

Help shape the next chapter of Element Society

TRUSTEE RECRUITMENT PACK 2026

Element is expanding its Board to be ready for new opportunities in education, youth and community projects.

Rolling applications



At a glance

A direct, practical opportunity to strengthen the governance of a youth-led charity with real reach, visibility and ambition.

10,000+

young people
supported
since 2013

250k+

volunteer hours
delivered through
social action

£2.5m+

community value
generated in
Sheffield

Inside this pack

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We need trustees who share our values, bring judgement and help Element make good decisions for young people.

WHY NOW

A Board ready for new opportunities

Element is expanding its Board so we are ready for new opportunities in education, youth and community projects. Strong governance will help us make good choices, manage risk well and protect what makes Element special as we grow.

Where we are

Committed core Board and strong operational team.

Where we are going

Growing towards a practical Board of 6 to 8 trustees.

The opportunity

Bring your skills to a charity supporting 10,000+ young people.

A positive opportunity to bring your skills into a charity with ambition, credibility and a deep commitment to young people.

Are you skilled in these areas?

You do not need to have been a trustee before. These are examples of roles people might currently hold. You may bring experience in one or more areas.

01 Finance and risk

Finance Director, accountant, audit lead or risk lead

02 Governance or legal

Charity CEO, solicitor, governance or compliance lead

03 Youth work or social care

Youth service manager, social care or youth justice lead

04 Income generation

Fundraising, commissioning or development lead

05 People and culture

HR Director, people or organisational development lead

06 Education

Headteacher, SENDCO, AP lead or education leader

Element wants all trustees to share our values and bring a passion for empowering young people to transform their lives and communities.



What trustees do

You do not need to know everything. Good trustees bring judgement, curiosity and the confidence to ask useful questions. Together, trustees protect the mission, understand risk and support good decisions.

ASSURE

Understand evidence and whether controls are working

CHALLENGE

Ask the difficult questions with respect and clarity

ESCALATE

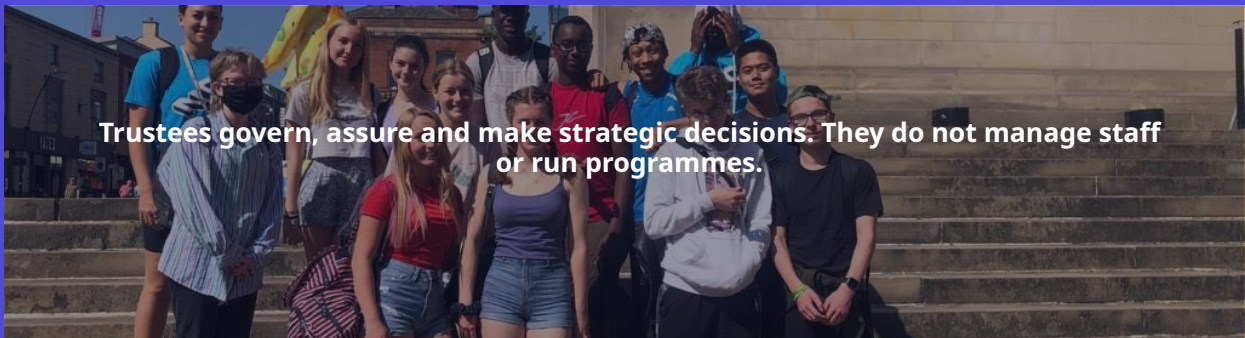
Bring risk and decisions to the Board at the right time

Legal duties

- Best interests
- Charitable purposes
- Reasonable care and skill
- Resources and risk
- Accountability

Board behaviour

- Prepare properly
- Challenge constructively
- Respect boundaries
- Declare conflicts
- Uphold reputation



Trustees govern, assure and make strategic decisions. They do not manage staff or run programmes.

Who we are looking for

We welcome experienced and first-time trustees. What matters is judgement, commitment and the ability to help Element make better decisions.

Strategic

Can see patterns, risk and choices

Curious

Willing to understand before judging

Constructive

Able to challenge without making it personal

Committed

Has enough time to contribute properly

Mission-led

Believes in young people's potential

Independent

Puts Element's interests first

We particularly encourage people whose background, identity or experience helps the Board better reflect the communities Element serves.

How to apply

Rolling applications. Applications are reviewed as they are received.

01

Read the pack

Check the role and skills areas.

02

Conversation

Speak with Chris or the Chair informally.

03

Apply

Submit the short application form.

04

Meet the panel

A structured conversation with trustees and CEO.

05

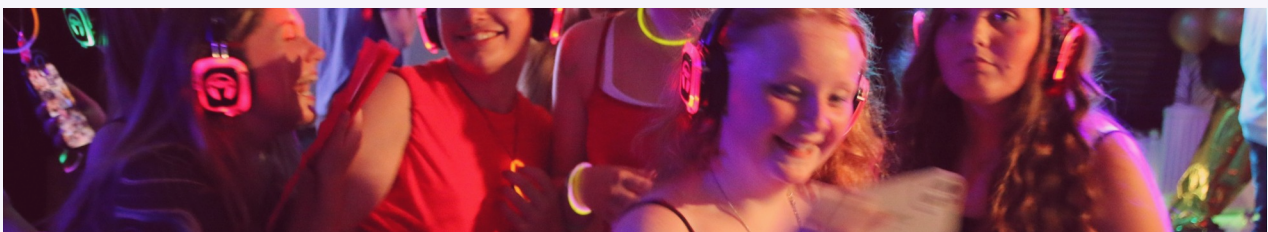
Appointment

References, checks, induction and Board approval.

Time commitment

Estimated 1.5 days per quarter.

To include attendance at AGM, Strategy days, and other events.



Ready to help young people achieve the unbelievable?

Email Chris Hill or Cleo Metcalf for the application pack or an informal conversation. We would be happy to talk it through with you.

Interested?

Hello@elementsociety.co.uk

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