



## Trustee Role Description and Person Specification

- Remuneration:** Unpaid. Although reasonable expenses for travel may be claimed.
- Time commitment:** Approximately 10 days per year, including preparation for and attendance at 3 board meetings per year and occasional virtual meetings.
- Location:** Most board meetings held in London, although one meeting per year may be held regionally across the UK.
- Reporting to:** Chair

### **Role Description:**

The role of a Trustee is to ensure that the Racing Foundation fulfils its duty to its charitable purposes.

The Racing Foundation's overarching charitable purpose is:

- *The advancement for the public benefit of any charitable purpose associated with the horseracing and Thoroughbred breeding industry or with equine welfare, in each case by making grants for such charitable purpose or purposes.*

The statutory duties of a Trustee are:

- To ensure the organisation complies with its governing articles of association.
- To ensure that the organisation pursues its objectives as defined in its articles of association.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive Officer and monitor his or her performance.

In addition, with other Trustees, to hold the charity “in trust” for current and future generations by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard.

As well as the various statutory duties, a Trustee should make full use of any specific skills, knowledge or experience to help the board make good decisions.

The above list of duties is indicative only and not exhaustive. The Trustee will be expected to perform all such additional duties as are reasonably commensurate with the role.

The Board of Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity. All Trustees should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual Trustees in any particular aspect of the governance of the charity.

#### **Person specification:**

Individuals are sought who have a strong empathy with the Racing Foundation’s charitable purpose. An interest in racing is essential, as is some prior experience of working within a charitable environment, either as a Trustee, volunteer or employee. Prior experience of grant-making would be desirable.

#### **Experience:**

- Successful experience of operating within a board in a charitable, public sector or commercial organisation.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision making.
- A history of impartiality, fairness and the ability to respect confidences.
- A track record of commitment to promoting equality and diversity.

#### **Knowledge, skills and understanding:**

- Commitment to the organisation and a willingness to devote the necessary time and effort.
- Willingness to speak their mind.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis.
- Good, independent judgement and strategic vision.

- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as a member of a team.
- An understanding of the respective roles of the Chair, Trustees and Chief Executive.

At this time, the Trustees believe that one or more of the following experiences, knowledge and professional backgrounds would be of particular relevance to the role:

- Experience and or knowledge of grant-making.
- Experience and or knowledge of environmental sustainability.
- Experience and or knowledge of social impact/social licence.
- A voice that represents the next generation.

Trustees are also open to considering someone from another industry, charitable foundation, equestrian sphere or sport with one or more of the above skills.

In addition, from the end of 2025, the Racing Foundation will be looking to recruit a Trustee to represent the Thoroughbred breeding industry and we encourage applicants with the relevant knowledge and expertise to express an advanced interest in this role.

The Racing Foundation is committed to creating a diverse environment within our own organisation and as such would very much welcome applications from people within those demographic groups that are currently under-represented on our Board.

We are aware studies have shown that people from historically underrepresented groups are less likely to apply for jobs unless they meet every single criteria. We are dedicated to building a diverse, inclusive and authentic Board, so if you're excited about this opportunity but your past experience doesn't align perfectly with every requirement in the role description, we still encourage you to apply.