TRUSTEE RECRUITMENT PACK 2026

Help Shape the Future of Wooden Spoon

Thank you for your interest in becoming a Trustee of Wooden Spoon.

Wooden Spoon is committed to improving the lives of children and young people through practical support, investment in community projects and the power of the rugby community.

As we look to the future, we are seeking talented and passionate individuals to join our Board of Trustees. We are particularly interested in candidates who can bring expertise in fundraising, income generation, commercial leadership and lived experience that reflects the communities we serve.

Whether you are an experienced trustee or considering your first non-executive appointment, we welcome applications from individuals who share our values and can help us maximise our impact for children and young people across the United Kingdom and Ireland.

Joining the Board of Wooden Spoon offers a unique opportunity to use your skills, experience, and insight to help shape strategy, strengthen governance and support life-changing outcomes for thousands of children and young people.

Welcome from the Chair

Thank you for your interest in joining Wooden Spoon as a Trustee.

Wooden Spoon has a proud history of supporting children and young people facing disadvantage and disability. Through the dedication of our volunteers, members, supporters, and partners, we continue to make a meaningful difference in communities throughout the UK and Ireland.

As we continue to develop and strengthen our impact, we are seeking experienced individuals who can help guide the charity through its next phase of growth. We are particularly keen to attract people with experience in fundraising, commercial leadership and those who can bring valuable lived experience to Board discussions and decision-making.

Being a Trustee is a rewarding opportunity to contribute to the strategic direction and long-term sustainability of a charity that transforms lives every day.

We look forward to hearing from you.

Ali Gilbert (BPharm MRCPharm)
Chair of Trustees
Wooden Spoon

About Wooden Spoon

Wooden Spoon is the children's charity of rugby.

Since its foundation, Wooden Spoon has funded projects that support children and young people living with disability, disadvantage, or social exclusion.

Through the generosity of its members, supporters, volunteers and partners, the charity funds projects that improve physical and mental wellbeing, support learning and development, and create inclusive opportunities that help children and young people achieve their potential.

By working alongside community organisations, schools, specialist providers and grassroots groups, Wooden Spoon seeks to make a lasting difference to the lives of children and young people who need support most.

Our Vision

Every child and young person should have the opportunity to live happier, healthier, and more fulfilling lives.

Our Mission

To transform the lives of children and young people through the power of rugby and the generosity of our supporters.

Our Values

Passion

We care deeply about improving the lives of children and young people.

Integrity

We act honestly, responsibly, and transparently in everything we do.

Inclusivity

We respect diversity and ensure everyone feels valued and welcomed.

Collaboration

We believe we achieve more when we work together.

Impact

We focus on creating meaningful and lasting positive change.

Why Become a Trustee?

Trustees play a vital role in ensuring that Wooden Spoon remains ambitious, sustainable, and effective in delivering its charitable aims.

As a Trustee you will:

• Help shape the strategic direction of a respected national charity.

• Ensure resources are used effectively and responsibly.

• Support robust governance and accountability.

• Contribute your professional expertise and experience.

• Champion the voices and experiences of beneficiaries.

• Act as an ambassador for the charity.

• Help secure the charity's long-term sustainability and impact.

You will join a committed Board working collaboratively to improve outcomes for children and young people throughout the UK and Ireland.

Current Recruitment Priorities

To strengthen the diversity of expertise and experience on our Board, we are particularly interested in hearing from candidates with experience in one or more of the following areas:

Fundraising and Income Generation

Experience of:

• Charity fundraising

• Corporate partnerships

• Major donor fundraising

• Trusts and foundations

• Philanthropy

• Legacy fundraising

• Sponsorship

• Income generation strategy

• Supporter engagement

Commercial Leadership

Senior-level experience in:

• Business leadership

• Business development

• Strategic growth

• Sales and marketing

• Revenue generation

• Corporate partnerships

• Organisational transformation

• Entrepreneurship and innovation

Lived Experience

We particularly welcome applications from individuals with lived experience relevant to the communities and beneficiaries we support, including:

- Disability
- Mental health challenges
- Neurodiversity
- Socio-economic disadvantage
- Special educational needs
- Experience as a parent, guardian, or carer

We recognise that lived experience provides valuable insight and helps ensure the voices of those we support remain central to Board discussions and decision-making.

Trustee Role Description

Role Purpose

Trustees are responsible for the overall governance and strategic direction of Wooden Spoon.

Working collectively as members of the Board, Trustees ensure the charity is effectively governed, financially sustainable and focused on delivering meaningful outcomes for children and young people.

Trustees must always act in the best interests of Wooden Spoon and ensure that the charity remains true to its vision, mission, and values.

Whilst Trustees are responsible for the strategic direction of Wooden Spoon, they are not expected to be involved in day-to-day operational considerations.

Key Responsibilities

In addition to having a number of the skills, knowledge, and experience as per the recruitment priorities detailed above, Trustees are responsible for:

Governance

- Ensure the charity complies with its governing document, Charity Commission requirements and relevant legislation.
- Uphold high standards of governance, accountability, and transparency.
- Protect the charity's assets, reputation, and values.
- Monitor risks and ensure effective control systems are in place.

Strategy

- Contribute to the development and oversight of organisational strategy.
- Ensure activities remain aligned with charitable objectives.
- Monitor organisational performance and impact.
- Support innovation and continuous improvement.

Financial Stewardship

• Oversee the financial sustainability of the charity.

• Approve budgets and annual financial plans.

• Review financial performance and risk management arrangements.

• Ensure resources are used effectively and responsibly.

Fundraising and Sustainability

• Support the charity's fundraising ambitions through advocacy and networking.

• Promote awareness of Wooden Spoon among potential supporters and partners.

• Identify opportunities that may strengthen future funding and sustainability.

Board Participation

• Attend and actively participate in Board meetings.

• Review papers and prepare adequately for meetings.

• Serve on committees or working groups where appropriate.

• Participate in Board development and strategic planning activities.

Ambassadorial Responsibilities

• Represent Wooden Spoon positively and professionally.

• Promote the charity through professional and personal networks.

• Support the charity's profile, reputation, and visibility.

Person Specification

Essential

All Trustees should demonstrate:

• Commitment to the vision, mission, and values of Wooden Spoon.

• Passion for improving outcomes for children and young people.

• Strategic thinking and sound judgement.

• Integrity and strong ethical standards.

• Ability to work collaboratively as part of a Board.

• Confidence to offer support and constructive challenge.

• Strong communication and interpersonal skills.

• Commitment to equality, diversity, and inclusion.

Desirable

• Previous Trustee or Non-Executive Director experience

• Charity sector knowledge

• Safeguarding experience

• Grant-making experience

• Impact measurement and evaluation

• Finance, legal, HR, communications, or digital expertise

• Strong regional or national networks

Time Commitment

Trustees should expect to commit approximately 12-15 days per year including:

• Four Board meetings and one strategy day annually

• Committee meetings where applicable

• Annual Conference attendance (usually in October)

• Board development sessions

• Occasional project visits and charity events

Trustees are encouraged to actively engage with the charity whenever possible.

Term of Appointment

• Initial appointment of three years.

• Eligible for reappointment in accordance with the charity's governing arrangements.

• Maximum tenure generally limited to nine years.

• Appointment subject to satisfactory references and eligibility checks.

Equality, Diversity, and Inclusion

Wooden Spoon is committed to building a diverse and inclusive Board that reflects the communities and beneficiaries we serve.

We actively encourage applications from people of all backgrounds and experiences, including groups that are currently underrepresented in charity governance.

We recognise the importance of diverse thinking, lived experience, and inclusive leadership in creating effective governance and stronger decision-making.

Appointments will be made on merit while recognising the benefits of diversity in all forms.

Trustee Support and Development

New Trustees will receive:

• A comprehensive induction programme.

• Governance and charity law guidance.

• Support from the Chair, fellow Trustees, and executive team.

• Opportunities to visit funded projects and see the charity's impact first-hand.

How to Apply

Please submit:

• A completed application form

• A current CV

Applications should be sent to:

Ben Waterhouse, Chief Operating Officer: bwaterhouse@woodenspoon.org.uk

Closing Date: Sunday 6th December

Interview Date(s): Week commencing 14th December

Further Information

For an informal discussion regarding the role, please contact:

Ali Gilbert, Chair of Trustees: aligilbert25@outlook.com
