



## Recruitment Pack for Trustees and Advisory Council Members

### About the Trust

St Peter's Saltley Trust seeks to advance education and religion within the West Midlands region through funding, supporting and developing partnership projects in three main areas:

- Religion in school education
- Strengthening the Christian presence in, and contribution to, the Further Education sector
- Christian learning, discipleship and theological education

We do this by working in partnership with schools, colleges, churches and other faith-based organisations, providing funding, support (through the Trust director) and other advice, resources and connections. As well as giving grants, St Peter's Saltley Trust may work in partnership with individuals, communities and organisations in various ways – for example, in designing training or learning resources, running conferences and events, undertaking action research or project evaluation, or being a critical friend to grass-roots work in faith and education.

The Trust particularly aims to support Christian education and learning, but is also glad to support interfaith and multi-faith projects with at least some clear Christian benefit/involvement. St Peter's Saltley Trust has strong links with the Church of England, but works ecumenically across the West Midlands region. More details about the Trust, its geographical area of benefit, and what we support can be found at: [www.saltleytrust.org.uk](http://www.saltleytrust.org.uk). You can read the Trust's current working and funding priorities here: <https://www.saltleytrust.org.uk/what-we-support/>.

### What are we looking for?

We are currently seeking **TWO new Trustees** and **ONE new member of the Trust's Advisory Council** (see details on next page).

Overall, we are looking for people who have:

- Passion and commitment serving others through the Trust's three main areas of interest (see p. 1) and in sympathy with the Trust's Christian charitable objectives.
- Commitment to our values, to attend our meetings and be available for occasional consultation in between times.
- The ability to think imaginatively and creatively about how individuals and communities learn, grow and develop in faith and life and how this contributes to the flourishing of society as a whole.
- The ability to evaluate potential projects rigorously in a constructively critical way, coupled with a willingness to take calculated risks on promising ideas – all to help potential projects be the best they can be.

We **particularly encourage** applications from groups currently under-represented on the Trustee board and Advisory Council: women; Black, Asian and Minority Ethnic/global majority heritage groups; younger adults.

## Our vacancies are:

- **1 x Trustee with expertise in Further Education.** Suitable candidates will be committed to the Trust's vision for Further Education (see page 4 for more detail). Suitable candidates should have first-hand, current or recent experience of working in the Further Education sector, either as a member of college staff or as a chaplain to a FE institution. We are looking for someone who can help ensure that the Trust's work in the FE sector, and the project applications we receive relating to this priority, are earthed in the realities of FE and adult learning
- **1 x Trustee with expertise in Christian learning, discipleship and theological education.** Suitable candidates will be committed to the Trust's vision to extend and develop Christian learning and theological education for all (see page \* for more details), including for those who are most marginalised in church and society and/or who struggle with traditional academic styles of learning. Suitable candidates will be able to demonstrate a commitment to helping others grow and learn in their faith - perhaps as a local church leader, as a denominational lay training/discipleship officer, or in some other role focused on theological education and discipleship development.
- **1 x Advisory Council member with expertise in Further Education.** Suitable candidates will be committed to the Trust's vision for Further Education (see page 4 for more detail). Suitable candidates should have first-hand, current or recent experience of working in the Further Education sector, either as a member of college staff or as a chaplain to a FE institution. We are looking for someone who can help ensure that the Trust's work in the FE sector, and the project applications we receive relating to this priority, are earthed in the realities of FE and adult learning.
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A small number of our Trustees also sit on the Trust's advisory council, so it is possible to apply for either the Trustee or advisory council role, or both. We would particularly like to recruit a current or recently-retired college senior manager to one or both of our Further Education vacancies – but don't be put off applying if you have alternative relevant experience.

## What will you be doing?

**Trustees** have overall control of a charity and are responsible for making sure it's doing what it was set up to do. Our trustees...

- Meet at least twice a year to oversee the strategic direction of the Trust, its work and its finances
- Set the charity's aims and values within the parameters set by its governing document, and monitor progress towards them
- Make decisions on which project grant applications the Trust wishes to support
- Appoint and oversee members of staff including the Trust director, who is ultimately accountable to the Trustees.
- Become involved in the charitable activity of the Trust according to their interests, skills and availability (for example, joining a project reference group, trustee working party or helping to evaluate a project's impact).

### Advisory Council members...

- Meet twice per year to assess grant applications received and, working with the Trust director, decide which applications should be forwarded to the Trustees for a final decision.
- Outside these meetings, offer advice and a sounding board for the Trust director, including on small grant applications, the work of the Trust's trading activity Saltley Research and Evaluation, and on the development of new work.
- Are critical friends to the Trust and its director. Unlike trusteeship, this is not a statutory role.

### What Difference will you Make?

- Bringing insights from your experience/expertise in an area of faith and learning will help ensure that the Trust's work is properly grounded in grass-roots realities.
- Bringing your passion for faith and learning, your eye for creative and innovative approaches and your ability to ask helpful, searching questions will help ensure that applications for Trust funding/support are refined and honed to be the best they can possibly be.
- Your insight into one or more of our key areas of interest will support Trust staff in their work.
- You may also bring specific skills and expertise which could be helpful to Trust-supported projects, as you have the time and interest to share them.

### Some Practicalities...

- For the Trustee roles, you **do** need to be eligible to serve as a Trustee under UK Charity Law. This means you need to be a 'fit and proper person', aged 18 or over, and not be disqualified from serving under the Charities Act (please see <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3/the-essential-trustee-what-you-need-to-know-what-you-need-to-do#s3> for full details). A DBS check may be required where a trustee/AC member wishes to get involved in certain activities on behalf of the Trust if that activity directly involves working with children and/or vulnerable adults.
- You are not accepting applications for any of these vacancies if you, a family member or your project is currently receiving funding from St Peter's Saltley Trust (please check with us if you are unsure). However, previous recipients of Trust funding are welcome to apply.
- You **don't** need to have prior experience of serving on a trustee board to apply for these roles.
- You **don't** need to have a detailed understanding of charity governance to apply. Induction and training are provided.
- It is **not** a requirement to live within the Trust's geographical area of benefit. However, understanding of/engagement with religious education, further education or Christian learning within the region **is** desirable.
- Although these vacancies call for expertise/experience within particular areas of the Trust's work, all Trustees and Advisory Council members contribute to shaping direction and assessing grant applications across all three areas of the Trust's work (RE/schools, Further Education, Christian learning/discipleship). You **don't** need to be an expert in all three areas; you **do** need to be willing to learn and in be sympathy with the Trust's commitment to all three areas.

- Trustee and Advisory Council **terms of office** are five years in both cases.
- Although you cannot be paid to be a trustee, you **may** claim reasonable travel expenses in order to attend meetings as a Trustee/Advisory Council member (some meetings also happen online, e.g., via Zoom). We also like to feed you at in-person meetings! The Trust's offices are at: St Peter's Saltley Trust, Grays Court, 3 Nursery Road, Edgbaston, Birmingham B15 3JX – very occasionally meetings take place elsewhere, by mutual agreement.
- Trustee/Advisory Council meetings currently take place during a **working weekday**. However, there is some flexibility here to meet trustees'/advisory council members' availability/time constraints, so if weekday daytime meetings would constitute a significant problem for you, please do mention this when you apply.

## Further Detail on the Trust's Three Main Areas of Work

### Religion in School Education

The Trust supports the development of religious education in schools, broadly understood. Most often this relates to the curriculum area called 'religious education', 'religious studies' or sometimes 'religion and worldviews'. The promotion of high quality learning about/from Christianity is at the heart of the Trust's aspirations for RE in schools; however it supports RE as a whole (not just projects focused on Christianity) provided there is some demonstrable benefit to the teaching of Christianity. Interfaith and multi-faith RE projects are welcomed, but the Trust is unable to support projects where there is no Christian component to the project (e.g., a project focused solely on another faith or worldview). Besides RE/RS/R&W as a curriculum area, the Trust also supports projects which touch upon religion in school education in other ways – including the study of religion in other curriculum areas, Spiritual, Moral, Social and Cultural (SMSC) development, projects focused upon a school's character and ethos (with special reference to church schools) and collective worship.

### Further Education

The Trust seeks to strengthen the Christian presence in, and contribution to, the Further Education and lifelong learning sectors. By 'strengthening the Christian presence and contribution' we mean several things: encouraging Christians to see further education and lifelong learning as a vocation, ministry and Christian service; encouraging churches to work in partnership with their local colleges in areas of mutual interest; encouraging the development of chaplaincy in further education; supporting the broad Spiritual, Moral, Social and Cultural development of students; supporting and resourcing colleges in matters of religious literacy, chaplaincy, and understanding of the place of faith in college life. Whilst Christian faith is at the heart of the Trust's work in Further Education, we recognise that colleges are diverse, inclusive and multi-faith organisations, and that there is value in the spiritual development of all students and staff, Christian or not. Although most of the Trust's work currently focuses on the Further Education (14/16-19+) sector, we recognise the importance of the wider lifelong learning sector (including extra-mural adult education, work-based learning and other kinds of community education) and see an important place for faith and for Christian service within this too.

### Christian Learning, Discipleship and Theological Education

The Trust seeks to strengthen the confidence, gifts and skills of churches and Christian communities across the region to live a rich and full expression of the Christian life, for the wider benefit of church and society. In this respect, we define 'Christian learning' as covering not merely formal training, courses or learning resources (although it can include it), recognising that learning and growth take place in many different ways, including in the informal and everyday. By 'discipleship' we mean all of the being and doing of the Christian life in love of God and neighbour. The Trust has a particular heart not just to benefit church leaders and those who work professionally for church organisations, but particularly those who are members of congregations and whose 'frontlines' are their home, job, family and local community contexts.

The Trust has a particular hope to work alongside those who are most marginalised in church and society. The majority of the Trust's work in this area focuses on local congregations and para-church organisations. Although the Trust only rarely funds and supports theological education at HE/University level, it will consider doing so where a project the potential for wider benefit to Christian learning and discipleship as a whole.

For full details of what kinds of projects are potentially eligible for Trust support, please see: [www.saltleytrust.org.uk/what-we-support/](http://www.saltleytrust.org.uk/what-we-support/)

## Interested?

- If you **have questions or would like to chat further** about the role and about the Trust, please get in touch with Ian Jones at: [director@saltleytrust.org.uk](mailto:director@saltleytrust.org.uk) (0121) 427 6800.
- You can **apply** EITHER by:
  - a) Completing the **application form**
  - b) Sending us a two minute **video** telling us...
    - why you are interested in becoming a trustee
    - how your life and work so far connect with the Trust's vision and priorities
    - what particular skills and experiences you can offerThese should be sent to Lynne Hayes-James (administrator and clerk to trustees) at: [bursar@saltleytrust.org.uk](mailto:bursar@saltleytrust.org.uk).
- Should we wish to pursue your application, you will be invited to an **interview** on a date to be arranged – we will let you know the outcome as soon as possible after that.

**St Peter's Saltley Trust, Grays Court, 3 Nursery Road, Edgbaston, Birmingham B15 3JX  
(0121) 427 6800 [www.saltleytrust.org.uk](http://www.saltleytrust.org.uk)**