



# Children's Sailing Trust

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## **HR Trustee**

### **Charity**

Children's Sailing Trust

### **Locations**

Trevassack Lake, Garras, Helston TR12 6LH  
Helford River

### **Salary**

Voluntary role

### **Closing date**

31<sup>st</sup> January 2026

### **Sector**

Charity and not for profit

### **The Role**

We are seeking a Trustee with strong human resources skills and sound understanding of the regulatory and governance landscape to join our Board, act as the lead for HR oversight, and help guide the organisation through its next stage of growth and impact.

### **Trustee Responsibilities (all Trustees)**

Trustees are expected to use their knowledge, skills, and experience to ensure that the Children's Sailing Trust achieves its charitable objectives and represents the interests of all stakeholders, as well as acting as ambassadors for the charity.

**Strategic Leadership:** Provide direction and advice that aligns with the charity's strategic plan and objectives, ensuring we stay true to the Children's Sailing Trust mission and values.

**Governance and Compliance:** Ensure effective governance and the smooth running of the organisation, maintaining financial stability and adhering to all legal and regulatory requirements, including those set by the Charity Commission.

**Strategic Approval:** Approve strategic plans, budgets, reserves policies, and authorisation limits, ensuring that the Children's Sailing Trust has the resources-both financial and human-to meet its goals.

**Executive Support:** Support the Chief Executive, delegating the day-to-day management of the organisation to them while providing oversight.

**Investments:** Ensuring that our funds are invested responsibly and with care.

**Stakeholder Engagement:** Connect with volunteers, beneficiaries, and other stakeholders to stay informed about our activities and the issues that affect our work.

**Ambassadorship:** Act as an ambassador for the Children's Sailing Trust, upholding our reputation and promoting our values in all your activities.

**Remuneration Oversight:** Oversee the remuneration, compensation, and benefits provided to staff, ensuring they are fair and aligned with the charity's policies and legal requirements.

### **HR Trustee specific responsibilities**

- A commitment to ensuring highest standards of governance in policies and practice related to employee relations, recruitment, retention, reward and recognition as well as staff and trustee training and development. To review and recommend current and future strategic resourcing where appropriate.
- Assessing risks and measuring the impact of HR interventions in the light of changing legal requirements and best practice.
- Implementing Charity policies and practices in the context of furthering charitable objectives and evaluating how they impact beneficiaries and staff.
- Ensuring long-term strategic oversight of the organisation's personnel and staffing requirements in relation to the overarching goals of the charity.
- To actively contribute as required to policy setting, strategic direction, goal and target setting, and evaluate performance against targets, budgets, plans and charitable objectives.
- To ensure that HR activities and interventions are linked to the charitable objectives.
- To ensure the Trustee Board monitors and reviews the performance of the Charity's Chief Executive, rewards performance accordingly and identifies appropriate development opportunities.
- To advise and support the board to ensure that in their role as a Trustee they are compliant with all current employment law and legislation and highlight any concerns.

### **Time Commitment**

- Trustees are expected to attend an induction session with the CEO
- Trustees are expected to prepare for and attend all board meetings which are held four times per year at Trevassack Lake lasting two hours.