

The REME Charity



Trustee Application Pack

<https://remeconnect.org/reme-charity>

An Invitation to Join the Board of Trustees for the REME Charity

Ever thought of joining the Board of Trustees of the REME Charity, to help form and shape our future work? Are you the right person to help us to fulfil our hopes and ambitions for the next chapter in our long story of Service?

The Corps of Royal Electrical and Mechanical Engineers (REME) ensures that the Army's equipment is fit, available and ready for use to ensure mission success. We are the Army's professional engineers: we 'keep the punch in the Army's fist'.

The REME Charity is one of the many charities which are associated with the regiments and corps of the Army. We work with ABF The Soldiers' Charity, SSAFA, The Royal British Legion and other national charities to provide help and opportunity for serving members of REME, our veterans and their families.

Our charity is an essential part of the REME Family which it has served, in one form or another, efficiently and effectively since the Second World War. These are sure foundations, reinforced by our incorporation in 2016. The trustees are determined to develop and enhance our reach and impact. We have an experienced Charity Professional Chief Executive and a well-motivated and effective executive team. We have developed an ambitious strategy to ensure the Charity remains relevant, constantly improves our impact and connects us with the wider Third Sector and the Government's Strategy for Our Veterans.

The relationship between the Army and the charities which support it is formally codified, for the first time, in the Army Charities Strategy. This strategy recognises the vital direct contribution charities such as ours make to Defence outputs, not least the operational effectiveness of the Army. The Army Charities Strategy seeks to promote and encourage a spirit and practical culture of partnership between Armed Forces charities and the Army to optimise the impact of the charities' work. The REME Charity already embraces and enjoys such a partnership and looks to strengthen it. To join the Trustees, you need energy, foresight and the determination to do better tomorrow what our charity does well today.

We are looking for people who are confident to work with our current team and there will be a selection process which includes a face-to-face interview. This will equally allow you to test the current team and how you feel about us. Some candidates will be required to undergo a Disclosure and Barring Service (DBS) vetting process.

REME Charity Objectives

The objects of the Charity are:

- To promote the efficiency of REME and to foster its esprit de corps;
- To relieve either generally or individually necessitous persons being members or former members of REME or their dependants ('Beneficiaries'); and
- To support charitable purposes for the benefit of the Beneficiaries or of persons who are members of REME.

The Charity's Articles allow these activities to be carried out in any part of the world so long as they are exclusively charitable. This enables the Charity to assist beneficiaries who have retired or fallen on hard times while living overseas, and to make donations to overseas charities supporting REME members or their families. It also allows us to support sporting activities abroad in which members of the Corps are participating.

The Charity's Objectives are broad and wide ranging. They allow the charity to support many activities. For example, the Charity:

- Makes grants to past and present members of the Corps who are in need.
- Makes grants to support Corps and unit activities.
- Funds the REME Sports Association and REME adventurous training activities.
- Funds REME publications including the Craftsman Magazine.
- Funds and operates REME Connect, the Corps' digital communication and outreach platform, and
- Provides support for, amongst other things, the REME Museum (registered Charity 272740), the Princess Marina Officers' Mess and the Harris MM Corps Warrant Officers' and Sergeants' Mess.

REME Charity Strategy

Our Vision Statement:

"Our vision is to be the source of support, belonging and connection to the REME Family, now and always"

The REME Charity's Strategic Objectives state the Charity

- Is known and trusted by the whole REME Family and other organisations.
- Balances its outputs today with financial resilience for tomorrow.
- Exists to enhance the wellbeing of the many and of the one.
- Promotes and enhances the reputation and legacy of the Corps.
- Presents and promotes Corps heritage to engender a sense of belonging and identity.

These are being delivered via a series of associated Decisive Conditions and executive activities.

Trustees

The task of the Board is to put their different skills to work in the service of the Charity, creating a balance which safeguards and grows the assets to meet future needs, and responds to current Corps requirements and the needs of Beneficiaries with genuine concern and interest.

Standards of Conduct. All REME Charity Trustees are expected to adhere to the Nolan Principles for Behaviour in Public Life¹ when representing the Charity and its interests.

Indemnity Insurance. The Charity's Articles allow the Board to pay the premium in respect of indemnity insurance for the Trustees and it is the Charity's policy to do so. This protects individuals from actions for damages in connection with their office – it does not cover deliberate default or gross neglect.

Board Size and Tenure

Size. The Board has no maximum size, but the Charity Commission advises that a range of skills should be represented on charity boards. There are currently 10 on the Board of Trustees.

Tenure. Trustees may be appointed for 4 years and may be reappointed for a further 3 years only once.

Board Membership

Knowledge of the Corps of REME. The Board will have serving members of the Corps. We seek to diversify the Board to ensure we have the correct skills and representation of those we serve. This is

¹ Selflessness; integrity; objectivity; accountability; openness; honesty; and leadership (www.gov.uk/government/publications/the-7-principles-of-public-life)

to ensure that the Board and its committees are fully aware of current issues within and around the Corps which might affect the way the Charity fulfils its objects.

Disqualification. Individuals disqualified under the Charities Act or the Companies Acts cannot present themselves as trustees: trustees must be 'fit and proper persons' under the Finance Act 2010.

Remuneration and Expenses. Trustees receive no remuneration but are reimbursed for their expenses.

Induction and Training

Training. You will be given a full briefing about the operation of the Charity, REME (and where possible visits to units), and you may be asked to participate in an appropriate external training course on the duties of trustees generally. There may be a period of mentorship by a current trustee should the need arise. It is your responsibility to become and remain familiar with the characteristics of effective trusteeship.

Meetings

Attendance. You will normally be expected to attend 2 meetings and a Trustee workshop each year.

Preparation. You are expected to have read any material provided in advance and to come to meetings with a fair and open-minded view so that decisions are made in the best interests of the Charity and its beneficiaries.

Conflicts of Interest. Conflicts of interest, which might include a divergence of positions between the Charity and the military authorities, are declared at the start of each meeting and you will be expected to absent yourself from items in which you have declared an interest. Any transaction in which you may be interested directly or indirectly must have proper legal authority.

Advisors. There are several advisors who sit on the Board as a result of their appointments in the Corps. They will attend meetings and contribute to discussions but have no voting rights for decisions. There is also an Advisory panel made up of a broad spectrum of the REME Family members, which assists trustees with understanding beneficiaries' situation and requirements.

The Role

Personal Contribution

You will be expected to contribute your knowledge of Corps life, your personal skills and other competencies and interests as a Board member and play an active part in the work of the Board, fulfilling such other duties or assignments that may be required from time to time.

What difference will you make?

The Charity will benefit from your input and advice in the development of its strategy, planning and long-term effectiveness, helping to build resilience as the Charity navigates its way through changing times.

The Candidate

Willingness to support, debate and have the moral courage to challenge where you feel necessary is essential. We seek a dedicated and enthusiastic trustee who is able to provide their lived experience to the REME Charity.

Essential Skills

- Experience of strategic development and planning.
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Willingness to question standard approaches and ideas and thereby ensure any military-orthodox thinking is fully examined.
- Dedication to the Charity's cause and objectives and willing to act as an ambassador of the Charity to external bodies.