ciswo

THE COAL MINING CHARITY

Trustee

Candidate Information Pack

CISWO

Charity No: 1015581 & SC039529

THE COAL MINING CHARITY

Carole Langrick
Chair of Trustees

Nicola Didlock
Chief Executive

A message from our Chair and CEO

Thank you for your interest in CISWO, The Coal Mining Charity. We are delighted that you have chosen to find out more about our charity and the role of Trustee on our Board.

This is an exciting time to join the organisation. We are now in the fourth year of our current five year strategy, which builds on the charity's previous work, strengthening our current offering and laying foundations for the future. As we begin to look ahead at developing our next strategic plan, new trustees will have a valuable opportunity to contribute to shaping the organisations future direction and ensuring we continue to meet the evolving needs of our clients.

CISWO is a service provider, grant maker, and custodian of one of the largest portfolios of recreational land in the UK.

Our aim is to reduce disadvantage in communities impacted by the coal mining industry and to leave a legacy of community facilities for future generations.

We are proud of the impact we make with former miners and mining communities. With over 2,000 individuals, and over 200 other mining charities supported each year, we can demonstrate the difference we make. We are, however, ambitious to achieve more and recognise that, as our client groups change, we need to increase and adapt our delivery to meet these needs.

We pride ourselves on strong governance and are now seeking additional trustees to strengthen and widen the scope, expertise and diversity of our Board. We would particularly welcome applications from individuals with experience in fundraising, marketing and communications or risk management. We would also welcome applicants with a good knowledge of charity governance and those with an interest in a Chair/Vice Chair role.

To find out more about CISWO and the work we do, please visit www.ciswo.org.uk

Find out more

THE COAL MINING CHARITY

About CISWO

Since 1995, we have been improving lives and reducing disadvantage in former coal mining communities. With services provided across the country in all former coalfield areas, our reach is extensive.

CISWO is custodian of one of the largest portfolios of recreational land in the UK, with over 200 recreational sites. Striving to secure the future of recreational facilities, our services have a positive impact on former mining communities.

Our organisation also provides help and guidance for over 200 individual mining charities, supporting sustainability and good governance, and broadening local services and opportunities available in former mining areas.

Alongside this, our personal welfare service makes a real difference to individual former coal miners, with over 2,000 people accessing CISWO's services each year.

Through the work of our personal welfare team, we help former mineworkers and their families most in need, assisting with practical and emotional support, guidance on welfare benefits, advice about coping with ill-health and immobility and providing access to financial support.

Our five year strategy for 2023 – 2027 builds on the past work of the organisation, drives the current work of the charity, and sets strong foundations for the future. As the only national charity solely focused on supporting former coal miners and their families, local coal mining communities, and our network of local mining charities, we need to evolve and adapt to meet our beneficiaries changing needs.

We are ambitious in our objectives and plans for the future and want to ensure the best outcomes for our clients and communities, provide the best services we can, and create greater opportunities for those we work with.

THE COAL MINING CHARITY

Vision, mission and values

VISION:

Enabling former coal miners and mining communities to reduce disadvantage.

MISSION:

Improving the lives of individuals and communities facing disadvantage due to the impact of the coal mining industry, through the provision of support, improvement of resources and protection of recreational land.

Our values

Our work isunderpinned by five core values. These are;

RESPONSIVE:

Our services are flexible to respond to the differing needs of our client groups. We adapt our services to meet the changing environment and challenges faced by individuals, communities, and other charities that we support.

IMPACT:

We make a difference through the services we deliver, the resources we use, and the support we provide.

SUPPORTIVE:

We deliver support to those most in need, provide encouragement, help, and practical assistance to individuals, communities and other charities.

INTEGRITY:

We are fair and honest in our actions and decision making, ensuring sure we do the ethically right thing throughout our work.

CARING:

We are genuinely concerned about those we work with. We care about individuals - our clients and employees, communities, and organisations we work with.

THE COAL MINING CHARITY

Our services and impact

Our services

Protection of recreational facilities in former mining communities: CISWO is one of the largest holders of recreational land in the UK. As custodian of recreational land, through our own ownership or through fiduciary responsibilities for land held by other organisations, we take this responsibility seriously and are committed to ensuring such land is available and used for recreational purposes for future generations.

Support for other mining charities: working with miners' welfares, regional miners' welfare trust funds, and miners' convalescent charities, we offer advice around governance and good practice, support to access funding, and assistance with sustainability planning. We also offer financial support to develop recreational facilities to ensure they can be used for future generations.

Social inclusion activities: delivered in local community venues and through our day centre in Pontefract, West Yorkshire, we offer a range of activities aimed at reducing social exclusion and isolation for those in mining communities.

Personal welfare service: delivered through a team of social workers and social work assistants, we offer help with welfare benefits, advice around mobility and disability issues, end of life planning, and advocacy. This service is provided primarily through a home visiting service.

Grant giving: we provide small grants for former miners and their dependent families where there a need is identified through our personal welfare service. We also offer educational grants to former miners and their children where families are on low incomes with the aim of supporting participation in higher education.

Impact

Recent figures show that ,annually, we support over 2,000 former miners or mining family members through our services. in 2025 we secured almost £4.5 million for beneficiaries through our staff applying for funds and financial support on behalf of those we work with.

In the same period we have also committed over £139k through our own grant giving to individuals and invested £176k in other mining related charities. We act as custodian for over 200 community recreational facilities, amounting to 1,500 acres of land, and protect a further 300 sites, 2,000 acres, through our fiduciary interests. We provide ongoing support for over 200 local mining charities.

We are continually looking for ways in which we can develop our services to meet the changing needs of our different client groups, alongside improving our existing services, striving for excellence in what we do.

THE COAL MINING CHARITY

Structure of trustees and management

As a charity, CISWO has a Board comprised of twelve trustees, who provide governance of the organisation and are responsible for ensuring our charitable objects are met.

Board of Trustees

CISWO's Board of Trustees is responsible for the professional, legal, and financial governance of the charity, the formulation, and implementation of organisational strategy, and overseeing the implementation of the strategy through operating plans and budgets and monitoring progress within this.

The Board is also responsible for ensuring our charitable objects are met. These are defined as:

- The promotion of health
- The relief of poverty and hardship
- The advancement of education
- And any other charitable purposes for the benefit of former employees of the coal mining industry in the UK, their relatives and dependants, and for the former mining communities in which they live.

The Board is supported by four committees which are responsible for key aspects of oversight and governance. These are:

Finance and General Purpose Committee

Responsible for overseeing and monitoring the financial position of the charity; appointing and overseeing the management of the investment portfolio of the charity; reviewing and recommending the annual financial budget; overseeing the management of property in line with the organisation's Land and Property Management policy.

Audit and Risk Management committee

Responsible for overseeing the charity's risk management systems and processes; reviewing the effectiveness of internal controls; receiving and reviewing the charity's annual accounts and report prior to full Board approval; considering any areas of risk identified through internal or external audit processes.

Quality and Impact Committee

Responsible for advising on the strategic direction of the organisation's delivery of services for individuals; reviewing the organisation's operational policy framework and overseeing its implementation; reviewing the performance of services for individuals and advising on improvement priorities; and being accountable for any serious safeguarding issues where necessary.

HR, Remuneration, and Recruitment Committee

Leading on the recruitment of trustees and senior members of staff; reviewing staff pay and retention policies, reviewing HR strategy and policies; and monitoring performance in relation to HR matters.

Management Structure

The Board delegates the operational management, implementation of the strategy and overall leadership to the Chief Executive and our senior management team.

The organisation is structured into four regions: Scotland, North England, South England and Wales - all supported by our head office in Rotherham, South Yorkshire.

CISWO currently employs around 60 members of staff across the country.

THE COAL MINING CHARITY

Trustee role description

CISWO is seeking to broaden the skills and experience on its Board of Trustees, including applicants interested in Chair or Vice Chair roles. We would particularly welcome individuals with previous trustee experience, strong charity governance knowledge, and those with expertise in health or social care, fundraising or marketing and communications.

Trustee Responsibilities

- To be responsible for providing governance to administration and management of the organisation.
- To ensure the financial stability and viability of CISWO.
- To actively contribute to the Board by giving strategic direction including defining and setting overall policy, and evaluating performance against this.
- To ensure compliance with the charity's governing document, and any legal requirements. To act in the best interests of the charity at all times.
- To safeguard the reputation and values of the organisation.
- To use specific skills and knowledge of topics relevant to their areas of expertise to lead discussions, provide advice and guidance, identify key issues, and help the Board to reach sound decisions.

Chair and Vice Chair roles come with additional responsibilities which will be discussed with applicants as relevant.

Essential Skills and Knowledge

- Relevant knowledge to contribute to the charity's core areas of delivery.
- Credibility and evidence of effectiveness in their chosen field.
- Operating a senior level in either a paid or unpaid capacity in a significantly sized and / or complex organisation.
- Experience of strategic thinking and planning with a good understanding of risk.
- A well–rounded understanding of the charity sector and the responsibilities of trustees.
- Analytical and evaluation skills, demonstrating good judgement.
- Highly numerate with the ability to understand budgets and charity finance.
- Team orientated with a collaborative and solution focused approach.
- A critical understanding of equality, diversity and inclusion and a commitment to applying these to the role.
- The ability to commit the necessary time and engagement to be an effective member of the Board.

Desirable Skills and Knowledge

- A strong personal connection to the coal mining community, ideally through having worked within the mining industry, grown up in a mining community or through family connections, with a good understanding of the issues and experiences faced by former miners, their families and mining communities.
- Experience of working at board or senior level, ideally including previous experience as a charity trustee or working with a Board of Trustees.
- A successful professional career, with expertise in areas such as health or social care, fundraising, marketing and communications, governance or other relevant field.
- An understanding of the charity sector and good governance, together with a commitment to our charity's purpose and values.

How to apply

To be considered for the role, please supply the following to:

HR@ciswo.org.uk

- an up to date CV clearly detailing your career history with key achievements
- a supporting statement outlining your suitability for the role and the value that your expertise will add to the Trustee Board

For an informal discussion please contact:

Nicola Didlock, CEO
01709 728115