



Canal &
River Trust



Appointment of Trustee

May 2024 UAWTK

Saxton Bampfylde

Welcome from our Chair David Orr

Thank you for your interest in becoming a member of the Trustee Board at the Canal and River Trust. It is a genuinely fascinating position as a member of a great board in a unique organisation.

As you will be aware, we are the custodians of over 2000 miles of inland waterways and towpaths. We provide opportunities for a range of activities on the canals and along our towpaths. We had over 850m visits last year to a network that is our finest example of living heritage. We make a huge contribution to the nation's well-being, to protecting our environment and wildlife and to mitigating the effects of climate change. We have an important role to play in water security and we make connections - between our great urban centres and the peace of the countryside, between the past the present and the future, and between people.

This is a truly precious national resource and as the board we are conscious of the honour we have to protect and enhance it for future generations.

We are looking for people who care about our mission and who share our belief that our waterways are life enhancing. You should know and understand what governance is about. We work as one team with our executive team and the wider colleague and volunteer group, understanding that we have different but complementary roles.

For this recruitment we are particularly keen to enhance our diversity as a board. We have a great mixture of skill, knowledge, and expertise but we are aware that we may lack diversity of thinking. We don't yet fully reflect the diverse communities we work with and the places we work in, either in our workforce or on our board. We are working hard to address and change this.

We look forward to hearing from you and discovering how you can help us to mould an exciting future for our waterways.

David Orr
Chair



About Canal & River Trust

The Canal & River Trust are the charity that cares for and brings to life 2,000 miles of canals and rivers across England and Wales. Belonging to and shared by us all, millions of people use and enjoy these waterways every day. We believe they have the power to make a positive difference to our lives, making us healthier and happier. By bringing communities together to value and help us care for their local waterway, we are creating places and routes that can be used and enjoyed by everyone.

Many different people and organisations make this work possible – our grant from Government, fees from boat owners and businesses, our investment and commercial income, lottery funds, corporate and local authority partnerships, thousands of donations from members of the public, and our dedicated volunteers who gave us over 700,000 hours of their time. Together we are creating *living waterways that transform places and enrich lives*, delivering greater wellbeing to millions.

Canals and rivers are more than a place for a stroll. For hundreds of years, they've helped us to thrive. In the past they transported vital goods and busy people around a booming Britain. Today, they inspire us in a different way.

Our story as a charity is rooted in the history of the waterways themselves. The Trust was launched in 2012, taking over the guardianship of British Waterways' canals, rivers, reservoirs and docks in England and Wales.

We safeguard the waterways now and for the future, and in so doing we help make life better for millions of people across England and Wales.

Watch this 2-minute video to view our story [Canal and River Trust - Our Story](#)

For more information, visit our website www.canalrivertrust.org.uk and look at the links below:

View our latest report and accounts: [Link: Annual report and accounts](#)

Find out more about our impact here: [Our impact](#)

Read our full impact report here: [Canal & River Trust Impact Report 2024](#)

View our headline report: [Link: Valuing our waterways](#)

View our 2012 – 10th anniversary booklet: [10th-anniversary-booklet](#)



Our Cause

The role we play

As the UK's largest canal charity, our role in protecting and revitalising our nation's canals never stops. And we couldn't do this without people like you. It takes many hands and hearts to keep our 250-year-old bridges, locks, reservoirs and towpaths in working condition, and many more to help nature, wildlife and people thrive.

For nature

- We have 68 Sites of Special Scientific Interest and approximately 3,000 County Wildlife Sites in our care, providing habitats for wildlife under threat
- Over 700 miles of our canals have been awarded Green Flag status - and we're aiming for much more

For our heritage

- We look after 2,000 miles of historic canals and rivers including 2,970 bridges, 1,581 locks and 281 aqueducts
- We're the third largest owner of listed buildings and other structures in the UK, with 2,705 in our care
- Our waterways encompass seven historic parks and gardens, six battlefields, 46 scheduled ancient monuments and four World Heritage Sites

For people

- We provide access to nature and the outdoors for millions of people – for the 9 million people who have waterways within a 10-minute walk and for the many millions more who visit – ensuring everyone can use and enjoy the canals to relax, travel, exercise or fish
- We help thousands of children develop their confidence and learn new skills, delivering learning to 230,000 children every year

Why it matters

Without ongoing maintenance and rejuvenation our ageing canal network simply wouldn't be here - and we'd all be the poorer. We'd lose a link to our past, valuable wildlife habitat and a working network used for travel, business and enjoyment. And we know from our research that spending time on or by water really can make life better. Whether it be your lunchbreak, daily commute or a weekend trip, time along our waterways does make us feel happier and healthier.

Our Values & Vision

Caring



We care: for canals and rivers – for the history, wildlife and nature – and for the people who use them.

Inclusive



We're inclusive: We create an environment of warmth and belonging, where everyone is welcome. We collaborate with a diverse range of people to increase impact and thrive.

Open



We're open: we're welcoming, friendly, approachable and honest, and we listen.

Excellence



We strive for excellence: we are optimistic and see what is possible, we look for new ways to improve, we challenge, change and adapt.

Local



We're local: we're accessible, we spend time with the communities who we work with, we work with them to find common goals and solutions, we keep things simple.

Our vision

Living waterways transform places and enrich lives

Caring for the waterways and securing their future

Improving the wellbeing of the nation



Measurable outcomes – developing broader engagement & support



Health, Wellbeing & Happiness



Engaged People & Cohesive Communities



Learning & Enhancing Skills



Prosperous & Connected Places



Green & Blue Futures



Cultural & Environmental Assets

Inclusion & Diversity

Cath Tomlin, Inclusion & Diversity Manager

“We have recently published our inclusion and diversity strategy, [Stronger Together](#), and have encouraged the development of employee networks, who are beginning to make their mark on the culture of the organisation, leading on both internal and community events. We firmly believe that a diverse workforce brings with it breadth of ideas, thinking and ways of working which enhances what we do as a Trust; It also increases our ability to engage with the diverse communities in which we operate. We are striving to become more diverse at every level in our organisation, and we aim to recruit on potential. Relevant experience with a positive attitude and commitment to the role and organisation is more important than length of service or skillsets. We aim instead to focus on what you can bring to the Trust and the role.”



At the Trust we care passionately for our waterways and, as importantly, for those who look after and use them.

The Trust is [committed](#) to supporting diversity and to creating an [inclusive](#) environment that welcomes and celebrates different cultures and groups and values each individual. We pride ourselves on, and are committed to, a workplace that reflects our values, and embraces inclusion and diversity in all our interactions with colleagues, volunteers, customers, visitors, suppliers, contractors and in the communities that we serve.

The Trust recognises the potential that all people bring to the workplace regardless of:

- Age
- Disability
- Gender
- Gender reassignment
- Marital and Civil Partnership status
- Pregnancy and maternity
- Race
- Religion or belief or absence of religion or belief
- Sexual orientation



The role of Trustee

Our waterways provide accessible blue-green space on the doorstep of 9 million people across England and Wales, in major urban centres such as Manchester, Leeds, and Birmingham. We are looking for Trustees who represent the full range of the diverse communities that the canals that we look after run through, including younger Trustees. We are not looking for previous experience in a non-executive role, but rather someone with a passion for bringing communities together who can help us better reach into seldom-heard communities to promote the value of the waterway network for health and wellbeing and to help keep canals alive.

The role of the Board of Trustees is to hold the Trust “in trust” for current and future beneficiaries, in line with its charitable objects by:

- Ensuring that the Trust has a clear vision, mission and strategic direction and is focused on achieving these;
- Being responsible for the performance of the Trust and for its ‘corporate behaviour’ and ensuring that it retains its ethos and values;
- Ensuring that the Trust complies with legal and regulatory requirements;
- Acting as the guardian of the Trust’s assets, both tangible and intangible, taking all due care over their security, deployment, and proper application;
- Ensuring that the Trust’s governance is of the highest possible standard; and
- Agreeing the Trust’s performance targets for the Chief Executive (and Executive Directors) and holding them to account.


Person Specification

We are particularly interested in candidates who have an interest in, or experience of the diverse communities which our canals and rivers pass through.

Candidates will likely be able to demonstrate:

- Recent board level executive or non-executive experience.
- An understanding of and belief in the vision and goals of the Trust and the potential of waterways to transform places and enrich lives;
- An appreciation of charity governance.
- Experience of working within a Board structure with an ability to differentiate between the role of executives and non-executive Trustees;
- An appreciation of the responsibilities of a Trustee, with the capacity to work alongside senior management;
- Capability as a team player, approachable and participative;
- Effective communication and interpersonal skills and the ability to build and sustain relationships with a broad range of partners, stakeholders and interest groups;
- Sufficient time and interest to participate in the work of the Board and to engage with the work of the Trust as an active ambassador and advocate.

We therefore welcome applications from people from all backgrounds and experience. Only by becoming more diverse and ensuring that everyone who works here or volunteers with us can be themselves, can we unlock our full potential, achieve greater impact, and earn the confidence, trust, and advocacy of those that use the waterways.



Terms of Appointment

Period of appointment

Up to three years, with the potential to extend for subsequent terms, subject to any rotation arrangements required under the Trust's Articles of Association.

Time input

The successful candidate is likely to need to devote 2-3 days per month.

Location of offices

The Canal & River Trust's Head Office is in Ellesmere Port, though only occasional Trustee meetings are held there. The Board meets every two months at different locations throughout England and Wales taking the opportunity to visit some of our beautiful waterways. Trustees may also be expected to travel for committee meetings or other purposes.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Canal & River Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **UAWTK**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 21st June**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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ENTRANCE

Saxton Bampfylde