



reWilding Roots

Rooted in outdoor learning



Trustee Recruitment Pack



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Our Vision:

Rewilding Roots envisions a future where every child and young person grows up rooted in nature — learning through practical outdoor experiences, food growing, and permaculture approaches that inspire them to care for and regenerate the environment.

Mision statement:

Rewilding Roots delivers high-quality outdoor learning opportunities that bring children and young people into direct contact with nature. Through food growing, permaculture principles, and experiential education, we equip young people with the knowledge and skills to nurture ecosystems, support biodiversity, and lead positive environmental action.



Our Values:

1. People, Planet, Fairness

We see humans as part of the natural world, not separate from it. Our work is rooted in the permaculture ethics of people care, earth care and fair share. We believe that caring for people, caring for the land and sharing resources fairly are inseparable - and that true change can only happen when all three elements are woven together.

2. Every Child Has Value and a Place

Every child and young person is unique and has strengths to offer. We support children to discover their abilities, confidence and sense of belonging - helping them find their place within the wider ecosystem of people and nature.



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3. Child-Led Learning and Agency

We place children and young people at the centre of our work, supporting their agency, voice and leadership through hands-on, outdoor learning.

4. Learning Through Connection and Care

We believe people learn best through doing, observing and caring - for plants, soil, wildlife and one another. Our work nurtures curiosity, responsibility and a lifelong connection to food, land and climate.

5. Inclusion, Belonging and Respect

We are committed to creating spaces where everyone feels welcome, respected and valued. We actively work towards equality, diversity and inclusion, and advocate for access to nature and learning to be equal for all.

6. Participation and Shared Ownership

We believe change is strongest when people are involved. We aim to work with children, families and communities, valuing participation, collaboration and shared learning at every level.

How we put our values into practice

Ethical and Sustainable Practice

We prioritise compost and materials that are sustainably sourced and ALWAYS peat free. We promote organic and agroecological growing practices, following Soil Association principles wherever possible, while recognising that not all growers are formally certified.

Supporting Local and Independent Suppliers

We aim to source from local, independent and ethical suppliers to strengthen local economies and reduce environmental impact. As a small charity, we balance this with affordability and accessibility, choosing local options where practicable.

Fair Work

We are committed to fair pay and good working conditions, and we strive to operate as a Living Wage employer, doing so where practicable as we grow.

Education for a Changing Climate

We provide honest, holistic climate and nature education, helping children and young people understand the challenges we face - and the possibilities for care, repair and regeneration.



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Our Stage of Development and Future Direction



Rewilding Roots is a young and growing charity, currently in its first year of operation. As we are not yet one year old, we do not have annual accounts or trustee reports to share at this stage. However, our work to date, programme delivery, partnerships and early impact provide a solid foundation for our future growth. Since establishing the charity, we have already raised over £90,000, demonstrating strong early support for our mission and approach.

Short-Term Goals (Next 12–24 Months)

Our immediate priority is to secure funding that provides stability for the next one to two years. This will allow us to:

- strengthen our existing programmes in North Lancashire,
- expand delivery into Cumbria, and
- invest in the capacity needed to support safe, high-quality outdoor and ecological learning for children and young people.

We are actively developing funding applications, partnership opportunities and income-generating

activities to support this phase of consolidation and early growth.

Long-Term Goals (Beyond Two Years)

Looking ahead, Rewilding Roots aims to expand its work into other regions of the UK, bringing high-quality nature connection, food-growing education and permaculture-inspired learning to more children and young people. Our long-term ambition is to secure sustainable funding that supports:

- organisational resilience,
- multi-year programme delivery, and
- the recruitment of a strong, diverse trustee board to guide our strategic development.

We are committed to building a charity that grows steadily, responsibly and in alignment with our values — ensuring that connection to nature, environmental education and hands-on, soil-based learning are accessible to children and young people across the country.



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Organisational Overview

Rewilding Roots is led by a small, experienced team with strong backgrounds in education, conservation and outdoor learning. Although we are a young charity, our staff and trustees bring decades of professional expertise and a shared commitment to high-quality, nature-based education for children and young people.

Our Team

Alex Hall – CEO

Qualified teacher with over 30 years' experience in education, conservation, forest school and children-in-permaculture practice. Alex leads strategy, programme development and safeguarding.

Elizabeth Edwards – Project Officer

Qualified teacher with experience in education, environmental research and technology. Elizabeth supports programme delivery, resource development and evaluation.

We currently operate without volunteers to ensure high-quality, professionally led delivery during this early phase.

Our Board of Trustees

Rebecca Whittle – Chair

Former lecturer with expertise in sustainability and community-focused environmental work.

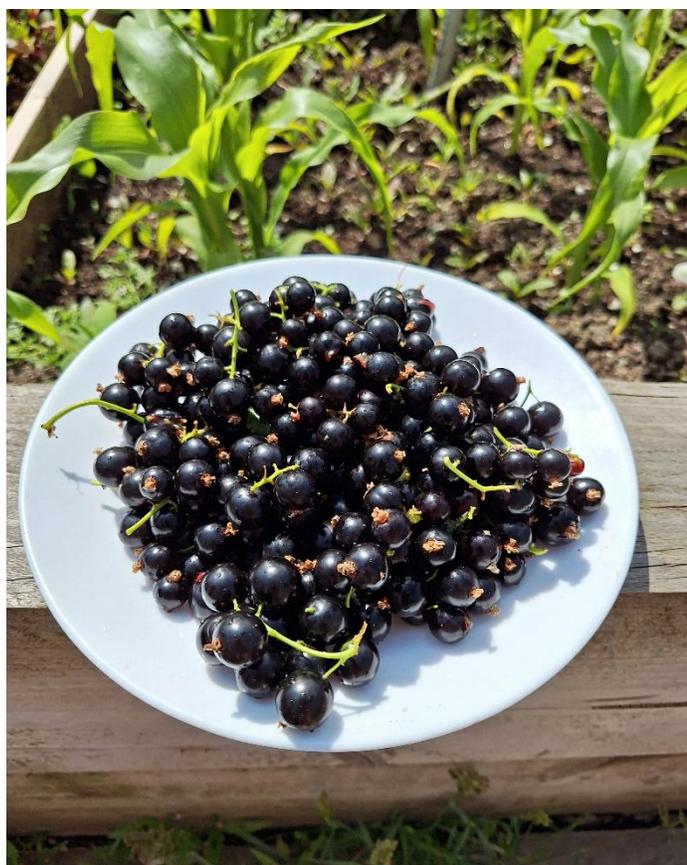
Sarah Turner – Secretary

Countryside access officer with experience in land management, ecological practice and access for all.

Lorraine Wheeler – Trustee

Experienced fundraiser with a passion for countryside, gardening and food growing.

The board provides governance, strategic guidance and expertise in education, environment and fundraising.





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How We Work

Rewilding Roots operates as a small, agile organisation with founder-led leadership, a part-time project officer, and an engaged trustee board. Our programs are professionally delivered, ensuring consistency, safety and high-quality learning experiences.

Our Combined Expertise

Across the team and board, we bring together skills in teaching, outdoor learning, conservation, permaculture, environmental research, fundraising, land management and governance. This enables us to deliver meaningful, child-centred learning rooted in environmental understanding and best practice.





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Trustee Role Description

Purpose of the Role

Trustees play a vital role in ensuring Rewilding Roots achieves its mission. Working as a collective, the Board provides strategic oversight, ensures effective governance, and supports the CEO and team to deliver high-quality, impactful work.

Key Responsibilities

- Support and advise on Rewilding Roots' purpose, vision and goals.
- Approve strategies, policies and budgets, and monitor delivery.
- Oversee financial planning and ensure resources are well managed.
- Ensure effective and efficient administration.
- Identify and manage key organisational risks.
- Review financial statements and ensure legal and regulatory compliance.
- Provide constructive support and challenge to the CEO.
- Promote the charity's work, values and reputation.

Who We're Looking For

We welcome people from all backgrounds who bring energy, enthusiasm and commitment to our mission. We are particularly keen to hear from people with experience in:

- Volunteer Engagement – helping us grow and support our volunteer community.
- Charity Finance / Accountancy – strengthening our financial planning and sustainability.

No prior trustee experience is required; full induction and training will be provided.

Personal Qualities

- Commitment to acting in the best interests of the charity.
- Ability to think strategically and exercise sound judgement.
- Good communication and teamwork skills.
- A commitment to equity, diversity and inclusion.
- Enthusiasm for our mission and values.
- Alignment with the Nolan Principles of public life.

Terms of Appointment

- Trustees are appointed for a three-year term and may be reappointed.
- This is a voluntary role; reasonable expenses will be reimbursed.
- Expected time commitment: Board meetings (approximately 4 per year), occasional strategy or training sessions, plus optional involvement in working groups.

Governance Expectations

- Trustees must be aged 16 or over.
- The Board must have a minimum of three and a maximum of ten trustees.
- A quorum of at least two trustees (or one-third of the Board) is required for decisions.



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- Conflicts of interest must be declared, and trustees must withdraw from related discussions.
- Trustees must collectively ensure accurate record-keeping, financial reporting and compliance with Charity Commission requirements.

Why Join Us?

As a Trustee of Rewilding Roots, you will:

- Help shape the future of a vibrant environmental charity.
- Support schools and communities to create meaningful, lasting change.
- Inspire the next generation of climate leaders.
- Play a key role in strengthening our governance as we grow into new regions.

We would be delighted to hear from anyone who shares our passion for nature, education and youth work.

How to apply:

We're really pleased that you're interested in supporting Rewilding Roots. We're looking for people who care about children, nature, learning and the future of our charity — and who feel they can bring something positive to our next stage of growth.

What to include in your application

Please send us a letter of application telling us a little about yourself and:

- Why you'd like to become a trustee of Rewilding Roots
- How you feel you could support the charity as we grow
- What you see as the key priorities for us over the next few years
- Any experience, skills or perspectives you feel would strengthen the board

There's no set format — we just want to get a sense of who you are and what you care about.



Send your letter to:

rwhittle@rewildingroots.org

Closing date

Friday 28th February 2026

Want to chat first?

If you'd like to talk informally about the role before applying, you're very welcome to give us a ring:

Alex Hall – 07539 957827



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Interviews

We will invite shortlisted applicants to interview from 15th March 2026, depending on everyone's availability.

Checks and joining the board

Because we work closely with children and young people, all trustees are required to complete an enhanced DBS check.

Once this is in place (along with references), successful applicants can be formally elected onto the board — hopefully in time for our AGM in late April.

