



BOARD OF TRUSTEES

TRUSTEE CANDIDATE PACK



Welcome from our chair

Thank you for considering becoming a trustee at the Ramblers.

The Ramblers helps everyone, everywhere, enjoy walking and protects the places we all love to walk. We are the only charity dedicated to looking after paths and green spaces, leading walks, opening up new places to explore, and encouraging everyone to get outside and discover how walking boosts your health and your happiness. We aim to speak for all walkers.

Our trustees govern the Ramblers and direct how it is managed and run. As a trustee, you will draw on your skills and experience to help shape the strategy for achieving our mission, ensure that the charity's resources are managed responsibly, and that we remain compliant with relevant laws and regulations.

The role of trustee carries significant responsibility and time commitment but is immensely rewarding. You will be contributing to ensuring the long-term stability and success of the Ramblers and delivering our vision of a country where everyone enjoys the outdoors on foot and benefits from the experience.

This is an exciting time to join the board of trustees. Over the last two years the charity has undergone a period of rapid transformation as we react to changes in our external and internal environments. Now, with the appointment of a new chief executive, the trustees will lead the review of our strategy to meet the challenges ahead. As a new trustee, you'll receive support through trustee induction meetings, external training, and peer-to-peer mentoring to help you in your role.

If you would like help or wish to discuss your application informally with a current trustee, please contact recruitment@ramblers.org.uk.

The deadline for receipt of nominations is 28 February 2022.

Best wishes

Rebecca Dawson
Chair, Ramblers board of trustees



Becoming a trustee at the Ramblers

Whether you are an experienced trustee or wanting to take your first step at board level, we want to hear from you.

This year there are two member vacancies on the board of trustees, each for a three-year term beginning in April 2022.

The Ramblers welcomes all sections of the community to join with us to achieve our vision and welcome applications from all parts of the membership. Black, Asian and ethnic minority groups are currently under-represented on the board, so we particularly encourage applications from members of these communities to diversify our board membership and bring a different voice to an existing talented board. We would also welcome applications from younger members.

If you have proven knowledge or experience in one or more of the following areas, even better:

- Fundraising and income generation
- Charity legal and governance
- Charity finance
- People and organisational development
- Diversity, inclusion and belonging
- Campaigns
- Strategic communications and marketing

Overall though it is more important you are passionate about our aims and ambitions.



About the Ramblers

This is an exciting time to be joining the Ramblers board as a new trustee. Following a period of restructure and consolidation we are recruiting a new chief executive to work with a strong leadership team and the board to grow our influence and impact.

The pandemic has focused attention on the benefits of walking for leisure and health. We are looking for trustees who are ready to bring their experience and skills to the board to help capitalise on these opportunities and make the Ramblers the best and most effective it can be, influencing decision makers at all levels, and supporting volunteers across the country to maintain access and support walkers.

We have been championing walkers and protecting people's rights to enjoy paths and open spaces for over 80 years. We achieve this by lobbying for a better deal for walkers, defending their rights, and organising and leading walks throughout Great Britain.

As a trustee you will have the opportunity to:

- Make strategic decisions and develop new skills
- Network with a wide range of people interested in walking and improving the conditions for walkers
- Influence in shaping innovative projects
- Improve the health and wellbeing of people and communities

The expected time commitment is about five board meetings each year in London (attending online is possible), plus an annual general meeting, committees and working groups, induction, and some local events. You will receive appropriate training and necessary expenses will be reimbursed.

As a charity with a long and prestigious history, we are acutely aware that we need to drive positive change and adapt to the world around us, in order to remain relevant. By joining us you can support our direction of travel.



What we do

The Ramblers opens the way for everyone to enjoy the simple pleasures of walking. And we step up to protect the places we all love to wander.

When you join the Ramblers team, you're joining a talented, dedicated group of people with a passion for walking and the outdoors. Every one of us has the commitment and resilience to bring ambitious plans to life and a huge appreciation for the volunteers, members and supporters who help us make it happen.

Since 1935, we've been doing everything we can to make sure everyone everywhere can enjoy nature on foot. Today we're Britain's biggest and most vibrant walking community too. We lead the way, and the walks, for a community of 100,000 walkers. And we help thousands more every year find their feet out in the open to boost their wellbeing naturally.

The Ramblers is a charity dedicated to removing barriers so everyone can enjoy walking in green spaces and to preserving and improving over 180,000 miles of paths, tracks and trails across England, Scotland and Wales. We're committed to campaigning to keep our countryside open to all and to fighting for the things that matter most to walkers.

Our successes

We fought to establish National Parks and National Trails – and we won. And we successfully campaigned for everyone to enjoy Britain's coastline on foot. We've helped open up vast swathes of the British countryside which was out of bounds, and we made sure laws were amended and added to keep it that way.

There's still more to do. So, we continue to secure support from government and help construct national and local policies and programmes to build a future fit for everyone everywhere to walk outdoors. We keep on engaging communities and organisations across England, Scotland, and Wales to help us achieve our ambitions. And we're opening up a world of walking opportunities for even more people. You can read our vision and strategic framework at www.ramblers.org.uk/about-us/how-we-are-run.

Together, we achieve much more.



While we have a small staff team, we achieve big things with the help of people who believe in our cause, like our members, volunteers, campaigners, funders, and partners. Together, we've already achieved significant success and we have ambitious plans for the future.

The team

The Ramblers has a staff team of around 110 people based at home or who work from our offices in London, Edinburgh, and Cardiff.

Volunteers are our driving force. Without their hard work and dedication, we simply wouldn't exist. Some 22,000 people generously give their time come rain or shine, to make a difference to the things that matter most to walkers.



Our values

Our values are the core principles that guide us daily in our work and our membership of the Ramblers. We all share the passion that walking is for everyone and by living our shared values we can ensure the Ramblers is an organisation to be proud of. Our values will earn trust for the Ramblers brand which will allow us to open up a world of walking opportunities for even more people.

Inclusive - This means we:

- Treat everyone with dignity, courtesy, consideration and respect
- Accept and respect people's individuality, differences and contribution
- Take time to listen and engage with others
- Have no tolerance of prejudice
- Create a welcoming environment for all new and potential members and volunteers
- Build alliances and work with others to achieve our shared goals

Inspiring - This means we:

- Inspire through our words and our actions
- Are ambitious and channel our passion to motivate others
- Are positive about our mission and our people
- Have the courage to question and challenge
- Are bold and confident in championing our cause
- Are outward looking and positive in our approach
- Work together as one organisation with a common purpose

Empowering - This means we:

- Encourage and enable people to do things for themselves
- Believe that every person can grow
- Commit to working with and supporting others as part of a team
- Are open to new ideas
- Always looking to learn and improve
- Encourage self-empowerment in others for their health and well-being

Responsible - This means we:

- Do what we say we will
- Are positive role models, acting appropriately and treating everyone equally
- Create a safe and supportive environment for everyone involved with the Ramblers
- Earn the trust for the Ramblers brand through ethical and responsible conduct
- Will challenge behaviour which goes against our values
- Act in an environmentally responsible way



How we are run

As a charity, the Ramblers is governed by a board of trustees which comprises up to 15 members. Collectively the trustees are responsible for strategic oversight of the organisation and ensuring that our range of activities support our charitable purposes. In addition to local Groups and regional Areas across Great Britain, under our devolution agreements, substantial authority is devolved to Ramblers Scotland and Ramblers Cymru.

Who are the charity's trustees?

- A chair and an honorary treasurer – elected by General Council
- Nine 'ordinary' members – elected by General Council
- An appointee of Ramblers Cymru
- An appointee of Ramblers Scotland
- Up to two members co-opted by the board itself

The board appoints a vice chair from among the trustees.

The role of the board of trustees

The Charities Act 2011 defines charity trustees as those responsible under the charity's governing document for controlling the administration and management of the charity. The board of trustees must always act in the best interests of the Ramblers, exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. The board of trustees must act as a group and not as individuals.

In addition to being a registered charity, the Ramblers is a company limited by guarantee, and our trustees are registered as directors at Companies House.

You can find more information about the board and current trustees at www.ramblers.org.uk/about-us/how-we-are-run/about-the-board-of-trustees.

Day-to-day management of the organisation is delegated to a senior leadership team led by the chief executive officer.

Further information about our work, including the strategic framework and business plan, can be found at www.ramblers.org.uk/about-us/how-we-are-run.



Role profile: Trustee

Main duties and responsibilities

The primary responsibility of trustees is to provide the Ramblers with strategic leadership and maintain a governance perspective to ensure it is well managed and administered, and resources are used appropriately.

The duties of a trustee board member are to:

- ensure that the Ramblers complies with its governing document (Articles of Association), charity law, company law and any other relevant legislation or regulations
- ensure that the Ramblers pursues its objects as defined in its governing document
- ensure the Ramblers applies its resources exclusively in pursuance of its objects. For example, it must not spend money on activities which are not included in the objects, however worthwhile they may be
- contribute actively to the board of trustees by giving clear strategic direction to the Ramblers
- safeguard the good name and values of the Ramblers
- ensure the financial stability of the Ramblers.

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 leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the trustee has expertise.

Each trustee must have:

- a commitment to the mission, ambitions and values of the Ramblers
- integrity in their communication and decision making
- an ability to bring a strategic vision and provide sound and independent judgement
- an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- an ability to think creatively
- a willingness to meet the minimum time commitment to being a trustee
- an ability to work effectively as a member of a team and to take decisions in the best interests of the Ramblers



How to apply

Equality, diversity and inclusion

The Ramblers welcomes all sections of the community to join with us to achieve our vision. We welcome nominations from all parts of the membership. Black, Asian and ethnic minority groups are currently under-represented on the board, so we particularly encourage applications from members of these communities to diversify our board membership and bring a different voice to an existing talented board. We would also welcome applications from younger members.

You do not need previous experience of being a trustee; training will be given. This is an opportunity for you to gain experience of charity governance and board membership while being part of the leadership team determining the future direction of the Ramblers.

Please feel free to replace your name with a fruit and colour (e.g., Red Apple, Green Raspberry) in support of our 'anonymous recruitment campaign' to eliminate bias in the recruitment process.

If you have a disability, please let us know if we can help and remember that you can request information in alternative formats.

Key information

The deadline for applications is **28 February 2022**.

Interviews will be held in **March 2022**. It is likely that interviews will be undertaken virtually.

Your application

If you want to have an informal discussion, before your application, with an existing Trustee please email recruitment@ramblers.org.uk

The Ramblers are an equal opportunities employer. We promote diversity and warmly welcome applications from people from all sections of the community. Our Equal Opportunities form can be found here – [Equal Opps Monitoring Form](#)



Once ready, please send your CV and a supporting statement (of no more than two pages) to recruitment@ramblers.org.uk.

For your supporting statement you should clearly outline how you will add value to the Ramblers. You should also consider those areas set out in the role description where the board has identified a need to strengthen its expertise and skills or diversify its membership.

If successful on appointment, then you would need to become a member of The Ramblers.