

RECRUITMENT OF TRUSTEE

LEAD TRUSTEE FOR EQUITY, DIVERSITY AND INCLUSION

Your Introduction Pack





ABOUT BRITISH EXPLORING SOCIETY

Our purpose is to unlock self-belief in Young People.

We are a youth development charity with a unique heritage, founded on the belief that challenging experiences can define lives, empowering and equipping young people with the courage, skills, resilience, and determination to make the most of their future.

We prepare and take young people on adventures and expeditions virtually and to remote locations where they face challenges, acquire skills and learn about themselves – as well as undertaking projects with content relevant to their lives and to the fragile environments that they explore.

The results are transformative – not just in terms of practical skills and resilience, but in a new-found confidence and self-belief which they carry forward to their future life. More than this, through their adventure together, our young people forge friendships for life and become part of a unique supportive and continuing community of explorers with shared experiences, values and perspectives on the world.

We have a hardworking core team based in London who are supported by a diverse, and remarkable community of previous Young Explorers (Members) engaged professional volunteers, partners and funders.

You can find out more about us, about the need for what we do, and the impact of our work here. www.britishexploring.org/about/

Thank you for your interest in becoming a trustee at British Exploring Society.

We welcome applications from interested candidates from a wide range of sectors and backgrounds. We are particularly, but not exclusively, interested in receiving applications from individuals with relevant experience and connections in youth development, the environment and field science, law, fundraising, communications and risk management.



"After the expedition I really do feel that I have a greater sense of self-confidence. The expedition has made me happy with who I am and confirmed the journey I want to embark on."

- Young Explorer Nye, Hartz Scottish Explorers 2022

OUR COMMITMENT TO YOU

British Exploring Society is committed to equal opportunity. We want to build a staff and volunteer team that together represent a diverse variety of backgrounds, skills, and perspectives on the world. The more inclusive we are, the better we think we'll be at delivering our charitable aims.

This commitment informs the application process you'll follow if you would like to be considered as a new trustee with us.

We are an equal opportunities employer and do not discriminate on the grounds of gender identity, sexual orientation, marital or civil partnership status, race, colour, nationality, ethnic or national origin, religion or belief, disability, or age.

If you make an application and require any accessibility adjustments to the interview process, please do let us know when you get in touch. Thank you.

WHAT WE ARE HERE TO ACHIEVE

Our Purpose is to unlock self belief in young people – to Find Their Fire.

Our mission is to grow and celebrate a diverse, inclusive community of young people with the skills, resilience and determination to make lasting positive decisions in their own lives, and to deliver community benefit and positive environmental change.

Our vision is for all young people to be able to contribute confidently in the world. We want equal access to challenging learning and adventure in the wilderness as an unbeatable preparation for adult life.

Our board of trustees (called Council) led by our Chair is to ensure we have an effective, efficient, well governed, welcoming organisation which is delivering its charitable purpose.

To find out more about our current board, visit www.britishexploring.org/about/our-team/

Our Council steers us towards our goals and holds us to account. We have in place an ambitious strategy narrative for 10 years, [A Wild Future](#). This takes us to our 100th anniversary in 2032. It is supported by 3 year rolling development priorities and annual planning led by Council.



“British Exploring Society isn’t just one expedition; it is a supportive foundation and acts as a gateway to the rest of your life.”

- Young Explorer Jasmine, Canadian Yukon 2022



THE DIFFERENCE YOU COULD MAKE AS A TRUSTEE

Our work has always been based on voluntarism and recognises the huge contribution that our professional volunteers make as Leaders on our expedition programmes, in the office, and on our board.

The role of our Trustees in brief is;

To support the CEO and trustees in driving forward the strategy of British Exploring Society as an inclusive agent of change in the lives of young people;

To provide advice and challenge as an active, collaborative board member, ensuring we meet our formal obligations;

To ensure that the critical priorities of safeguarding and financial integrity are at the heart of good governance at British Exploring Society.

Each trustee brings their own style, competencies and skills, knowledge and experience to their role. However, for all staff and volunteers, our values are Courage, Self-Belief, Challenge and Community, and these are also core competencies for us. Everyone who contributes to our goals champions these values through their individual role with us. Here’s what this might look like for you as a trustee;

“It truly has been his own experience and one which I know he will remember for ever. He’s been challenged and pushed, and made friends that he will keep for many years, and I’m sure that the confidence and resilience that he’s built through the experience will stand him in good stead for when he leaves home for university in the next couple of years.”

- Sheila, Young Explorer Guardian 2022



"Many times I've heard that 'problems are like climbing a mountain', and there is something so rewarding and freeing knowing I've actually done that!"

- Young Explorer Grace, DNG Iceland 2022



Courage

Tackles new tasks, can embrace difficult decision-making and conversations, and supports others to do the same

Supports the Chair of the board.

Maintains independence in decision making and in the best interests of the charity, its beneficiaries and its staff.

Is always honest about what they don't know, and finds out what they need to know in order to fulfill their responsibilities as a trustee

Has a shared and active commitment to our work improving opportunities for young people

Maintains confidentiality, declares perceived or real conflicts of interest, and ensures others do the same.

Self-Belief

Is resilient, responds well to knock-backs, likes opportunities to learn from mistakes

Can empathise with the challenges faced and achievements of the young people we serve.

Listens well, doesn't judge. Bases judgements on evidence.

Demonstrates a track record of success in their current role and at a senior level.

Actively contributes to a positive environment for a high performing professional team.

Is committed to supporting the organisation through challenge.

Challenge

Has a can-do attitude, gets hands-on as needed, thrives in an entrepreneurial small team

Constructively challenges organisational performance– with safeguarding and financial performance as first priorities

Constructively challenges performance in relation to board effectiveness

Takes a role in, and understands collective accountability for fundraising

Actively champions Council's commitment to greater inclusion and diversity to support our strategic development.

Community

Is an authentic, mature communicator who values a wide range of stakeholders equally

Embraces the opportunity be a key, visible member of our community.

Develops and maintains a productive, supportive working relationship with executive staff.

Role models a culture of appropriate transparency and support.

Represents us at events to promote our work.

Respects the contribution of everyone in our community.



"It smashes down barriers, builds resilience, boosts confidence and self-esteem."

- Chloe Moul, Senior Social Leader



OUR LEAD TRUSTEE FOR EQUITY, DIVERSITY AND INCLUSION

A commitment to Equity, Diversity and Inclusion in our work is central to our mission, vision and values, and to the effective delivery of our purpose. We seek a trustee to take the governance lead on matters related to equity, diversity and inclusion. You will help challenge, educate and support us. You will ensure that we continue to build an executive, volunteer and non-executive team that has the skills and understanding to make the right decisions, and ensure that our programmes and governance are fit for purpose.

Person Specification

We seek skills and competencies likely to include:

- 🕒 Experience of working in a charity, public or corporate role where you have provided leadership in the governance of Equity, Diversity and Inclusion.
- 🕒 The ability to provide strategic guidance to ensure that our recruitment and training supports the highest standards in equity, diversity and inclusion.
- 🕒 The ability to provide strategic input and challenge to our approach to delivering programmes to ensure that they are as equitable and inclusive as possible, and meeting the needs of a diverse group of young people.
- 🕒 Commitment to the mission and vision of a youth development organisation and of the value of delivering programmes in wild and remote locations.

"As the only brown Asian boy among a diverse group of explorers, my nerves initially got the best of me. But my worries vanished as soon as I met my fellow expedition members. They greeted me with open arms, radiating friendliness and inclusivity. I quickly realized that I was among people who saw me as an equal, not an outsider."

- Young Explorer Musa, Canadian Yukon 2023



“I realized it’s okay to be scared and to focus on staying positive and doing your best. Even just telling myself ‘I can do this!’ when I felt like giving up showed me how my attitude can shape my life.”

- Young Explorer Niveah, Hartz Scottish Explorers 2023



THE DUTIES OF THE LEAD TRUSTEE FOR EQUITY, DIVERSITY AND INCLUSION

Our Lead Trustee will guide us in the following areas in addition to their wider responsibilities as a trustee:

- Considering our plans as they affect staff, leaders and young people to ensure they reflect legislation, statutory guidance, best practice and the expectations of the Charities Commission.
- Helping devise and challenge any policies and targets proposed in relation to Equity, Diversity and Inclusion.
- Working with the senior leadership team to review and measure our performance in meeting targets and adhering to policies.
- Ensuring effective reporting to Council on Equity, Diversity and Inclusion.
- Learning with us to improve our policies and practices.
- Attending activities with staff, volunteers, and beneficiaries to understand our delivery and practice in relation to Equity, Diversity and Inclusion.



"It smashes down barriers, builds resilience, boosts confidence and self-esteem."

- Chloe Moul, Senior Social Leader



SOME PRACTICAL DETAILS

Length of office on appointment is for 1 or 2 terms of 4 years.

This is a voluntary, unremunerated role. Out of pocket expenses for travel are available as required.

Shortlisted applicants must be willing to undertake appropriate safeguarding screening, including checks with previous employers and the Disclosure and Barring Service.

We have directors' and officers' liability insurance in place.

As a trustee you will need to be able to commit to 4 board meetings a year (one with a brief AGM), possible sub-committee meetings, attendance at some evening and fund-raising events, and an annual away day. We appreciate trustees attending UK training events which are part of our programmes, too. We operate in an open, welcoming way, and we want you to find your role as a trustee rewarding. The CEO is always happy to discuss your attendance at other meetings or events in which you have a special interest.

Our offices are in the Royal Geographical Society SW7 2AR. Your role as a trustee may take you to other locations in the UK. Some meetings may be held online or as hybrids.

HOW OUR APPLICATION PROCESS WORKS

To apply to be a trustee, [click here to complete a submission](#) which asks you to respond to 4 competency-based questions and to submit your CV and contact details to us. We then use an anonymous shortlisting process, which means that none of your personal or professional data will be visible to the shortlisting panel.

A panel will review your responses to the competency-based questions. Shortlisted candidates will be invited for interview with members of the board.

The shortlisting and interview panel will then be given access to your CV to support your application.

The closing date and time for applications is 5.30pm 12 January 2024

Interviews will be in week commencing 22nd January 2024 and will either take place at our office in South Kensington or digitally via Zoom.



"I have become far less wasteful after expedition; on expedition we used the bare minimum of everything and took great care to 'leave no trace', which I have adapted to life back home and encouraged others to do the same."

- Young Explorer Eleanor, DNG Iceland 2022



HOW OUR INDUCTION WORKS

Induction will commence on recruitment.

The board hopes to invite preferred candidates to attend a board meeting before their final confirmation in post as an observer, and to have the chance to attend events and meet executive staff and beneficiaries as part of their introduction to British Exploring Society.

Successful candidate will take over full responsibility as trustees for the point of formal appointment.

If we are not able to invite you to the next stage of the process, we will contact you by email to let you know.

THANK YOU

Thank you for your interest in becoming a Trustee with us.



"Being in each other's company all day, every day, in the middle of nowhere without easy distractions... It can be an intense experience, but that also means you can get a lot out of it. It's a privilege to facilitate that process and ensure positive and authentic connections are a key part of the culture for Young Explorers while on expedition. This kind of impact is unique to what British Exploring Society does."

- Keira lockie, Social Leader, Canadian Yukon 2022

