



# Trustee Appointment Pack 2022



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## Welcome from the Chair

*Thank you for your interest in considering the role of a trustee at The Seafarers' Charity. I hope that you find this information pack full of useful information about the organisation, which is the UK's leading maritime welfare grant-making charity.*

*This is an exciting time to join as we work towards the delivery of our new strategy. I was appointed to the role of Chair after three years as a trustee and am looking to add new colleagues to our General Council who appreciate the challenges of a national charity operating within a niche sector, but who share our passion and enthusiasm for maritime welfare. Working with my fellow trustees, and the executive team at The Seafarers' Charity we will contribute towards the removal of disadvantage among seafarers and their families, using our traditional approach of grants, but also using collaboration, research and strong, focussed campaigning, to create greater awareness of the issues and pursue change for good.*

*The Seafarers' Charity board of trustees is known as the General Council. We want a General Council that reflects and represents the communities we fund or support and the voices we champion.*

*I invite you to consider applying. We are seeking to appoint three individuals whose skills, knowledge and experience complement those of others on the General Council and who will succeed trustees who are stepping down after their period in office comes to an end. We would particularly welcome applications from individuals with a seafaring background prior to a further career ashore; candidates from within the maritime trade union movement; and those with a medical background under whose remit crew welfare matters fall.*

*Our trustees have a hugely important part to play in helping us to achieve our ambition of seeing UK and Commonwealth seafarers as free from need as is possible. If you join our General Council, you will have the opportunity to make a real impact and be part of our success story. We are keen that our trustees become more involved in promoting The Seafarers' Charity and the causes we champion, whilst ensuring the highest standards of good governance. We very much look forward to hearing from you.*

A handwritten signature in blue ink that reads "Paul G. Butterworth". The signature is fluid and cursive.

Paul Butterworth AFNI

Chair of the General Council

## Who are we and what do we do?

The Seafarers' Charity the working name for Seafarers UK (King George's Fund for Sailors) is a Registered Charity, no. 226446 in England and Wales, incorporated under Royal Charter. Registered in Scotland, no. SC038191. Registered Office: 8 Hatherley Street, London SW1P 2QT.

### Doing more for seafarers. And doing it even better



At The Seafarers' Charity, our vision is to create 'a world where seafarers and their families are valued and free of need and disadvantage'. We've been improving their lives since 1917, when we launched as the King George's Fund for Sailors. Conceived by far-sighted ship owners and officers, and championed by King George V, the KGFS is a key strand of our DNA and something of which we're very proud. Today, The Seafarers' Charity is an evolving, forward-looking charity – building on past successes but expanding our capabilities to make a genuine difference.

### Putting funding where it matters

Our grant giving to maritime charities brings truly life-changing impact for many who work – or have worked – at sea, and their families. We reduce hardships experienced by seafarers by enabling environments where, instead, they can thrive, supporting their practical and welfare needs at home, in port and at sea, often far from home. We also enable them to connect with loved ones – and to find comfort and companionship in retirement.

But, for us, such interventions are not enough – however valuable. That's why we're also now increasingly proactive in understanding and tackling the root causes of seafarer disadvantage in the UK and internationally.

We're moving towards identifying and targeting the systemic problems that lead to adversity in the first place. It's a 'theory of change' approach that will reduce future welfare need.

We're aiming to get to the heart of issues earlier to achieve longer-term success through outcomes-focused funding collaboration, research, and advocacy – which in turn will amplify the impact of our grant awards.



Download our [Impact Report](#) and [Annual Review](#) to learn more

# Our Strategy

Since 1917, we've helped hundreds of thousands of seafarers and their families, at all stages of their lives, through our grant awards to expert delivery partners. [Our strategy](#) 'Thrive', launched in March 2021 has a bold vision putting those who work at sea at its heart and sets out an ambitious plan for strengthening support to seafarers in 2021-2024.

'Thrive' is a solution-focused approach for further reducing deprivation and need among all who work at sea. We'll continue to support seafarers through traditional methods as well as getting to the root cause. We want our seafarers to be able to lead dignified and independent lives.

## Vision

A world where seafarers and their families are valued and are free of need and disadvantage.

## Mission

Tackling the disadvantages of a seafaring life by leading collaboration, funding and advocacy to improve seafarers' lives.

## Our Values

We are a responsible and reliable organisation that seafarers, donors, and delivery partners can trust. Developed by everyone at The Seafarers' Charity, we live our values in our work with our partners and throughout our charity.



## Strategic outcomes to create better lives

We use grant funding, research, advocacy and collaboration to achieve better outcomes for seafarers in respect of their financial resilience, health and well-being, better working lives, safety and social justice.

### **1. Enhanced financial resilience**

Seafarers and their families, at work and in retirement, have access to confidential and independent advice, information and financial help during challenging times, which can support their economic resilience and build independence. We will deliver this through information and advice lines, hardship and welfare grants, as well as access to business support for fishers.

### **2. Better working lives at sea**

People working at sea are valued as key workers. They work within sustainable and ethical supply chains and are the backbone of the global economy. We will deliver this through virtual and port-based welfare services via an international chain of seafarer centres, port welfare committees and ship visitors.

### **3. Safer working lives**

Seafarers are kept safe and return from their seafaring voyages without experiencing accidents or harm. We will deliver this through supporting better safety practices, risk reduction and enhanced safety culture.

### **4. Improved health and well-being**

Seafarers and their families can obtain health and welfare services that support their mental and physical health and wellbeing at the appropriate time and location; onboard and ashore, while at sea, and during retirement. This includes suitable retirement accommodation in the community of their choice. We will deliver this through mental and physical health and wellbeing support, as well as accommodation and care homes, and initiatives to tackle loneliness and support relationships.

### **5. Increased social justice**

Seafarers and their families have access to welfare services and programmes that are responsive to the unique needs of working at sea and provide support during retirement. This includes respect for diversity and cultural differences, reducing the fear of bullying or harassment, and supporting human rights. We will deliver this through access to services and outreach programmes, as well as diversity and inclusivity. We will encourage understanding of the concept of human rights at sea.

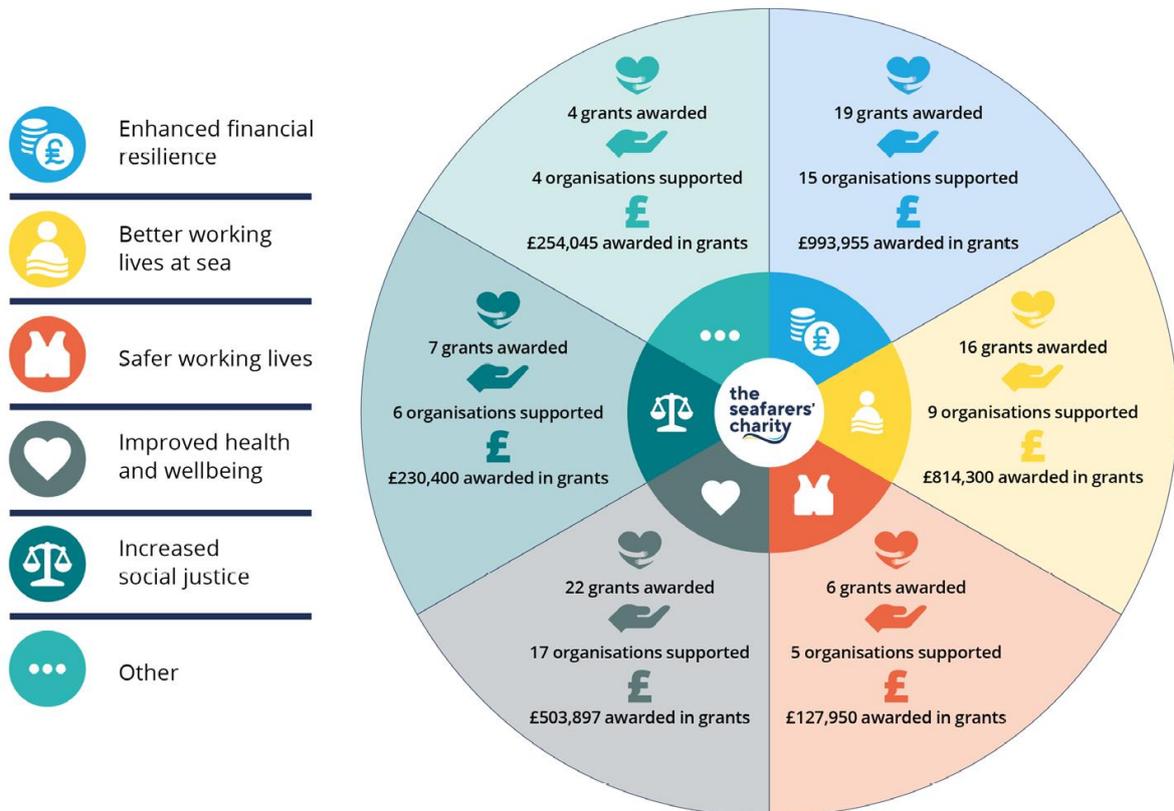


# Our Impact

Supporting the well-being and welfare of active and retired seafarers.

Every year we award more than £2m in grants to support many maritime and welfare charities. But the effects of the COVID-19 pandemic brought exceptional hardship for many seafaring families. We stepped up to the plate, awarding a total of £3,568,373 in grant funding in 2020 to support the wellbeing and welfare of active and retired seafarers during a difficult year, with 78% of grants awarded supporting both UK and visiting international seafarers, and 22% directly supporting international work.

In 2021, we awarded £2.9 million to 56 organisations and, working in collaboration with other leading maritime welfare charities and shipping industry players, launched [Seafarers International Relief Fund](#) (SIRF) to respond to the increasing and desperate needs of seafarers and their families resulting from the pandemic. SIRF has since raised US\$1,192,170, all of which goes towards supporting seafarers and their families from the threat of COVID-19.



## Equality, Diversity and Inclusion

The Seafarers' Charity recognises the importance of Equality, Diversity and Inclusion and is actively committed to a policy of promoting equality of opportunity, by providing an inclusive workplace where individual differences are valued and respected.

We embrace anyone and everyone who works for us or we work with in the services we provide.

We will ensure that this is reflected in our practices and policies. We are working towards the elimination of unfair treatment or discrimination (whether direct or indirect) and will not tolerate any discrimination relating to issues of equality, diversity or inclusion. Everyone at The Seafarers' Charity has a responsibility to ensure equality, diversity and inclusion are upheld in all we do.

### **Diversity on the General Council**

We operate in increasingly diverse maritime communities and we understand that the organisations who we work with, have people who have diverse characteristics and different experiences, needs and aspirations.

We openly acknowledge that our current General Council is not as diverse as we would like it to be. People with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. As a result, whilst we encourage anyone interested to consider an application, we would particularly welcome those from those groups currently under-represented on the General Council.



# Appointment Process

We are keen to broaden the skills and experience of our trustee body in order to strengthen the General Council and drive The Seafarers' Charity forward.

**Closing date**                      **Friday 27 May 2022**

## How to apply

We want to give you the opportunity to find out more about us and the role of a trustee, and whether you feel it is right for you. If you are interested in applying or would like to find out more;

- Call Catherine Spencer – Chief Executive Officer on 020 7932 0000 to have an initial discussion and learn more about the charity.
- Alternatively (or once you have had an initial discussion and wish to apply) please send to [chair@theseafarerscharity.org](mailto:chair@theseafarerscharity.org) an up to date CV together with a letter of application setting out;
  - Why you wish to join The Seafarers' Charity
  - What relevant skills and experience you would offer
  - How you meet the requested criteria
- We aim to respond within 10 working days. If you are called forward for interview with the Nominations Committee, we will notify you of the date as soon as possible.
- New trustees will be approved and appointed as soon as practicable after the recruitment process is complete.
- Every appointment shall be subject to approval by the members of the Charity at the Annual Meeting following the appointment.

## Background

**Remuneration:** unpaid – Trustees may claim out of pocket expenses incurred in travelling to meetings.

**Time Commitment:** Three General Council meetings per year plus subcommittees as appropriate (during working hours) and any tasks between GC meetings that the role might require, including attendance at occasional networking or fundraising events.

**Term in Office:** Trustees are appointed for an initial term of five years with the possibility for the reappointment of another five-year term, at which point a trustee must step down.

**Location: the charity's premises are at:**

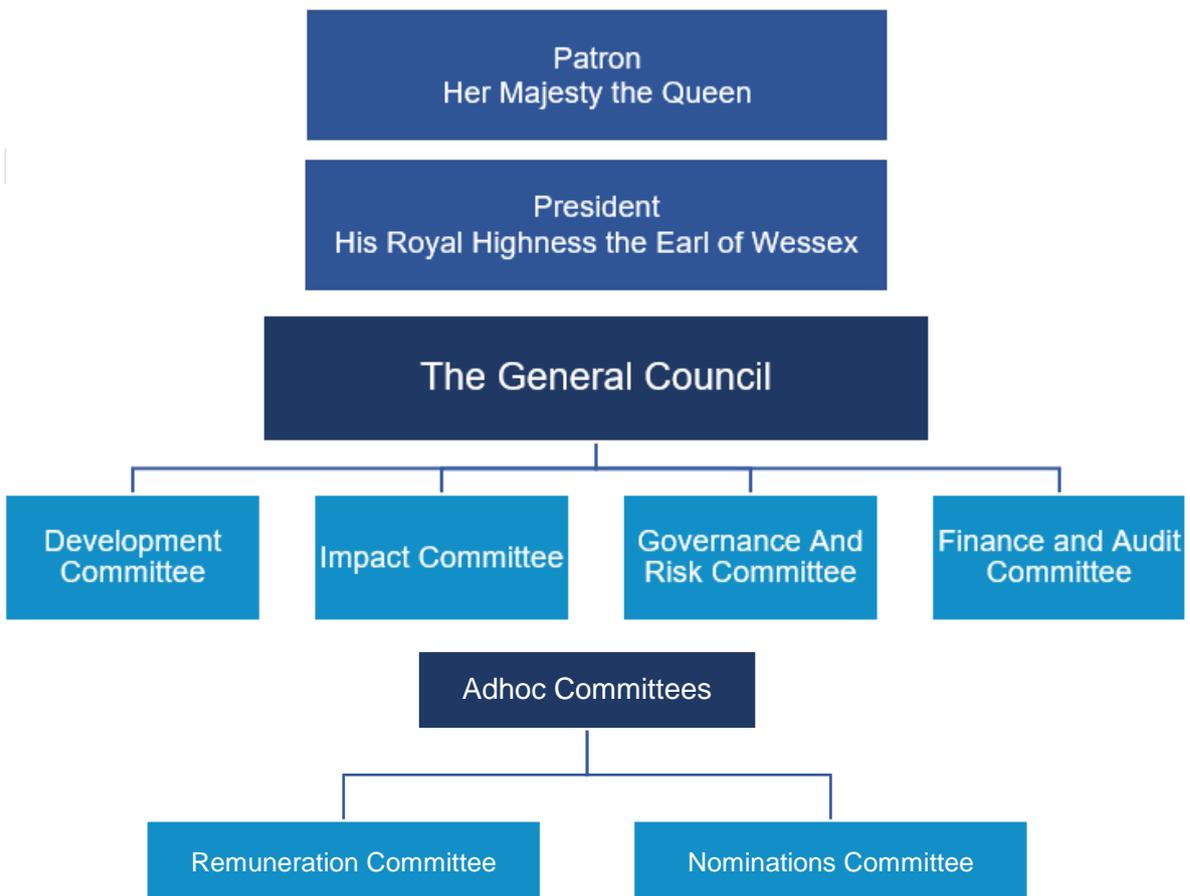
8 Hatherley Street  
London  
SW1P 2QT

Meetings will predominately be held at this address but there is provision for remote dial-in/VTC attendance.

# SLT Organisational Structure



# General Council / Committee Structure



# Charity Trustees

The following information should help you understand the roles and responsibilities required of a trustee.

## Legal Requirements of a Charity Trustee

The overriding duty of all charity trustees is to advance the purposes of their charity as well as several basic responsibilities.

The Charities Act 2011 defines charity trustees as;

The persons having the general control and management of the administration of a charity, under the charity's governing document.

In the first instance you should read the Charity Commission Guide 'The Essential Trustee – What You Need to Know' a copy can be viewed here

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

The Seafarers' Charity Trustees will be known as the General Council

The General Council Consists of

- The Chair
- Deputy Chair
- A minimum of seven appointed trustees
- Presently, there is a Chair and 13 trustees



## Being a Trustee

### As a trustee you will

- Be an ambassador for The Seafarers' Charity and for our work
- Help shape the strategic direction of The Seafarers' Charity
- Ensure The Seafarers' Charity has policies in place that comply with current legislation and promote good practice
- Ensure that staff, money and other resources are used appropriately, and that this is always monitored properly
- Passionately and actively support the income generation and outward facing activities of the charity
- Place the needs of seafarers and their families always at the centre of decisions taken by The Seafarers' Charity
- Participate fully in meetings and make sure that decisions taken at meetings are implemented
- Attend training sessions, to promote your knowledge and professional development in the role of Trustee

## The role of the General Council

The General Council must always act in the best interest of The Seafarers' Charity  
The Trustees must act as a group and not as individuals.

## Duties of a General Council member

- Ensure that The Seafarers' Charity complies with the governing document (the Royal Charter), charity law and any other relevant legislation or regulations.
- Ensure that The Seafarers' Charity pursues its objects as defined in the Royal Charter
- Ensure that The Seafarers' Charity applies its resources exclusively in pursuance of its objects. For example, it must not spend money on activities which are not included in the objects, however worthwhile they may be.
- Contribute actively to the General Council by giving firm strategic direction, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- Safeguard the good name and values of The Seafarers' Charity.
- Ensure the financial stability of The Seafarers' Charity.

## Person Specification

It is essential that a diverse skills set is represented amongst the General Council.

It is expected that the Trustees work as a team, so they can draw on different skills depending on the task in hand. We encourage you to highlight your particular strengths, so that we can compare these to the skills already represented on the General Council.

Beyond these specific skills, there are some more general criteria that are either essential or desirable for Trustees of The Seafarers' Charity.

### Essential criteria

- A passion and commitment to the values and objectives of The Seafarers' Charity
- Knowledge and understanding of the needs of the seafaring community
- Experience of stakeholder engagement in the maritime sector
- A network of relevant contacts
- An ability to work effectively as a member of a team
- An ability to communicate effectively and think creatively
- An ability to make sound, independent judgements and be unafraid to speak out



### Desirable criteria

- An understanding and acceptance of the legal duties, responsibilities and liabilities of a trustee



Appendix 1:

## Statement of good governance

### As a Trustee I will...

- Hold ultimate responsibility for the effective, ethical and legal running of the charity. Work in line with the vision, mission and values of The Seafarers' Charity.
- Work with personal integrity, managing my own conflicts of interest and declaring these to the General Council as and when they arise.
- Promote my own continual professional development and undertake any additional training where necessary to understand the work we do at The Seafarers' Charity.
- Act as a leader and ambassador for the organisation.

### As the General Council we will...

- Work in line with the Leadership Team to develop and evaluate our organisational Strategy. Constructively challenge both ourselves and each other, to ensure we are working in the best interest of the charity.
- Be open and transparent in our decision-making processes.
- Evaluate our performance as a group, identify any potential gaps in our collective skillset and undertake work to fill these gap