on the Scarborough Borough Council Cabinet, including serving as Leader for four years (2015-19).

PETER COOPER



Peter is a born and bred Yorkshireman from Fitzwilliam near Pontefract. Peter's career was spent in the chemical industry, where he held management posts in production, sales and general management, working for large multi-million pound organisations. He first joined the board of Groundwork Wakefield in 1996, and was Chair of Groundwork Wakefield (now Groundwork Yorkshire) from 2017-2023.

FRANCES LAWRENCE



Frances is an independent consultant specialising in business transformation, innovation and change. Frances works with leaders and teams to shape direction, align activity and deliver meaningful outcomes, particularly in complex or evolving environments. Through a combination of structured facilitation and practical delivery experience, Frances helps uncover opportunities, make informed decisions and move forward with confidence.

JUDITH MCKENNA



Judith is a qualified chartered accountant. She began her career as an external auditor, gaining experience in a variety of sectors, before moving on to working in senior finance roles in listed, private and regulated businesses. She has managed small and large teams, worked on many cross-business projects and been part of various leadership teams. She enjoys working collaboratively and helping to develop those around her by sharing her experiences.

ANTONY NELSON BOARD CHAIR



Starting his professional career as an Occupational Therapist, Antony has also worked in a series of service improvement, modernisation, programme management and Director roles across a range of NHS and allied organisations. He has also worked as a consultant implementing change initiatives in and across the NHS, local authorities, charities and private businesses. Antony is a trustee/director at Nova Wakefield District and a board member of Groundwork UK. He has been Chair of Groundwork Yorkshire since December 2023.

OUR CURRENT BOARD

Our board work as an effective team, using the appropriate balance of skills and experience to make informed decisions and support Groundwork's behaviour, culture and overall performance.

JOHN READSHAW



John spent most of his career in the Electricity Supply Industry at various power plants, where his roles included Head of Finance and Procurement; Head of Personnel and Administration and latterly Head of HR and Reward. John retired in 2008. He is a season ticket holder at Aston Villa and Featherstone Rovers, where he was also a Director from 2011 to 2014. John chaired the HR Committee.

DAVID REYNOLDS



David is a senior infrastructure and business leader with over 25 years of experience delivering major projects and driving growth across the engineering and built environment sectors. He is Growth Director as WSP, where he leads market development, strategic client engagement and capability growth across the UK. David has worked on a wide range of nationally significant infrastructure programmes spanning transport, water, energy and regeneration.

NICK ROBINSON



Nick's background is in youth engagement and development. After briefly working in private education, Nick joined the charity sector and has worked on a range of projects including school- based mentoring programmes, employment schemes and volunteer management.

GARY WILLIAMS



Gary worked in the power Industry for 42 years, starting life as a craft apprentice and ending his career as a Manager. He worked in maintenance, engineering and operations. He also undertook management roles within training, compliance, health and safety. Outside work he loves cars, squash and restoring properties.

PAUL WRAY



Before being a councillor, Paul worked as an energy efficiency advisor and developed a passion to reduce people's fuel bills and carbon footprints. When he was elected, he brought this passion with him, and he has worked on several climate and energy projects. He spent several years on the Leeds Climate Energy Advisory Committee.

WHY VOLUNTEER WITH US

People choose to join our Board for many reasons, including:

CREATING A LASTING LEGACY
Shape projects that tackle inequality and revitalise green spaces. Your leadership will help communities across Yorkshire move from surviving to thriving.

ELEVATING YOUR STRATEGIC LEADERSHIP
Gain high-level governance experience within an ethical, well-established organisation. You'll play a vital role in setting our strategic direction and ensuring accountability at scale.

DRIVING PRACTICAL, ENVIRONMENTAL AND SOCIAL CHANGE
Play a key role in building and developing partnerships with stakeholders, including local authorities, funders and communities that translate into positive action and lasting enviornmental impact.

JOIN A COLLABORATIVE, MISSION-LED TEAM
rooted in partnership and inclusion. Be at the forefront of the movement to create a fairer, greener furure for our region.

STRENGTHEN YOUR PROFESSIONAL PROFILE
Broaden your skillset and build the confidence needed for senior leadership. The experience you gain at Groundwork will be invaluable within the voluntary sector and beyond.

GROW THROUGH PARTNERSHIP
While you contribute your unique perspective and skills, you'll benefit from networks, personal development and the reward of seeing your ideas change lives.

We will provide you with an induction programme that seeks to deepen your understanding of Groundwork Yorkshire and your legal and other responsibilities as a trustee. We also offer a peer-mentoring programme within our Board of Trustees.

Being a trustee at Groundwork Yorkshire is a voluntary role, therefore there is no salary or other form of financial compensation. We are able to cover trustee expenses in order to make the opportunity as inclusive as possible.



TRUSTEE RESPONSIBILITIES

As a trustee, your role involves ensuring Groundwork Yorkshire is well-run, is legally compliant and remains focused on delivering its mission.

Working with the other trustees, you will set the strategic direction, oversee financial and operational performance, and safeguard the charity's assets and reputation. Trustees are responsible for making key decisions, supporting leadership and ensuring the charity remains true to its purpose. The trustees are collectively responsible for making sure that Groundwork Yorkshire:

- Pursues its stated purpose by developing and agreeing a long-term strategy
- Complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Defines its goals and evaluates performance against agreed targets
- Is effectively and efficiently administered, including having appropriate policies and procedures in place
- Safeguards its good name, reputation and values
- Is financially stable and complies with statutory accounting requirements
- Protects and manages its property and properly invests the charity's funds
- Follows formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Co-Chief Executives.

Each trustee also brings their own specific skills, knowledge or experience to help the board of trustees reach sound decisions.



FINANCIAL AND LEGAL LIABILITIES

Our trustees, as legal statutory directors of the organisation, are ultimately accountable in law for the operations of the trust being delivered in a legally compliant, safe and financially prudent and responsible way.

This means that our trustees are individually accountable for exercising independent judgement and employing reasonable skill, care and due diligence when:

- Reviewing our financial position, financial regulations and making financial decisions
- Reviewing our health & safety, safeguarding and people management performance
- Ensuring that we are legally compliant in relation to all these areas, and that we have appropriate resources in place to deliver against our legal obligations

This does not mean you have to be an expert in all these areas; but it does mean that you must get the assurance you need by being diligent, asking questions and ensuring that the right skills, expertise & delegations are available to the trust.

You must act honestly and reasonably and must not benefit from the charity's activities or the decisions made by the Board. Higher standards are expected from trustees who act in a professional capacity (e.g. a lawyer will be expected to have more legal knowledge than a lay-person).

In addition you will be expected to maintain absolute confidentiality about all sensitive and confidential information received in order to maintain compliance with GDPR, intellectual property rights and uphold our reputation.

You will also be accountable for declaring any personal or professional conflict of interest.

HOW MUCH TIME WILL I NEED TO GIVE?

ESSENTIAL We ask that all trustees commit to	ESTIMATED TIME COMMITTMENT
Attending four board meetings each year A typical board agenda will cover strategy review, updates on finance, governance and policies, deep dives into focus areas. Preference is for trustees to attend in person (at our Morley office), but hybrid and fully-online meetings can also be accommodated.	Around five hours per meeting; two hours at the meeting, plus two to three hours reading papers in advance. Meetings typically take place in March, June, September and December.
Preparing for meetings by scrutinising papers and identifying questions or matters to raise.	
Contributing to meetings by effective questioning and providing appropriate support and guidance to decision making.	
A three year term Trustees typically serve a maximum of two terms (although this can be extended to three terms in some cases.)	
Representing the trust at external events and **advocating for our cause** in your personal and professional networks.	

OPTIONAL If you have the time, you can get more involved with our work by	ESTIMATED TIME COMMITTMENT
Becoming a member of a sub-committee, a local partnership or trading company board, typically 2-4 meetings per year. We have one sub-committee (Finance) and two trading companies (GPL and Golf).	Around four hours per meeting for sub-committee, local partnership or trading company boards. Champions typically spend around two hours per quarter providing specialist support. All other activities can be adapted to suit your availability and interests.
If you have specialist expertise, you could **become a compliance "Champion"**. This involves providing additional support, advice and guidance to senior staff on core compliance functions, currently Safeguarding, Health & Safety, EDI, Information Management & Cyber Security and Net Zero.	
Supporting **task and finish groups** outside of formal meetings, attending our **monthly Managers' Meetings**, where we deep-dive into a compliance topic and receive updates on finance and HR issues or our monthly **Managers' Briefing sessions**, which provide training and support for managers on a range of topics.	
Getting involved in recruitment of trustees and / or senior staff, and visiting projects and activities.	

SKILLS AND ATTRIBUTES

The ideal trustee will be strategic and collaborative who combines strong judgement with excellent relationship-building skills. You will be committed to inclusive governance, comfortable providing constructive challenge, and motivated to help shape Groundwork Yorkshire's future direction and impact.

Personal Experience You will bring experience of taking initiative, influencing others, or contributing positively within your community, education, work, voluntary activities or other settings, and demonstrate the potential to help lead and shape Groundwork Yorkshire's future.

Strategic Thinking Ability to take a broad, long-term view, connect complex issues, and contribute to the development of organisational vision and strategy.

Evidence-Based Decision Making Strong analytical skills and the ability to make informed, balanced decisions based on evidence and insight.

Communication and Constructive Challenge Excellent interpersonal skills, with the confidence to express views, provide and receive challenge respectfully, and adapt through listening and reflection.

Collaborative Working A strong team player who can work effectively with fellow trustees, staff, stakeholders and beneficiaries, while supporting collective decisions once they have been made.

Good Governance An understanding of governance principles, or a willingness to develop this knowledge, with a focus on ensuring governance is inclusive, effective and empowering.

Professional Expertise (optional) Experience, knowledge or a keen interest in information management & cyber security, EDI, sustainability or net zero, with the ability to support senior managers in promoting good practice and continuous improvement.



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HOW TO APPLY

Please send a CV (two sides A4 max) together with our EDI monitoring form and a short statement setting out:

- **Why you want to become a trustee of Groundwork Yorkshire (max 250 words)**
- **How your unique skills and experience make you a brilliant candidate for the role (max 500 words)**
- **Why our vision, mission and values are important to you (max 250 words)**
- **Where you saw our advert - it will help us tailor our future recruitment campaigns**

EDI MONITORING FORM

Shortlisted prospective trustees will be invited to meet our Chief Executives and a selection of our current trustees during the week commencing **23/11/2026**. If your application is successful, you will be invited to join an upcoming Board meeting as an observer and to participate in our induction programme. Our next Board meeting is 03/12/2026 at 10am.

HR.Yorkshire@groundwork.org.uk **20/11/2026**

Feel free to get in touch for a short telephone conversation with one of our Co-Chief Executives, Sarah, Emily or Peter.

If you find it difficult to apply as outlined due to disability or other reasons, we are able to make reasonable adjustments to our application process. Please contact us to find out more.

Visit: www.groundwork.org.uk/yorkshire
Email: leeds@groundwork.org.uk
Telephone: 0300 3033 292

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Groundwork Yorkshire is a company limited by guarantee and registered in England.
Company Registration Number: 2202681 Charity Registration No: 519846
Published September 2026