



**Sheffield &
Rotherham**
Wildlife Trust



Sheffield & Rotherham Wildlife Trust **Trustee Recruitment Booklet 2026**

For nature, for everyone

wildsheffield.com

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FROM OUR CHAIR



On behalf of the Board of Trustees, I am delighted to welcome you to the recruitment process to become a Trustee of Sheffield & Rotherham Wildlife Trust.

Sheffield & Rotherham Wildlife Trust share our deep commitment to safeguarding nature for future generations and addressing the ecological and climate crisis.

As Chair of the Board, I have the privilege of working with an enthusiastic, talented dedicated group of Trustees who are passionate about wildlife protection and committed to ensuring the long-term success and sustainability of our Trust.

The Trustees help steer the activities of Sheffield & Rotherham Wildlife Trust for the benefit of nature.

The Trust has been a key player in local conservation efforts since 1985, and we continue to lead vital work across Rotherham and Sheffield.

Our diverse nature reserves, local wildlife conservation initiatives, and community engagement programmes are just a few examples of the important role we play in shaping a sustainable future for both people and wildlife.

We are looking for three new Trustees to join the Trustee Board at our Annual General Meeting (AGM) on 23rd October 2026.

Siobhan Laird

Chair of Trustees

Sheffield & Rotherham Wildlife Trust



Sheffield & Rotherham Wildlife Trust is an independent, local, environmental charity governed by a Board of Trustees drawn from our local community. We are one of 46 Wildlife Trusts working together in a national federation of broader partnerships across the UK for nature and people. We are working towards an exciting and ambitious Strategy 2030 which is summarised below:

Our Mission

For the benefit of nature and people in Sheffield & Rotherham, working with our members, volunteers, local people, partners and the wider Wildlife Trust family, and by acting locally and thinking globally, we will:

- ◇ Turn around the ecological emergency and put nature in recovery by; securing enough land and water that's great for nature, bringing back wildlife and empowering people to take action, care for and respect nature.
- ◇ Ensure everyone in Sheffield & Rotherham can experience and enjoy the benefits that nature brings.
- ◇ Work with nature to help solve the climate crisis.

How we will achieve our Ambitions

We have 3 Strategic and 1 Corporate outcomes where we measure our progress towards our ambitions. Find out more about our work on our website: wildsheffield.com



ANNUAL REPORT 24/25

This summary provides an update of our achievements in support of our three strategic aims as we work towards our overall ambition of making sure that 30% of land and water is great for nature by 2030.

[Read the Annual Report 24/25](#)

You can watch the video on our highlights from 2024 - 2025 here on YouTube:

[*Highlights from 2024-2025* | Sheffield & Rotherham Wildlife Trust](#)

Thanks to over 757 committed volunteers and 58 dedicated staff, 6 of which make up a strong and experienced executive team, we protect important wildlife, habitats and green spaces that matter to local people. We directly manage 15 nature reserves, including the internationally important moorland at Blacka Moor, the much loved Wyming Brook, the beautiful woodlands at Greno Woods and the locally important 'space to breathe' at Sunnybank.

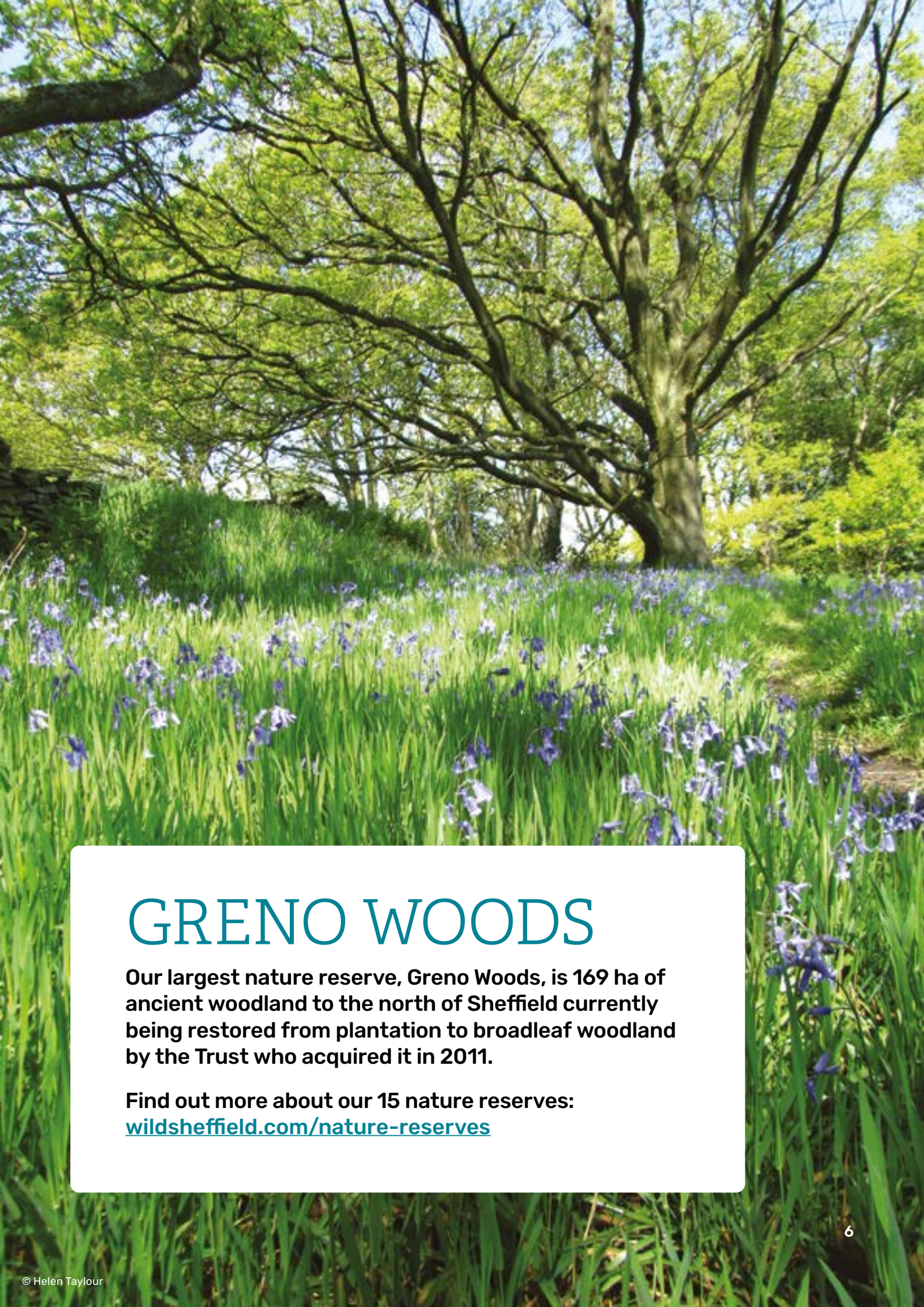
We also influence the management of many local upland farms through our Sheffield Lakeland Partnership by demonstrating nature-friendly farming at [Ughill Farm](#) on the west of Sheffield.

Previous projects to reduce the impacts of extreme weather caused by the climate crisis have included the delivery of natural flood risk management schemes on the river Rother working with the Environment Agency. These nature-based solutions also support nature recovery, recording the return of the otter along the River Don. Sheffield and Rotherham Wildlife Trust produced the first ever [State of Nature](#) report for Sheffield. We are currently leading the development of a Nature Recovery Rotherham Partnership proposal with the Heritage Fund.

Every year we engage with thousands of people of all ages, and have over 6,000 subscribing members and a rapidly growing social media following. We support our local community to take action for nature, campaigning on local issues that threaten our natural environment and wildlife. Recent campaigns include saving Owlthorpe Fields, which faced the threat of inappropriate development but is now designated as a Local Wildlife Site.

Working with our local communities is central to what we do, helping people to better connect with nature. Our [Outdoor Learning](#) team provides opportunities for children and young people of all ages and abilities to enjoy and appreciate nature. For older, vulnerable, and isolated adults, our [Wild@Heart](#) nature programme provides dedicated activities to enjoy nature and nature's benefits.

[Wildscapes CIC](#) (both a CIC and part of the Trust) works to improve places for people and wildlife by providing a range of land management and ecology services. Profit generated by the social enterprise is reinvested back into the Trust's charitable activities - into our nature reserves, wildlife and habitat conservation, community engagement and campaign work.

A large, leafy tree with a thick trunk and many branches stands in a field of tall green grass and numerous small purple flowers. The scene is bright and sunny, with sunlight filtering through the leaves.

GRENO WOODS

Our largest nature reserve, Greno Woods, is 169 ha of ancient woodland to the north of Sheffield currently being restored from plantation to broadleaf woodland by the Trust who acquired it in 2011.

Find out more about our 15 nature reserves:
wildsheffield.com/nature-reserves



UGHILL FARM

Ughill Farm is a special site where we can test and learn nature-friendly farming practices, whilst facilitating nature recovery.

Ughill Farm is on the western edge of Sheffield, and is an important site for curlews, golden plover and other nationally threatened wading birds that come to our moors each spring in order to breed. The farm also includes a small area of internationally important Eastern Moors Site of Special Scientific Interest and lies within the Peak District National Park.

The Trust bought the land in December 2023, which had previously been intensively farmed, with the aim of creating a flagship site to test and learn nature friendly upland farming practices, and to inspire and support others in the area to adopt proven practices.

Since purchasing the land we have worked hard to convert Ughill into a sustainable farm, concentrating on nature friendly farming and climate resilience. To read more about our work visit our [Ughill Farm](#) website pages.

- [Watch 'Ughill Farm - Building Climate Resilience' on YouTube](#)
- [See 'Curlew with Chicks at Ughill Farm' on YouTube](#)

THE TRUSTEE ROLE

Trustees of the Sheffield and Rotherham Wildlife Trust (SRWT) are volunteers who together lead the organisation in the planning, resourcing and delivery of its activities, so that it can achieve its charitable objectives.

An enthusiastic, committed and active Board of Trustees, with a good range of knowledge, skills, experience and personal qualities is vital to the healthy and effective running of the organisation.

THE BOARD OF TRUSTEES:

- Lead the strategic development and planning of the Trust.
- Develop and adopt appropriate policies.
- Aim to ensure that the Trust is legally compliant and works to best practice wherever possible.
- Support, guide and advise the Trust's staff and volunteers, especially the CEO and the Executive Team.

The Trustees also play an important role in connecting the Trust to our local communities and the various significant external stakeholders – local politicians, businesses, community organisations, government agencies, Councils, influential individuals, etc.

On becoming a Trustee, we offer an induction to support Trustees as they learn about the organisation, our people and our work.



The formal business of the Board is arranged around four Board Meetings each year, held on Thursday evenings at 7 pm. This involves reviewing written proposals and reports sent out a week in advance to then discuss, consider and approve or otherwise at the Board meeting itself. The agenda for a Board meeting typically includes performance and financial reports, reviews of key risks or policy areas and proposals for new strategic opportunities. Additionally, there are occasional events, meetings, training sessions, workshops and site visits to which Trustees are invited.

Some Trustees are appointed by the Board to perform particular roles as Honorary Officers of the Trust (Chair, Vice Chair, Treasurer) or hold other responsibilities (e.g. cheque signatories, Directors of our Subsidiary, representatives on external Forums). It should be noted that SRWT is both a Company and a Charity, and therefore Board members are both Trustees and Company Directors.

Trustees are elected by the Members of SRWT at the AGM and in the first instance serve for a term of office lasting three years. There is then the option of re-election for a second three year term after which the Trustee stands down.



STATUTORY DUTIES

By becoming a Trustee, each member of the Board makes a commitment to undertake the following statutory duties:

- To ensure that the Sheffield & Rotherham Wildlife Trust complies with its articles of association, charity law, company law and any other relevant legislation or regulations, including reporting to Companies House and the Charity Commission.
- To ensure that the Sheffield & Rotherham Wildlife Trust pursues its objects as defined in its articles of association and that it carries out its purposes for public benefit.
- To ensure the Sheffield & Rotherham Wildlife Trust uses its resources exclusively in pursuance of its objects.
- To contribute actively to the board of Trustees' role in giving firm strategic direction to the Sheffield & Rotherham Wildlife Trust, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of Sheffield & Rotherham Wildlife Trust.
- To ensure the effective and efficient administration of Sheffield & Rotherham Wildlife Trust.
- To ensure the financial stability of Sheffield & Rotherham Wildlife Trust.
- To protect and manage the property of the charity and to ensure the proper investment of Sheffield & Rotherham Wildlife Trust's funds.
- To appoint the chief executive officer and monitor their performance.
- To act with integrity and avoid any personal conflicts of interest or misuse of charity funds or assets – to act in the charity's best interests.
- To act with reasonable care and skill, taking expert advice when necessary.

(From the National Council for Voluntary Organisations. For more detailed information on the role of a Trustee please go to the Charity Commission website and download CC3: The Essential Trustee.)

FULFILLING THE ROLE

In carrying out the above statutory duties, each Trustee is expected to:

- Familiarise themselves with the Trust's Strategy, governing documents and relevant Charity Commission guidance.
- Attend and actively contribute to 4 Board meetings per year, the Annual General

STATUTORY DUTIES

Meeting and 2 informal visits or workshops per year.

- Use any specific skills, knowledge or experience they have to help the board of Trustees reach sound decisions.
- Scrutinise board papers and other Trust documents.
- Lead discussions and constructively contribute to debates.
- Highlight new opportunities or threats to the Trust, drawn from their own networks and knowledge of the external environment in which the Trust operates.
- Help the Trust to focus and address key issues and risks.
- Provide guidance on new initiatives.
- Contribute to issues in which the Trustee has special expertise.
- Attend relevant training to keep up to date with best practice in relation to the role of a Trustee.

And the following optional activities dependant on the Trustee's own time constraints:

- Serving on sub-committees, strategic outcome groups, steering groups or time limited working groups.
- Attending events and external meetings as a representative of the Trust

SUPPORT FROM THE TRUST

In return for this commitment, the Trust will:

- Provide induction and development to enable Trustees to carry out their role as effectively as possible.
- Give adequate notice of relevant dates and events.
- Provide reports and papers in advance of meetings.
- Respond to information requests and Governance queries.

More details concerning the role and expectations of Trustees can be found in the Governance Handbook, which will be provided to all new Trustees on successful election.

PERSON SPECIFICATION

This year, we are especially keen to hear from people who:

Have expertise, knowledge and experience in one or more of the of the following areas:

- Marketing.
- Commercial management, business acumen, profit for purpose experience (with reference to our consultancy).
- Green finance.
- Enterprise development.
- Income generation.
- Legal experience.
- Health, Safety and safeguarding policy and compliance.
- Have a good knowledge of communities and/or the natural environment in Rotherham.
- Can represent more of our diverse community in Sheffield & Rotherham

We are also recruiting for a Trustee to be our Treasurer who will have:

- Professional accounting qualification (e.g. ACA, ACCA, CIMA, AAT).
- Ability to analyse proposals and understand financial consequences.
- Understanding of financial risk.

SKILLS & EXPERIENCE

Trustees should demonstrate some or all of the following:

- Passion for nature.
- Interest in and enthusiasm for the work of the Wildlife Trust.
- Experience of working as part of a decision-making group, board or committee either in a business or voluntary environment.
- Experience or knowledge of the legal requirements of a charity.
- Local knowledge of places where Sheffield & Rotherham Wildlife Trust operates.
- Experience of financial management and budgeting in a business or voluntary environment .

The following areas of expertise are always welcome on the Board:

- Environmental Law/ Protected species.
- Land Management and Conservation.
- Community Outreach and Development.
- Education & Training, Working with Children and Young People.
- Advocacy & Campaigning.
- Research: relevant to the work of the Trust.
- Fundraising

HOW TO APPLY

If you are interested in becoming a Trustee of Sheffield & Rotherham Wildlife Trust please send us your current CV and a letter of expression of interest, outlining your experience and any expertise you may have relevant to the person specification. Please send this Expression of Interest to hr@wildsheffield.com

NEXT STEPS

On receipt of your expression of interest we will contact you and may arrange a meeting with the CEO and Chair of Trustees, where we can answer any questions you may have on becoming a Trustee.

If you choose to progress to standing for election to the Trustee Board, you will need to be a member or join as a member of Sheffield & Rotherham Wildlife Trust and complete and submit a nomination form, where you will need to be nominated by two members of Sheffield & Rotherham Wildlife Trust.

Once your completed nomination form has been received, your biography will be put forward at the AGM on 22nd October 26, alongside any other prospective Trustees where the members of Sheffield & Rotherham Wildlife Trust will vote on electing those prospective Trustees to the Board.



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