

## TRUSTEE RECRUITMENT PACK

Hi,

Thanks for your interest in becoming a trustee for Farmstrong Scotland, a Scottish Charitable Incorporated Organisation (SCIO). To ensure the charity remains current, we are looking to appoint up to three new trustees to our already-strong voluntary board, supporting a staff team, led by Programme Director Alix Ritchie.

Farmstrong is an action-based, social good programme aimed at enhancing the wellbeing of farmers, crofters and the wider Scottish agricultural community. We go to where farmers and crofters are to share practical information and tools based on the latest wellbeing science. In particular:

- At agricultural events through community engagement where farmers socialise, learn and have fun.
- In agricultural media and online via farmer stories about the practical steps they take.
- Through educational content delivered face-to-face and via multimedia platforms.
- By supporting initiatives to help farmers connect, get off farm and improve their wellbeing.

Driven by research, Farmstrong conducts an annual survey and regular evaluations to guide its content and delivery.

We may be a new charity but we have big ambitions to enable people in Scotland's agricultural community to lead happier, healthier, and more fulfilling lives, creating more productive and sustainable businesses. For those who require one-to-one support, or are unwell, we signpost to existing services such as RSABI, NHS, Samaritans and Breathing Space.

We are looking for people who are passionate about Farmstrong, so even if you haven't been on a board before, but are keen to share your skills and experience, please consider applying. The closing date for applications is Monday 9<sup>th</sup> December 2024.

If you need any more information about the role of a non-executive charity trustee or about Farmstrong Scotland please don't hesitate to give me a call.

Thanks,

*John Scott*

Chairman, Farmstrong Scotland  
07770863506



# FARMSTRONG SCOTLAND TRUSTEE RECRUITMENT PACK

## Our Vision:

To have a resilient and thriving agricultural community in Scotland who experience a high level of wellbeing, feel supported, and are prepared to handle challenges and adapt to change.

## Our Mission:

To work collaboratively to enable and grow a culture of wellbeing within the Scottish agricultural community.

## Our Values: Positive Culture, Supportive Community, Always Curious

### Positive Culture

- ✓ We focus on **positive** solutions and opportunities whilst acknowledging challenges.
- ✓ We will act professionally and show **respect** to one another and those within the industry.
- ✓ We will earn the **trust** of our teammates, stakeholders and the community.
- ✓ We create a **relaxed** environment by being friendly and approachable.
- ✓ We create opportunities for **fun**.
- ✓ We strive to **make people smile** in both our in-person and digital engagements.
- ✓ We strive to have a **good balance between work and life**.
- ✓ We are **adaptable** to meet the needs of an ever-changing world.
- ✓ Everything that we do must **feel Farmstrong** – this will come from living our values.

### Supportive Community

- ✓ We will be **respectful** to ensure that everyone feels welcome and valued within the Farmstrong **community**.
- ✓ We will actively listen to understand other people's perspective and make **meaningful connections**.
- ✓ We will **support** each other and those within the agricultural community and signpost when required.
- ✓ We will work **collaboratively** with each other, the community and stakeholders to deliver the Farmstrong vision.
- ✓ We will strive to **inspire** others through **peer-to-peer** stories and knowledge transfer.
- ✓ We will show empathy to each other and the agricultural community to ensure we stay **relatable**.
- ✓ We will **engage with integrity** – our actions will be honest, authentic and transparent.
- ✓ Enjoying **food together** is important to us.
- ✓ We will help foster opportunities to enjoy **social** events and interactions.

### Always Curious

- ✓ We are **evidence-based** and backed by scientific or wellbeing research from either our own research or other sources.
- ✓ We will create learning opportunities to **enable positive change**.
- ✓ We will not be afraid to **do things differently**.
- ✓ We will create space to have **conversations** that challenge ourselves and our community.
- ✓ We will create opportunities for **self-reflection**.
- ✓ We will strive to adopt the **5 Ways to Wellbeing** and share its benefits.
- ✓ We will provide opportunities to **grow and thrive** as a team, as a programme and as a community.
- ✓ We encourage people to find out **what works for them and lock it in**.

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## Our Strategic Priorities:

1. Ensure a sustainable future for Farmstrong Scotland.
2. Support people to share Farmstrong messages and content within their community.
3. Share stories, practical information and tools to allow farmers and crofters to improve their own wellbeing.
4. Ensure a robust monitoring and evaluation strategy to showcase impact and guide the programme.

## What would I be expected to do?

- ✓ Uphold and adhere to the highest standard of charity governance as set out by the Charities and Trustee Investment (Scotland) Act 2005.
- ✓ Be an ambassador and an advocate at all levels for Farmstrong Scotland.
- ✓ Contribute to the strategic direction of the charity, underpinned by appropriate values and behaviours.
- ✓ Monitor the performance of the executive against the organisation's strategic and operational plans.
- ✓ Be able to explain the main factors affecting long-term success and contribute to the identification and monitoring of risk.
- ✓ Participate in meaningful discussions at Board (and committees) with your expertise, skills, knowledge, and experience.
- ✓ Scrutinise Board papers and create an environment of robust debate where challenge, support and diversity of thought are essential components.
- ✓ Active input into discussions, apply good judgement and contribute to the decision making process.
- ✓ Make difficult decisions when required.
- ✓ Maximise your networks and identify opportunities that will benefit Farmstrong Scotland.
- ✓ Build constructive, positive relationships with other Trustees and staff with a willingness to listen and understand.
- ✓ Be responsive to a changing world, actively engaging with and learning about developments in the charity sector and beyond.

## What the Farmstrong Constitution Says...

As per the constitution, each of the charity trustees has a duty, in exercising functions as a charity trustee, to act in the interests of the SCIO; and, in particular, must:

- ✓ seek, in good faith, to ensure that the SCIO acts in a manner which is in accordance with its purposes;
- ✓ act with the care and diligence which it is reasonable to expect of a person who is managing the affairs of another person;
- ✓ in circumstances giving rise to the possibility of a conflict of interest between the SCIO and any other party:
  - put the interests of the SCIO before that of the other party; or
  - where any other duty prevents them from doing so, disclose the conflicting interest to the SCIO and refrain from participating in any deliberation or decision of the other charity trustees with regard to the matter in question;
- ✓ ensure that the SCIO complies with any direction, requirement, notice or duty imposed under or by virtue of the Charities and Trustee Investment (Scotland) Act 2005.

Every trustee is part of the board as well as a SCIO member and is jointly responsible for running the SCIO and managing its assets. More information can be found about the responsibilities of SCIO trustees at [SCIOs: A Guide](#).

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## What Skills Do I Need?

This is an opportunity to bring your knowledge and expertise to our management committee, to contribute to the direction of Farmstrong and help in the board's decision making.

For this round of recruitment we are looking for individuals with experience in:

- ✓ Crofting
- ✓ Wellbeing
- ✓ Fundraising

Additionally, in line with Farmstrong's values, the board are looking for trustees with the following attributes:

<b>Team Player:</b>	Be focused on positive solutions and opportunities and work as a key player as part of the team.
<b>Supportive:</b>	Respectful, supportive and willing to work collaboratively with other trustees, the team, stakeholders and the wider community.
<b>Reliable:</b>	The ability to respond to internal and external communications in a timely manner, meeting deadlines and attending meetings.
<b>Communication:</b>	Effective communication skills so you can communicate with trustees, the team, stakeholders and the wider community.
<b>Passionate:</b>	Have a passion for the work of Farmstrong and a desire to make a positive contribution.
<b>I.T. Skills:</b>	Ability to use Teams and other I.T. systems effectively.
<b>Accepting:</b>	Accepting of others who might be different to you and the ability to work as part of a diverse team.

This is a great opportunity to gain experience at board level, to network and for personal and professional development.

## When and Where do you need me?

Trustees are required to attend a minimum of 2 in person meetings, 2 online meetings and an annual general meeting (AGM) each year, dates of which will be agreed at the AGM.

As per the constitution, any charity trustee can serve for a period of three years, after which they shall automatically vacate office of expiry of that 3-year period.

## What's in it for me?

As one of our valued volunteers, Farmstrong will offer you:

- The opportunity to make a difference to the lives of farmers and crofters in Scotland.
- Any training and development that is required.
- The chance to develop your skills and gain experience.
- The opportunity to meet new people and be part of a diverse team.
- Support within your role.
- Any out-of-pocket travel expenses.

## Executive Team

The executive team consists of the Programme Director, Programme Coordinator and Community Engagement Specialist who work to deliver the operational plan as guided by strategic direction from the non-executive trustees.

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## Our Trustee Code of Conduct

1. Members of the Farmstrong Scotland board of trustees are responsible for good governance in the organisation, and as such have a duty to accept the responsibilities of their position and to act at all times in the best interests of Farmstrong Scotland and its beneficiaries, ahead of any other professional or personal interest. The general principle to be observed is that the trustees will avoid action or inaction which cannot be justified to the board, Farmstrong Scotland members, or the public. Equally, the trustees should be alert to anything which might give rise to suspicion of improper conduct or bring the organisation into disrepute.
2. On appointment and during business meetings, trustees are required to declare any and all relevant interests and be alert to any potential conflicts.
3. In order to fulfil their duties, trustees should uphold certain values and principles. These include:
  - Acting at all times in the best interests of the organisation and its beneficiaries, ahead of any professional or personal interest
  - Acting in accordance with the organisation's governing document and any relevant legislation
  - Acting collectively at meetings, with honesty and integrity, respecting confidentiality and diversity of opinion
  - Enhancing the organisation's reputation, taking an active interest in its work
  - Upholding the values and principles of the organisation
  - Maintaining good relationships with other trustees and with staff, volunteers, members and other people in the organisation
  - Actively contributing to the work of the board by regularly attending meetings and preparing and participating in discussion and decision-making.
4. Trustees are expected to attend board meetings, and that this is understood to mean at least 75% of all meetings in any given year unless there are mitigating circumstances.
5. In accordance with section 43 and 44 of Farmstrong Scotland's constitution, a trustee may be removed from office where they have committed a material breach of this Code of Conduct, or where they have failed to comply with the Conflicts of Interest Policy.

### How to Apply...

To apply please complete the [application form](#) (QR code on next page). Please include text within the application form (no more than 250 words) or send a video (no more than 2 minutes) to [alix@farmstrongscotland.org.uk](mailto:alix@farmstrongscotland.org.uk) explaining why you would like to join our board and the skills and experience you'd bring to Farmstrong Scotland.

For more information about the role please contact Programme Director, Alix Ritchie by email: [alix@farmstrongscotland.org.uk](mailto:alix@farmstrongscotland.org.uk) or Chairman, John Scott [chair@farmstrongscotland.org.uk](mailto:chair@farmstrongscotland.org.uk).

**Closing date for applications is Monday 9<sup>th</sup> December 2024.**

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## Farmstrong Scotland Trustee Application Form

