



Chair and Trustee Recruitment Pack

Who we are

The Orchard Project is the only organization solely dedicated to the creation, rejuvenation and celebration of community orchards in the UK. Our team of 16 staff across England and Scotland work with communities to develop thriving and productive community orchards, supporting groups to grow, harvest and enjoy their own local fruit. We have a track record of working with communities in deprived areas and 75% of the orchards we have planted are in the top third of areas in the UK with the highest indices of deprivation. This year our new social enterprise sees the launch of London's newest cider made purely from community sourced fruit.

Our Vision and Aims: Through our community urban orchards, we hope to strengthen communities, improve peoples' wellbeing and build resilience. We're dedicated to creating inspiring cities *lush with nature-rich, well-cared-for, community-run orchards used and valued by a wide range of people that are producing and distributing substantial amounts of healthy fruit, and food produced from that fruit, for a significant number of people.* Our aims, described below, are focused on three key areas:

Community Building - We strengthen communities and support individuals by:

- Bringing neighbours together to care for their local orchards
- Helping local people develop community enterprise using the produce of urban orchards
- Embedding orchard management, community cooperation, food production techniques and organising skills

Food Security - We improve food security in urban areas by:

- Engaging the 'next generation' in fruit growing (e.g. through working in schools)
- Creating community orchards in deprived urban areas, especially food deserts and green deserts
- Bringing a sustainable and long-term approach to urban food growing

Conservation - We conserve green spaces and encourage biodiversity by:

- Enhancing the biodiversity in urban areas by ensuring that orchards are planned, planted and managed in ways that encourage fertility and biodiversity in the soil, the flora and the fauna
- Supporting the protection of orchards and celebrating orchard heritage
- Restoring old orchards which have fallen into disuse, maintaining unique, old orchard biodiversity



At the heart of our work is a community development approach to orchard management. Involving and supporting volunteers in their own community to manage their orchard is the best way to integrate the needs of communities with the needs of urban orchards.

We don't manage or own these community orchards – we skill up and empower groups of volunteers in their local community to manage them providing training and on-going support. We invest in the long term, building strong communities that will support the rich local ecosystem of the orchard to flourish, establishing a productive, improved and valuable community green space for generations.

Why Our Work Is Needed

Community and People Building: Through our work, people have told us they've met their neighbours for the first time, been to their local green space for the first time and have started to become more active. Our programmes support groups of people to plan and deliver events, activities and projects together. Our training builds the skills of local people to care for fruit trees, manage the land, produce drinks and other produce from their harvests and builds their knowledge of orchard heritage and traditions.

Through events, training, working in schools and our new accredited training scheme, we bring communities together and build life skills and voluntary experience that support future work and learning opportunities.



Conservation and Biodiversity: Orchards and associated wildlife have declined considerably across the UK: 60% of England's orchards have disappeared since the 1950s, resulting in the loss of fruit varieties and biodiversity.

Orchards provide a particular habitat that allows a range of general and specialist species to thrive, some of which have declined significantly in line with this orchard decline. In London the loss of orchards from last century exceeds 98% with most lost to housing development, businesses and infrastructure. As with other semi-natural habitats, orchards require management to avoid them developing dense thickets of scrub that can swamp the trees, and losing the habitats of the rich mosaics of grasslands, hedgerows and wildflowers that are associated with a properly maintained orchard.



Through our work, we ensure that local, passionate, community groups have the skills and knowledge to maintain orchards for years to come.

Food Security: People living in deprived urban areas are more likely to have a poor diet, less green space and access to less fresh, locally grown produce. Research shows that around 25% of urban areas are now "food deserts".

Orchards in community spaces produce food for generations, are relatively easy for community groups to maintain compared to other urban food growing projects, and allow community green spaces to be used for a variety of other activities alongside the orchard.

Through our work in schools, where we have planted orchards and developed a range of curriculum resources, we help build the next generation's understanding of food growing and the value of local, healthy fruit. In doing so, we help challenge the rise in childhood obesity and increase the chances of community orchards being cared for and created in future years.

Climate change and other geopolitical changes threatens our food security. Transport of food from long distances increases damage to the environment and decreases our access to fresh, locally grown food. In 2011, only 33% of apples eaten in the UK were home grown. Overall, 90% of fruit consumed in the UK is imported.

By investing in the creation of locally grown food, and building peoples' understanding of its value, we help to play a role in shifting the focus back to UK-grown food, and make our communities more resilient to these threats as a result.

We need you!

After several years of success and growth we are now looking **for a new chair and new trustees to join our board.** We are seeking to increase the size of our board by three, taking it to a total of 8 Trustees. Within this, we are looking for a new Chair to lead our charity. Following changes in life circumstances, our current Chair Carina Millstone, is unable to provide the time needed to lead our board and support our Co-CEOs but intends to remain active with the organization.

We are looking for new expertise and energy and, for the Chair role in particular, someone with substantial experience of governance in either the commercial or charity sector. Currently our Board consists of five trustees with varied experience and skills including global food supply chain directorship, procurement, environmental policy, charity management, and business development. We are a lively and friendly Board and we are keen to welcome new people to engage in our exciting journey.

This is an amazing opportunity to get under the hood of our ambitious and dynamic charity and help us with our mission. As a national charity we have reach, but are also small enough to be very agile with decision making. Your input will make a huge difference to our development.

The Chair will be responsible for leading strategic decision-making, guiding the development of our plans and ensuring engagement with key stakeholders, internally and externally. The new Chair will also be skilled in leading a non-executive committee and in people management. We have set out the key skills and experience we seek in our new Chair below.

We are seeking individuals who demonstrate a keen interest in and affinity with The Orchard Project's aims and values.

The roles are unremunerated, although reasonable expenses are paid. The annual commitment will be based around 4-6 Board meetings. Other internal and external inputs lead us to anticipate that the Chair will need to commit a minimum of 12-15 days per year in fulfilling their role.

Chair and Trustee person specification

Role of Chair of the board of trustees

- Leading the board and the organization to enable it to fulfill its purpose.
- Ensure effective internal and external relationships
- Support and people manage our CEO's and hold the staff to account
- Ensure meetings and the AGM are well planned and managed
- Lead an engaged, highly motivated, innovative and visionary team of trustees
- Chair committee meetings ensuring:
 - A balance is struck between covering the agenda and ensuring space for discussions and decisions
 - Decisions, actions and deliberations are adequately minuted.
 - The implementation of decisions is clearly assigned and monitored.



- Adequate support and supervision arrangements are made for the CEO and any other staff/volunteers directly managed or reporting to the board.

Essential requirements of the Chair

- Considerable experience of charity governance and familiarity with charity law
- Possesses tact, diplomacy, and senior leadership experience
- Possesses relevant knowledge and experience of running fast-growing organizations
- Skilled in running effective meetings and facilitating the engagement of key stakeholders
- Skilled in managing senior people, as the Chair will be responsible for people management of our 2 Co-CEO's



Essential requirements for all Trustees

- A commitment to, and understanding of, the activities of The Orchard Project
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Sound intellect, independent judgment and strategic vision
- Experience of strategic decision-making, and the ability to operate effectively at Board level or equivalent
- Excellent communication skills, and the ability to act as an ambassador with people of all backgrounds; and to be an articulate and enthusiastic exponent of our strengths
- Strong team player
- Willing to engage in regular Board meetings and occasional profile raising at public events organized by or for the charity, e.g. apple day, tree planting, orchard leader conferences
- Willing to tap into own networks to create new opportunities for income generation

Desirable knowledge and experience for all Trustees

We would ideally like all trustees to bring one or more of the following areas of expertise:

- Innovative fundraising and income generation strategies
- Development and start up of small businesses
- Marketing and communications
- Secretarial duties including recording meeting minutes and providing administrative support to the Chair and CEO for Board meetings
- Detailed knowledge of and experience in Charity law

5. How to apply

For initial enquiries or informal discussion about these roles, please call Kath Rosen (Co-CEO of The Orchard Project) on 07977 457 395

To apply for the role of Chair

Please send your CV and a brief expression of interest (max 2 sides A4) setting out why you want the role, and how you meet the essential requirements of all Trustees, as well as the particular requirements of a Chair, as set out above.

To apply for the position of Trustee

Please send your CV and a brief expression of interest (max 2 sides A4), setting out why you want the role and how you meet the essential requirements *and* any of the desirable knowledge and experience criteria.

Please send your letters and CV to Kath Rosen Co-CEO of The Orchard Project ceo@theorchardproject.org.uk

Equalities and diversity are very important to The Orchard Project and we would be grateful if you would take 2 minutes to complete our diversity monitoring survey and send this to our administrator Nonki on nonki@theorchardproject.org.uk

The closing date for applications is September 11th 2017. However we will be monitoring applications as they come in and may appoint sooner than this if we find the right people. If you are interested, please apply soon.

Thank you for your interest in our work and we look forward to hearing from you.

