

Trustee information pack

Join the EAUC board to embed sustainability across post-16 education, equipping over 2 million people to shape a fairer, more sustainable society.

Summary

Location: Remote within UK and Ireland

Remuneration: Voluntary with reasonable expenses paid

Positions available: Two

Closing date: 18th May 2026

Opportunity

This is a unique opportunity to join the EAUC Board, bringing your **sustainability leadership** to a purpose-driven charity at the intersection of sustainability and education.

We seek people who are committed to our mission, purpose and values and social justice principles and who bring one or more of the following:

- insight into the further education or skills sectors
- cross sector organisational leadership insight
- sustainability academic and/or research experience.

We especially encourage applications from people who are currently under-represented on our board with regards to age, ethnicity and disability.

About us

The EAUC is the leading body for sustainability in the post-16 education sector in the UK and Republic of Ireland. Primarily a membership body, we serve 300 organisations whilst also working to change systems that enable sustainability action. We're both a charity and a company limited by guarantee and are always not-for-profit.

Our vision

A post-16 education system that creates a world with sustainability at its heart.

Our purpose

We exist to lead and empower the post-16 education sector to embed sustainability in everything it does. We promote holistic whole organisation approaches where leadership and governance, estates and operations, teaching and learning and collaborations are all actively driving sustainability so that we're equipping learners for their lives, being responsible organisations and shaping society for the better.

We do this by:

- Supporting our members to create meaningful sustainability change
- Convening our network to generate solutions to shared challenges
- Creating systems change to establish a more enabling environment for sustainability action.

Our goals for 2030

We know our organisation is built on solid foundations, but we need to increase the scale and pace at which we work. We want to be more ambitious and more impactful, unleashing our potential as a catalyst of transformational change across our sector. By 2030:

1. Our members will be achieving their ambitious sustainability goals
2. All publicly funded post-16 education organisations in the UK and the ROI will be engaged through our work
3. We will provide unparalleled expertise on sustainability in post-16 education
4. The systems and frameworks which shape post-16 education will promote and embed sustainability action

Our values

We are first and foremost values led. Our values set out what you can expect from us, and what we expect from those we work with.



Collaborative

We foster communities, connect people and work smartly with other organisations.



Integrity

We are an 'honest broker' of expertise and share not just our successes, but lessons learned.



Ambitious

We focus on impact, stimulating innovation and driving progress across the sector. We strive for excellence.



Inclusive

We centre equity, diversity and inclusion in everything we do.



Empowering

We build capacity and expertise.

More information is in our [2024-2030 strategy: Accelerating ambition and impact](#).

The EAUC offer a wide variety of services, including:

- Ongoing programmes which help members progress their sustainability practice whilst also celebrating what's innovative and impactful in the sector, such as the [Sustainability Leadership Scorecard](#), [Carbon Coalition](#), [SDG Accord](#) and [Race to Zero for Universities and Colleges](#)
- Regular communications and facilitated networking
- [Training events](#), [annual conferences](#), [carbon literacy](#), [Leadership Lab](#), training and leadership development programmes
- [Consultancy services](#)

- Publications and guidance to inform the uptake of effective practice across the sector, such as the [Standardised Carbon Emissions Reporting Framework](#), [Climate Risk Register Guide and Tool](#) and [Green Careers Guides](#)

We have an increasingly influential voice with being accredited with [UN ECOSOC consultative status](#) and [UNFCCC observer status](#) as well as longstanding relationships with key sector organisations such as the Department for Education and the Scottish Funding Council. We regularly attend and speak at national and international events and are recognised as thought leaders in the sustainability space.

We also run numerous externally funded projects that support the development of new knowledge as well as helping engage new audiences in the sustainability agenda. Current funders include the Scottish Funding Council, Department for Education and Wellcome Trust.

Our team

EAUC is committed to building a more diverse and inclusive organisation – including employees, trustees, fellows, members and partners. You can view our team [here](#).

Shared attributes across our board include:

Essentials

- Commitment to the EAUC and its mission, vision and values
- Understanding of the legal duties, responsibilities and liabilities of trusteeship
- Willingness to put time and effort into the trustee role
- An understanding of, and commitment to, Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

Personal qualities

- Sound independent judgement
- Impartiality, fairness and confidentiality
- Willingness to speak one's mind
- Tact and diplomacy
- Respect for others
- Desire to learn new skills

Specific abilities

- Strategic vision
- Creative thinking
- Effective team member
- Excellent communication and interpersonal skills

Experience

- Interest in sustainability issues such as climate change, education for sustainability or social responsibility

What the role entails

The work of our trustees is critical to the success of the EAUC. As a charity, our board is in place to provide strategic oversight and aid in improving reach, quality and impact. It's the highest

decision-making board in the organisation and ultimately responsible for ensuring we remain financially healthy, perform well against our charitable objectives and comply with the law in everything we do.

The statutory duties of our trustees are to:

- ensure that the EAUC complies with its governing document (our articles of association), charity law, company law and any other relevant legislation or regulations
- ensure that the EAUC pursues its objectives as defined in its governing document and through its strategic plan
- ensure the EAUC uses its resources exclusively in pursuance of its objectives: the charity must not spend money on activities which are not included in its own objectives, no matter how worthwhile or charitable those activities are
- contribute actively to give firm strategic direction to the EAUC, setting overall policy, defining goals and setting targets and evaluating performance against them
- safeguard the good name and values of the EAUC
- ensure the effective and efficient administration of the EAUC
- ensure the financial stability of the EAUC
- protect and manage the assets of the charity and to ensure the proper investment of the charity's funds
- appoint the Chief Executive Officer and monitor their performance
- ensure a mechanism is in place to review and assess the effectiveness of the EAUC's governance

In addition to these, each trustee uses their own specific skills, knowledge or experience to help the board reach sound decisions. This may involve:

- Scrutinising board papers
- Leading discussions
- Focusing on key issues
- Providing guidance on new initiatives
- Other issues in which the trustee has special expertise
- Act as an ambassador
- Represent EAUC

The board has three short virtual meetings per year plus one face-to-face strategic planning days which trustees are expected to attend. Between full board meetings, you'll also be required to communicate via email and take part in occasional virtual calls. It is important that you are able to attend the forthcoming board meetings which are scheduled on:

- 21– 22 September 2026 – in-person residential in Birmingham
- 2 December 2026 at 1400-1700 – virtual

The board has three sub-committees which meet virtually four times a year: Audit; People and Performance; and Impact and Data. Board members will be expected to participate in at least one sub-committee. We're aware that board members have multiple commitments, so work with our trustees to ensure scheduling of meetings is as convenient as possible.

Board members act as ambassadors for the EAUC are therefore asked to represent the charity as required.

All trustees are registered with the Charity Commission and Companies House.

Trustees retire at the fifth AGM after their appointment.

Please note, by law you have to be 18 years or older.

The role is unpaid, in line with UK charity law. Reasonable travel expenses will be met in line with the EAUC Travel Policy.

Our approach to equity, diversity and inclusion

We know that social justice is a critical part of sustainability. Charity So White has highlighted institutional racism within the charity sector, and ACEVO's Home Truth's report spotlighted the scale of the challenge. We have been reflecting on what steps we need to take to see meaningful change. There needs to be a fundamental shift in the way we do things both at the EAUC and across the sector we serve.

Whilst there may not be an end to this work, we are committed to a programme of activity focused on both enhancing our own performance as an organisation and identifying opportunities to support the tertiary education's own EDI work. We ensure that we have a strategic approach to building a more equitable and diverse culture. You can find out more about our EDI work and progress to date [on our website](#).

Part of this work is encouraging and enabling greater diversity across our trustees, staff and partners. We are particularly keen to receive applications that will help us achieve greater ethnic and racial diversity. Trustees declaring other protected characteristics are also currently under-represented. We welcome and encourage applications from people of all backgrounds.

We are a Level 2 Disability Confidence Committed organisation and committed to fair work and pay, being a Living Wage and Living Pension employer.



We want to provide an inclusive experience for all those who want to apply for a role with us and to remove any barriers in our recruitment processes. For example, if you have difficulty applying online, we can send a paper application pack or support in other ways such as telephone or video call. For video calls, we can make use of closed-captioned subtitling. Please contact our Company Secretary, [Fiona Goodwin](#), to discuss your needs.

The application and appointment process

Ultimately it is the EAUC's membership which votes on proposed trustees rather than them being appointed through an application and interview process. This process is outlined in our [Articles of Association](#).

1. Submit the [trustee nomination form](#) by 18 May 2026.
2. Eligibility checks will be carried out, in line with [Charity Commission guidance](#).
3. The Board shortlists candidates. You may be invited to an interview.

4. Online voting for our educational members (one vote per organisation) opens 8 June and closes 29 June.
5. Results announced at the online AGM – 1600 on 14 July 2026.

Voting is administered independently by [Civica](#).

Further information

- [Our current board](#)
- Our last published [accounts and annual report](#)
- The Charity Commission's [guidance for trustees](#)

If you have any questions please contact our Company Secretary, [Fiona Goodwin](#).

Contact us

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EAUC – The Environmental Association for Universities and Colleges is a charity (no: 1106172) and company limited by guarantee in England and Wales (no: 05183502).