

Trustee recruitment information pack

Forest of Avon Trust



We're looking for a new Trustee to join our Board

At Forest of Avon, we're planting hundreds of thousands of trees across the West of England, bringing woodlands and people together to create healthy, inspiring and resilient places where communities and nature can thrive.

Could you be part of this mission?

We're looking for a Trustee who cares about making a positive impact and is willing to share their skills, ideas, and enthusiasm. You'll help shape our strategy, ensure strong governance and support our work to run effectively.

We're particularly interested in hearing from people with expertise in:

- finance and business
- human resources and safeguarding
- community engagement and organising
- grant fundraising, in particular green finance opportunities

You don't need any previous trustee experience to do this role. We're committed to building a diverse board and encourage applications from people of all ages, backgrounds and experiences.

How to apply

To apply for this role, please read through this information pack. In here, you'll find more information about Forest of Avon Trust, the role description and the application process.

You can also join a webinar on Tuesday 29th September to learn more about being a Trustee with us. Please use this link to sign up:

[Join our webinar to learn more about being a trustee at the Forest of Avon Trust](#)

Closing date for applications: 18th October 2026

About Forest of Avon Trust

The Forest of Avon Trust is one of 15 Community Forests in England, covering Bristol, Bath and Northeast Somerset, South Gloucestershire and North Somerset. We work with partners, landowners, local people and community groups to plant and nurture trees, ensuring they thrive into the future.

Over its 30-year history, the Forest of Avon Trust and its community have planted and maintained over one million trees. Since 2020, we have been supported by the Defra Trees Programme through the Trees for Climate (TFC) scheme, allowing us to create new woodlands at our fastest rate ever.

We also help people enjoy and benefit from local trees and woodlands by running woodland-based wellbeing sessions. These support people living with dementia and their carers, people who have experienced a cardiac event, and adults with complex mental health needs.

In 2025, the Forest of Avon Trust successfully bid to create the Western Forest, the UK's first new national forest in 30 years, spanning Gloucestershire, the West of England and Wiltshire. The Western Forest has a Programme Board which is accountable to the Forest of Avon Trust Board.

Our vision

Healthy trees and woodlands, established, cared for and enjoyed by communities, for people's quality of life and a sustainable future.

Our mission

To work with and resource communities and partners to establish, nurture and benefit from flourishing trees and woodlands across the region.

Our focus

- creating new tree and woodland habitats
- caring for existing tree and woodland habitats
- offering health and wellbeing activities

This is an exciting time to be joining the Forest of Avon Trust Board. With TFC funding secured until 2030 and continuing development of the Western Forest, we have a strong foundation from which to further develop our strategy, build on our achievements and shape an ambitious future.

Our staff

Based in St Paul's, Bristol, we currently employ 23 people: 15 with the Forest of Avon Trust and 8 with the Western Forest. Our Management Team includes CEO, Head of Finance, Woodland Creation Manager, Woodland Management Lead, Lead Nature & Health Practitioner, and Funding & Impact Manager.

We are also looking to create staff support structures in partnership with our Board of Trustees.

Our board

We currently have a Board of seven Trustees with a range of skills. They oversee the overall management of the charity. They also ensure that we have a clear strategy and that our work is in line with our vision.

Board members have a collective responsibility. This means that Trustees always act as a group and not as individuals.

The Forest of Avon Trust Board of Trustees meets quarterly, usually in person in Bristol on a weekday lunchtime. Meetings typically last two hours. Where necessary, additional meetings may be arranged and are generally held via Teams.

There is currently one sub-committee – the Finance subcommittee which meets quarterly, remotely via Teams.

Learn more about Forest of Avon Trust:

- [Our website](#)
- [Accounts](#)
- [Impact Report](#)
- [Western Forest](#)

What are we looking for?

While prior leadership, governance or advisory experience is welcomed, we also encourage first-time trustees to apply. We are especially keen to hear from individuals from **diverse backgrounds, younger candidates and those looking for their first trustee role**, as we work to make our Board more representative and inclusive, ensuring that the voices around our Board table reflect and understand the communities we exist to serve.

We are particularly interested in hearing from people who have:

- financial and business expertise
- human resources and safeguarding experience and expertise
- community engagement and organising experience
- grant fundraising experience, in particular expertise in green finance opportunities

Time commitment

We expect Trustees to commit an average of around two hours per month, including Board meeting attendance, preparation and occasional ad-hoc support where needed. There may also be opportunities to get involved through events, working groups and other activities.

Trustees provide strategic direction and oversight. They ensure effective, innovative and strategic growth so that there is an increase in the charity's ability to have a positive impact on all aspects of its work.

Travel expenses and reasonable costs associated with the role will be reimbursed by the charity.

Role description

Members of the Board of Trustees are responsible for the overall governance of the charity. This means making sure that systems and processes are in place to deliver:

- strategic direction, oversight and supervision
- compliance with legal and other duties
- financial viability

The day-to-day operational management of the charity is carried out by the Senior Staff Team under the leadership of the charity CEO.

Reports to: Chair of the Board of Trustees

Main relationships: Other Trustees, senior Forest of Avon Trust staff

Key responsibilities

Governance

- Understand the Forest of Avon Trust's aims and objectives, as set out in its governing document, and ensure the organisation operates in line with them.
- Help set the organisation's strategy, including its financial strategy, and monitor implementation and progress.
- Use your skills, knowledge and experience to support our work, set aside personal interests, and declare any conflicts of interest as they arise.
- Identify risks to Forest of Avon Trust and ensure they are monitored.
- Contribute to the Board's annual performance review.
- Help identify, recruit and induct new Board members and the Chair.
- Attend and contribute to relevant Board meetings and complete agreed tasks between meetings.
- Uphold policies and procedures relevant to the trustee role, including confidentiality, safeguarding and data protection.
- Uphold and contribute to our approach to equity, diversity and inclusion.

Representing Forest of Avon Trust

- Represent the Board's agreed position when speaking publicly on behalf of Forest of Avon Trust.
- Act as an ambassador and advocate for Forest of Avon Trust at events and online.

Working with staff and volunteers

- Understand and maintain the boundaries between the Board's governance role and the work of staff and volunteers.
- Support and constructively challenge the CEO and other staff to help ensure they fulfil their roles and achieve Forest of Avon Trust's objectives.
- Support the recruitment and induction of the CEO and senior management, as needed.

Legislative responsibilities

- Take a proactive approach to financial probity, health and safety, confidentiality and potential or actual conflicts of interest, in line with policy and legal requirements.
- You can find out more about a trustee's legislative responsibilities on the [Charity Commission website](#).

Personal skills and qualities

- Willingness and ability to understand and accept your responsibilities and liabilities as a trustee and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm for our vision and mission.
- Willingness to lead according to our values.
- Commitment to [Nolan's seven principles of public life](#): selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Terms and conditions

- The role of a Trustee is unpaid (reasonable expenses will be paid), and each term lasts for three years.
- Each Trustee may serve a maximum of three terms.
- There will be a mixture of in-person and online meetings and sessions in Bristol.
- Trustees should not miss more than three consecutive Board meetings unless due to exceptional circumstances.

Induction and support process

Recruitment doesn't end at appointment — induction, debrief and buddying are built into our process, not an afterthought. Joining a Board of Trustees can be a new and intimidating experience and we want to make sure that everyone that joins has a positive experience.

After appointment you will have an opportunity to spend some time with the Chair and CEO, meet the team and be assigned a Trustee “buddy” to help guide you through your first six months.

How to apply

We welcome applications in a variety of formats. Whether you prefer to send a CV, record a video, create an audio introduction, submit a written statement or use another method, we'd love to hear from you.

Choose the format that allows you to best demonstrate your skills, experience and why you would like to become a Trustee. If you need any support or adjustments during the application process, please let us know.

We are offering a live Q&A webinar on Tuesday 29th September. You can join this to find out more information about the Forest of Avon Trust and being a trustee. Please use this link to sign up:

[Join our webinar to learn more about being a trustee at the Forest of Avon Trust](#)

To discuss the role

If you would like to discuss the role and/or have any questions, please contact

Alistair Rankine, Chair, Forest of Avon Trust Board
email: alister.rankine@forestofavontrust.org Tel: 07517 278985

Or

Ped Asgarian, CEO, Forest of Avon Trust

email: ped.asgarian@forestofavontrust.org Tel: 07375 842732

Submitting your application

Please send your application to: info@forestofavontrust.org

Recruitment timetable

- **Closing date:** 18th October 2026
- **Candidates informed of outcome:** 23rd October 2026
- **Interview dates:** w/c 26th October and 2nd November 2026

We will invite initially successful candidates to attend and observe a board meeting on Wednesday 11th November 12-2pm before final selection.