



CULHAM ST GABRIEL'S

Trustee Recruitment Information Pack

2023

Our vision is for a broad-based, critical and reflective education in religion and worldviews contributing to a well-informed, respectful and open society.

Who are Culham St Gabriel's Trust?

We are an endowed charitable foundation. The Trust is committed to providing teachers of religion and worldviews and other professionals working in this area with the support, connections, challenges and professional development they need. We want all partners, such as parents, school governors, faith/belief communities and policy makers, to be positively aware of the benefits of a high-quality study of religion and worldviews.

This is an exciting time to join our Board. We are currently undertaking a mini strategy review to ensure that we are working effectively towards our vision and mission. We are actively seeking fresh and creative ideas from new trustees as well as recruiting people with particular skills.

Our Vision

Our vision is for broad-based, critical and reflective education in religion and worldviews contributing to a well-informed, respectful and open society.

Our Mission

The Trust works towards its vision by:

- Increasing public understanding of religion and worldviews education
- Engaging with, informing and influencing decision makers
- Creating well-informed, empowered and influential educationalists
- Establishing and building strategic and collaborative partnerships and networks
- Commissioning and publishing focused and accessible research
- Championing and developing inspired and well-resourced teaching and learning

Our Values

Our mission is underpinned and expressed through our values, rooted in our Christian foundation. These are:

Integrity – We aim to be honest, ethical, authentic, kind, dependable and trustworthy in the way we work

Openness – We aim to be transparent; listening to others, valuing diversity and sharing our work

Stewardship – We aim to ensure a good return on our investments, and use time and resources effectively

Service – We aim to be responsive, generous and available to all our partners

Collaboration – We aim for positive relationships with an emphasis on partnership and collaborative working

Empowerment – We aim to facilitate others to grow in confidence, be creative and bring about change



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Our current external strategic objectives are:

1. Promoting positive public perception of an education in religion and worldviews
2. Influencing government policy in supporting religion and worldviews, including the recommendations of the Commission on RE (2018)
3. Advocating for the importance of a high-quality education in religion and worldviews within the education world
4. Developing excellent leadership and teaching of religion and worldviews
5. Facilitating the religion and worldviews community to work more cohesively.

In addition, the Trust is working on five internal strategic objectives to support the fulfilment of those above. The Trust has short term goals and key performance indicators for each of the objectives.

Our Activities

We have two strands to our work – programmes and grant making.

Our programmes include:

- An E-Learning Platform, providing free online professional development from initial teacher education to leadership
- A comprehensive website for teachers and other educators www.reonline.org.uk
- Events and Conferences
- Advocacy and Campaigning Work

Our grant making includes:

- Doctoral Scholarships
- Masters Scholarships
- CTeach Scholarships
- Leadership Scholarships
- Project Grants
- Strategic Funding Awards (Donations)

In 2021-22 approximately £550,000 was awarded by the Trust to projects, individual scholarships and strategy partners.

Our last annual review provides a summary of our mission, values and strategy work as well as a financial statement. <https://www.cstg.org.uk/2023/01/05/a-year-in-review-2021-22/>

Who are we looking for?

We are looking for new trustees with one or more of the following areas of expertise to advise and guide our Board and staff team:

- Educational leadership e.g. headteacher, governors, chief executives
- Communications, marketing, public relations
- Human Resources
- Investments, finance, accounts and controls experience
- Digital/Media expertise
- Advocacy, lobbying or campaigning

Culham St Gabriel's embrace diversity, equity and inclusion. We encourage applicants from all backgrounds and especially those from historically underrepresented groups. Given the nature of our work we are keen to add more voices from younger people and those early in their career. Previous trustee experience is not necessary.

What does it mean to be a trustee with Culham St Gabriel's?

The Board is made up of a maximum of 16 trustees. Currently, we have 13 serving trustees. This includes a number who are near the end of their terms or who have expressed an interest in

retiring after many years of service. Trustees are appointed for a four-year term, and can serve up to three terms (12 years).

The founding documents of the Trust state that:

At least two thirds of the trustees must be active communicant members of the Church of England. The remaining trustees must be active recognised members of other churches in full communion with the Church of England or churches in membership of Churches Together in Britain and Ireland.

Please take this statement into consideration before you submit an expression of interest.

Trustees are expected to attend Board and committee meetings as follows:

- **Four Board Meetings** per annum currently this looks like two x three hour online meetings, and two in person meetings in either London or Oxford.

Either

- **Three Finance and General Purposes Committee** meetings held online lasting about 1-1 ½ hours each

Or

- **Five Grants, Programmes and Education Committee meetings** held online and lasting between 1.5-2.5 hours each.

On average we would expect a trustee to spend about 16 hours per year in Board meetings, and between 5-10 hours in committee meetings.

The role of the Trustee depends on the area of expertise they bring to the Board. For example, those who bring finance and investment insights are interviewed as part of the annual audit, and regularly attend webinars offered by our investment managers CCLA. Those who have knowledge of the religion and worldview community sometimes take an active role in online events and meetings. For example, they may attend the RE Council AGM, write a blog or contribute to one of the Trust's programmes.

The Board is supported by a small staff team:

Chief Executive- Kathryn Wright

Finance and Operations – Deborah Elwine

Digital Manager – Tracey Francis

In addition, the Trust engages several consultants to lead its scholarships and programmes.

Why become a Culham St Gabriel's trustee?

You will have the opportunity to:

- Make important strategic decisions and develop new skills
- Network with professionals in other sectors

- Influence and shape our activities and programmes
- Improve religion and worldview literacy in the UK

What can we offer you?

We provide opportunities for training and development for those new to the role of trustee, as well as our own online events and conferences helping trustees understand in more depth the variety of programmes the Trust offers. We are exploring the possibility of a buddy system to support new trustees.

Our Board meetings are a mixture of in person and online meetings. All committee meetings are held on zoom. We aim to make them as accessible as possible and dates and times for all meetings are agreed through doodle polling to ensure as many trustees as possible can attend.

All travel or other out of pocket expenses will be reimbursed. In addition, supply cover costs are available for serving teachers.

I'm interested, how do I apply?

Please express your interest in this role by sending us your CV and a short covering letter explaining briefly why you would like to be considered as a Trustee. You should send this to Deborah Elwine deborah@cstg.org.uk

Closing date for Expressions of Interest is **5pm Monday 20th February 2023**, with Zoom interviews held in late February/Early March. Successful applicants may be asked for details of two referees.

Successful candidates will be invited to the next Board meeting on 30th March (in person, in London) where their position as a trustee will require ratification according to the Deeds of the Trust.

For more information and/or an informal chat, contact Kathryn at ceo@cstg.org.uk
For more information about the Trust visit www.cstg.org.uk