

Trustee Recruitment Pack



A Letter from our Trustees

Dear Applicant,

Hawkwood is a special place that does special things. In recent years the charity has transformed its role as a local, national and international hub for education and creativity, particularly in relation to the arts, well-being and the environment. We have some ambitious plans for the future, including expanding our existing on-site programmes and our online offer, forging new partnerships and developing our wonderful place - a listed, historic building sited on 42 acres of beautiful countryside.

We are keen to attract Trustees who have particular expertise in arts and culture, and/or education, and/or sustainability, as well as marketing and fundraising. We are also looking for a collaborative style to ensure a supportive Board culture.

Of equal importance is an interest in and empathy with the purpose, values and ethos of Hawkwood and an understanding of charity governance and the role of a Trustee. Being a Trustee requires commitment and dedication but in return, you'll be able to meet a wide range of people and have the opportunity to engage with and contribute to the work of Hawkwood and to attend wonderful events.

Hawkwood recognises the positive value of diversity and challenges discrimination. We welcome and encourage applications from first time trustees and people of all backgrounds but - because of current under-representation on the Hawkwood Board - particularly people with global majority backgrounds and disabled people.

Thank you for your interest in becoming a Trustee of Hawkwood. We look forward to hearing from you.

Louisa Harris
Chair of Nominations Committee

About Hawkwood

Inspiring creativity, leadership, wellbeing,
and sustainability for a better future.

Hawkwood The Centre for Future Thinking
offers a curated programme and
inspirational space for education and
residencies in the areas of arts and
creativity, wellbeing, sustainability and
transformational leadership.

We believe creativity, personal
development, wellbeing and a connection to
the natural world has the power to inspire
individuals and society to shape a
sustainable and equitable future.



We focus our programme of activities on four key areas:

A Place to Grow

Providing residential and digital courses and events, in the arts, music, wellbeing, future-thinking and transformative leadership.

A Place to Create

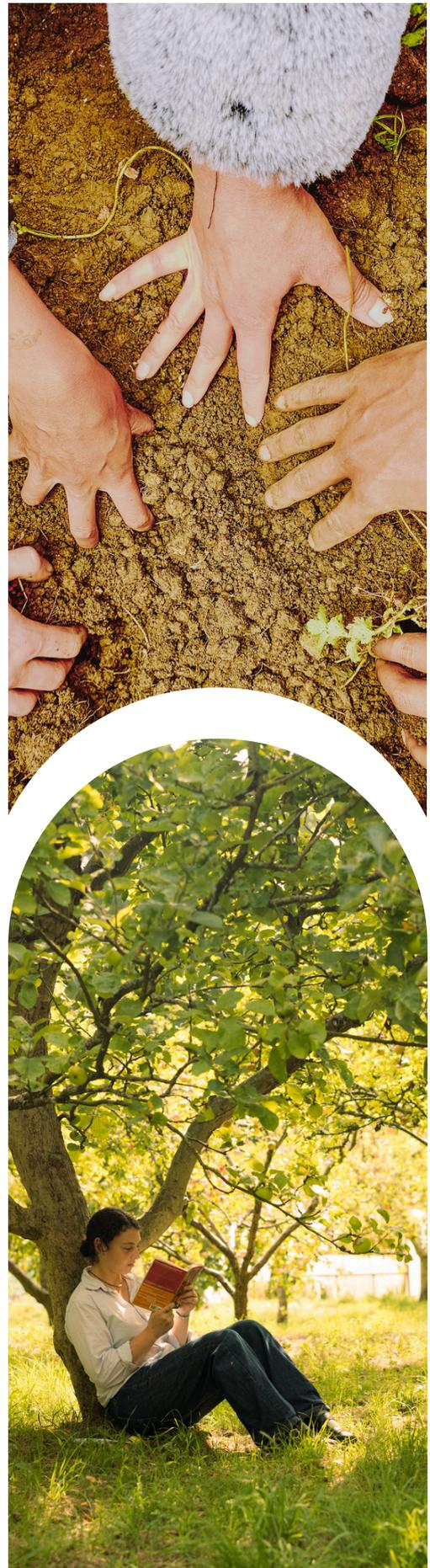
Providing artists from local, regional and national arts organisations with support and full board and lodging to create work.

A Place for Conversation

Providing events, talks, and films addressing the pressing issues of our time to inspire people to make a difference, as well as providing a venue for forward-thinking organisations.

A Place to Explore

Providing free access to our beautiful estate where everyone can reconnect with nature.





“Not only a place people come to learn, but a source of ideas, challenging dialogue, art and artistry, new understandings, personal growth and human development.”



Our Estate

We aim to be a beacon of sustainability both in the way we work and how we manage our land. The main buildings at Hawkwood are the house comprising 20 bedrooms, 5 group rooms and a kitchen dining room. There is also an adjacent converted stables housing The Jonathon Porritt Library, The Studio and further accommodation.

The estate occupies forty-two acres and is run along biodynamic lines. We have several tenancies including Stroud Community Agriculture, a community-supported agriculture collective which ensures a sustainable organic approach to land management. We also have mature gardens, an orchard, an outdoor community classroom, a woodland sanctuary and a ponds and wetlands system.

Please visit our website:
www.hawkwoodcollege.co.uk

To view our accounts and 2024 annual review head to:
<https://www.hawkwoodcollege.co.uk/about-us>

Discover Hawkwood



Visit [our website](#) to see our short film about our work.

We also regularly update information about Hawkwood on our social media. You can find out more about our work on:



LINKEDIN

Follow us on LinkedIn to see our updates about Hawkwood, our courses and venue hire opportunities.

www.linkedin.com/company/hawkwood-cft



YOUTUBE

To discover more about Hawkwood find our Youtube channel to watch talks and videos of our events.

www.youtube.com/hawkwoodcft



FACEBOOK

Like our page and see our updates. Post to our page, photos or thoughts about your stay @HawkwoodCFT.uk

www.facebook.com/HawkwoodCFT.uk



INSTAGRAM

Follow us to see exclusive content about Hawkwood's courses, events, food and beautiful surroundings. @hawkwood_cft

www.instagram.com/hawkwood_cft

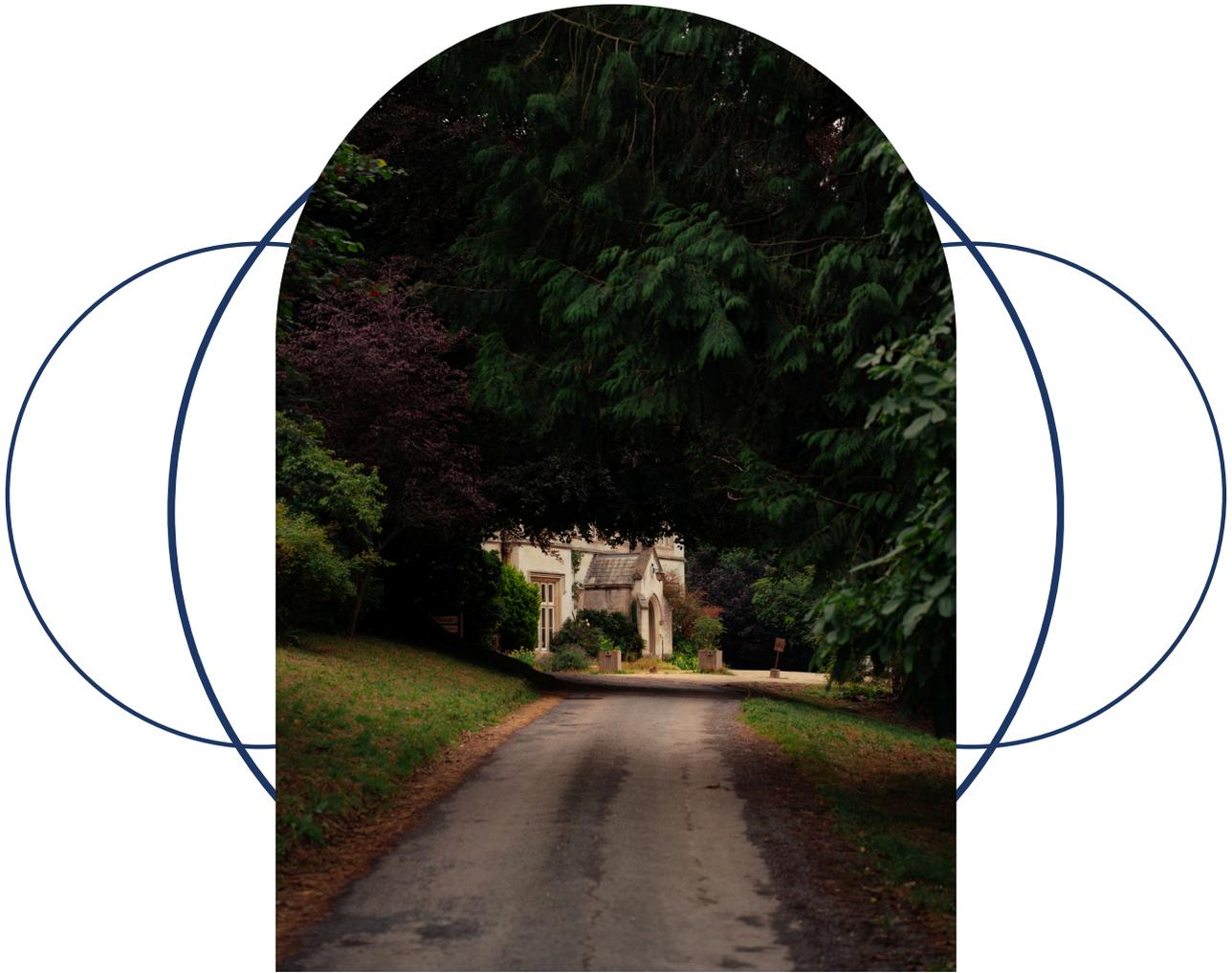


PODCAST

Listen to our podcast with guests from renowned speakers to local activists highlighting our ethos.

www.hawkwoodcollege.co.uk/connect-with-us/listen-to-our-podcast





Role Description

As a Trustee, you will share Hawkwood's commitment to education, the environment, and the arts. You will provide Hawkwood with leadership and ensure it is governed appropriately. You will need to develop a good understanding of all we do in order to support the charity. The role of a Trustee at Hawkwood requires a commitment of time and engagement with the activities of Hawkwood. Prior trustee experience is not required.

The rewards are debate and discussion over a wide range of interesting and important topics, a collaborative spirit among Trustees and staff, and respect for each other's expertise and personalities. The opportunity to guide the strategy and develop the meaningful long term vision of a special place set in beautiful surroundings with generous hospitality, will hopefully add to the pleasure and satisfaction of working with us.

Responsibilities

Key Trustee Responsibilities:

1. Make sure that Hawkwood is carrying out its purpose for public benefit

- Have a good understanding of Hawkwood's purpose
- Agree on a strategy for Hawkwood which will deliver a challenging programme that reflects our values and is financially sustainable

2. Comply with Hawkwood's governing document and the law

- Make sure that Hawkwood complies with its charity law requirements
- Be able to demonstrate that Hawkwood is well-run and effective

3. Act in Hawkwood's best interests

- Make balanced, adequately informed decisions, for the long-term as well as the short term
- Avoid putting yourself in a position where your duty to Hawkwood conflicts with your personal interests or loyalty to any other person or body
- Not receive any benefit from Hawkwood unless it's properly authorised and is clearly in the charity's interests; this also applies to anyone who is financially connected to you, such as a partner, dependent child or business partner

4. Manage Hawkwood's resources responsibly

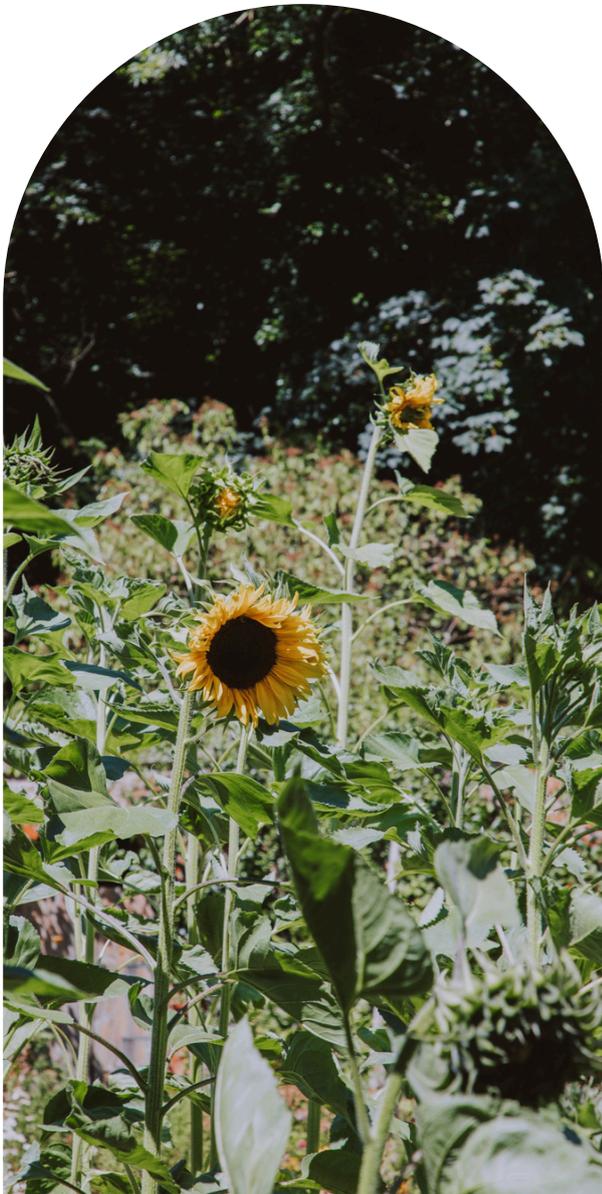
- Act responsibly, reasonably and honestly
- Make sure Hawkwood's assets are only used to support or carry out its purpose
- Not take inappropriate risks with Hawkwood's assets or reputation
- Take special care when investing or borrowing
- Comply with any restrictions on spending funds

5. Act with reasonable care and skill

- Use reasonable care and skill, make use of your skills and experience and take appropriate advice when necessary, and give enough time, thought and energy to your role as a Trustee.



What we're looking for —



We are keen to attract up to 3 Trustees and we're looking for people who have particular knowledge and experience in the fields of education, the arts, sustainability, marketing and fundraising. We are also looking for a collaborative style to ensure a supportive Board culture.

1. Committed to the values and objectives of Hawkwood
2. Committed to promoting Hawkwood using your networks to support our work
3. Good independent judgement
4. Commitment to maintaining Hawkwood's reputation as an educational establishment and a creative and socially impactful charity with innovative land management practices and enterprise
5. An ability to work effectively within an interdisciplinary board whilst contributing your independent perspective and expertise
6. Generosity of spirit, curiosity and openness to progressive ideas and new possibilities
7. A sense of fun, compassion and boldness

You must also be at least 18 years of age and not disqualified from being a Trustee under the Charities Act.

Our Commitment to You



The role is unpaid but reasonable expenses relating to travel and accommodation during Trustee and other meetings or certain events are paid for by Hawkwood.

You will be given an induction to Hawkwood and the role, including:

- An introduction to Hawkwood's work and finances by the Chief Executive
- A tour of the estate and introduction to heads of departments and other team members
- Ongoing and comprehensive support from the Chief Executive and other senior managers as required
- An opportunity to influence Hawkwood The Centre for Future Thinking's strategy
- Support with any access needs
- We aim to ensure a culture of care, inclusion and respect in all our interactions

Your Commitment to Us

Being a Trustee requires a commitment of time for both formal and informal engagements. You will be required to attend 4 quarterly board meetings at Hawkwood each year. Board meetings are usually held in early January, April, July and October and take place over half a day - typically starting with lunch and finishing by 5pm. You may also sit on Committees and ad-hoc working groups as required.

The Trustees may also take on additional advocacy roles relevant to their specific skills or knowledge area which will require additional commitment outside of the meeting cycle. We understand that Trustees may have wider work, health or access constraints and we are always open to a conversation.

Trustees normally serve for up to 3 terms of 3 years.



Our Trustees



Megan Attwooll



Lord Michael Richard

Chairman



Chris Durant



David Harraway

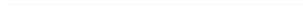


Louisa Harris



Ela Pathak-Sen

View our
Trustee Page:



Further Information



Hawkwood is registered in England as a company limited by guarantee (company no. 00599678) and a charity (Charity no. 311767). The charity exists to support education and the arts in a sustainable environment, and owns 42 acres of land at Hawkwood, employs 12 full-time employees and up to 50 casual staff, runs over 300 events a year and manages various tenancies. We welcome over 20,000 people to the estate every year. Our beneficiaries come from the local community, across the UK and internationally.

For further information about Hawkwood and our activities, please visit our website.

www.hawkwoodcollege.co.uk

How to Apply

Expressions of interest can be submitted in any form – by letter and CV, video, or other forms that best represents you and the talents that you can bring to Hawkwood.

Applications will be considered by the Board's Nominations and Remunerations Committee, chaired by Louisa Harris and selected applicants will be invited for an interview by the Committee. There is also an opportunity to discuss the role with the Chief Executive. Applications will be assessed fairly and confidentially and selection will be values led as well as skills led.

**Please send your application to Sarah Warner, PA to CEO:
ceoassistant@hawkwoodcollege.co.uk**

Dates

Application deadline: 13 April 2026

Initial shortlisting w/c: 15 April 2026

Interview date w/c: 20 April 2026

Formal appointment as Trustee at AGM in July (or beyond)

For further information or an informal discussion please contact:

Alicia Carey, Chief Executive and Company Secretary

alicia.carey@hawkwoodcollege.co.uk / 01453 759 034 / 07703 258 188