



Lancashire,
Manchester &
N Merseyside

The Wildlife Trust for Lancashire, Manchester and North Merseyside

Recruitment Pack 2019



About Us

Our wildlife has declined by 60% in the past 50 years and people are becoming more disengaged with their local wild places. We are a membership organisation, and we could not continue our work without our members support.

We are part of the Wildlife Trusts movement, the UK's leading conservation charity dedicated to all wildlife. We are your local charity, working hard to improve your local area for wildlife and for you.

The Wildlife Trust for Lancashire, Manchester and North Merseyside was founded in 1962 by people who knew they needed to take action.

We are now the largest nature conservation body in the area working at a grass roots, local level whilst also being part of a strong cohesive national movement.

We work to protect wild spaces, and re-introduce key species, protecting the biodiversity of our area so that nature can recover.

We work in partnership with other organisations, community groups, landowners and key decision-makers to inspire them to work with and for nature.

We have the powerful voices of over 28,000 members, whose invaluable support we simply could not do without.

We have an army of 4,000 volunteers alongside our team of 140 staff working across all areas of our charity to make a difference.

We are passionate about inspiring people of all ages, with over 20,000 children reached each year through our education activities, and hundreds of thousands of people each year through our visitor centres, events and reserves. We are leaders in utilising nature to improve the health and wellbeing of all.

Our Vision

To create a region rich in wildlife for all to enjoy, keeping nature at the heart of everything we do.

Our Mission

To support nature's recovery by reconnecting and restoring wildlife and habitats on land and at sea, inspiring people to value and take action for wildlife.

Our Aim

To lead the way for nature's recovery and connect people with nature on their doorstep. We want to create an environment where wildlife can thrive without threat and ensure people value the importance of nature to their health and wellbeing.

Our core objectives

- To protect, create and enhance wildlife in our region, creating living landscapes and living seas
- To stand up for wildlife and the environment
- To inspire people about the natural world and encourage everyone to take action for wildlife
- To foster sustainable One Planet Living, where the functioning of the natural environment is appreciated as essential for supporting life
- To ensure our work is based on knowledge and sound evidence
- To be recognised and respected for our work
- To grow our resources and increase support for our mission
- To ensure the organisation is effective and fit for purpose

Our Reserves

We have saved many special places, acquiring and managing many of them as nature reserves—we look after over 1,288 hectares of havens for rare and threatened species and habitats.

1 Abram Flash	23 Middleton
2 Astley Moss	24 Moor Piece
3 Aughton Woods	25 Moston Fairway
4 Barnaby's Sands and Burrows Marsh	26 Over Kellet Pond
5 Bolton, Red Scar and Tunbrook Woods	27 Pleasington Old Hall Wood
6 Brockholes	28 Salthill Quarry
7 Cadishead Moss and Little Woollen Moss	29 Seaforth
8 Cross Hill Quarry	30 Summerseat
9 Cutacre	31 Upper Coldwell Reservoir
10 Dean Wood	32 Warton Crag
11 Foxhill Bank	33 Wigan Flashes
12 Freeman's Pasture	34 Willow Farm Wood
13 Freeman's Pools	35 Winmarleigh and Cockerham Moss
14 Freshfield Dune Heath	
15 Haskayne Cutting	
16 Heysham Moss	
17 Heysham Nature Reserve	
18 Highfield Moss	
19 Holiday Moss	
20 Longworth Clough	
21 Lunt Meadows	
22 Mere Sands Wood	

OTHER PLACES TO SEE

36 Seven Acres
37 Cuerden Valley Park
38 Fylde Dunes
39 Sefton Coast
40 Lightshaw Meadows
41 Red Moss



We also have 6 offices based across Greater Manchester, North Merseyside, West Lancashire, East Lancashire and North Lancashire. Our Head Office is based on the outskirts of Preston.

Our Work

The Trust works across Lancashire, Manchester and North Merseyside to create a strong network where nature can thrive and people can benefit. Our core conservation work includes land management, advocacy for the natural world with key decision-makers, species re-introduction, protecting threatened species and collecting essential scientific data. We do this on land and at sea to create Living Landscapes and Living Seas.

We are also passionate about inspiring and engaging people of all ages about the natural world, because we firmly believe no one will protect something they don't care about. We work all over our area with schools, colleges and community groups, running inspiring sessions covering everything from Forest School and orienteering to Wild Family and Nature Tots sessions. We also work in schools, delivering environmental education and helping improve school grounds. Our education team are leaders within the Wildlife Trust movement.

We are also leaders in delivering natural wellbeing. Our ground-breaking partnership with the NHS, MyPlace is making a huge difference to the way young people with mental health issues are able to seek help, and the positive impacts to date have been phenomenal.

Find out more at www.lancswt.org.uk

Our Wildlife

- OUR DOORSTEP-

We are working across the region to make a difference to our local wildlife, for everyone to enjoy



Our Impact



Our education team and project officers engage more than 20,000 children in wildlife-related activities



More than 5,000 people a year take part in walks and other events on our reserves



On average every 10 miles you travel in the region means you will pass a Wildlife Trust project



We own or manage 35 nature reserves in the region



Some 1,200 volunteers work for your Wildlife Trust regularly—adding to the 750,000 volunteering across the UK



More than 27,000 members support the Wildlife Trust in the region and 800,000 across the UK

Our reserves cover more than 1,288 hectares across the region



Our Strategic Plan

2016-2021

Over the next five years, we will work across Lancashire, Manchester and North Merseyside to deliver positive benefits for both people and wildlife. Our plan builds on the Trusts past successes and recognises how we need to evolve to meet the challenges ahead and remain a relevant, effective organisation. **We will:**

Champion wildlife rich landscapes

We will use our 50 years of expertise to lead the way for nature conservation locally and work within The Wildlife Trusts movement to make a national impact. We will base our plans on sound knowledge and evidence.

Defend wildlife and wild places

We will stand up for the environment and protect wild spaces, enhancing them for both people and wildlife. We will encourage biodiversity, and work with land owners and other organisations in partnership, to create a network of habitats across our region where people and wildlife can thrive.

Inspire people to take action for their local wildlife

We will inspire people to enjoy and protect the wildlife and wild spaces on their doorstep. We will help people learn how to live more sustainably, and demonstrate the benefits of nature to their health and wellbeing. We will engage people of all ages, from all communities to take action for wildlife and we will foster the environmental leaders of the future.

Base our work on sound **evidence**

We will use evidence from sound science and research to further ecological understanding and demonstrate the needs, benefits and outcomes of nature conservation. We will use this evidence to focus our efforts on the areas most in need of protecting and champion those species that need a helping hand.

**“Find your place on the planet,
dig in, and take responsibility
from there”**

Gary Snyder



Our Future

- OUR WILDLIFE-

We can't make a difference if we do nothing. Now is the time to stand together for nature and take action for our local wildlife.

Our Culture

We are committed to protecting wildlife, restoring biodiversity and connecting people with the natural world in Lancashire, Manchester and North Merseyside. This commitment brings tenacity in dealing with challenges and huge personal satisfaction from successful projects.

We encourage a creative atmosphere where new ideas can flourish. People who thrive in our organisation enjoy a role where they take on a high level of personal responsibility for achieving outstanding results whilst building strong relationships both internally and externally.



Integrity

Acting in the best interest of the Trust and honouring our scientific foundations in all our activities. An honest and respectful approach to the core objectives of the charity, and the wishes of our members and funders.

Team Player

A friendly, family atmosphere. Everyone is treated with the same level of respect and courtesy. The Chief Executive will often stop for a chat, and full staff meetings provide the chance to get to know others. We are one big team, and our staff are always ready to roll up their sleeves and help where it's most needed, regardless of their job role.

What does an LWT Team member look like?

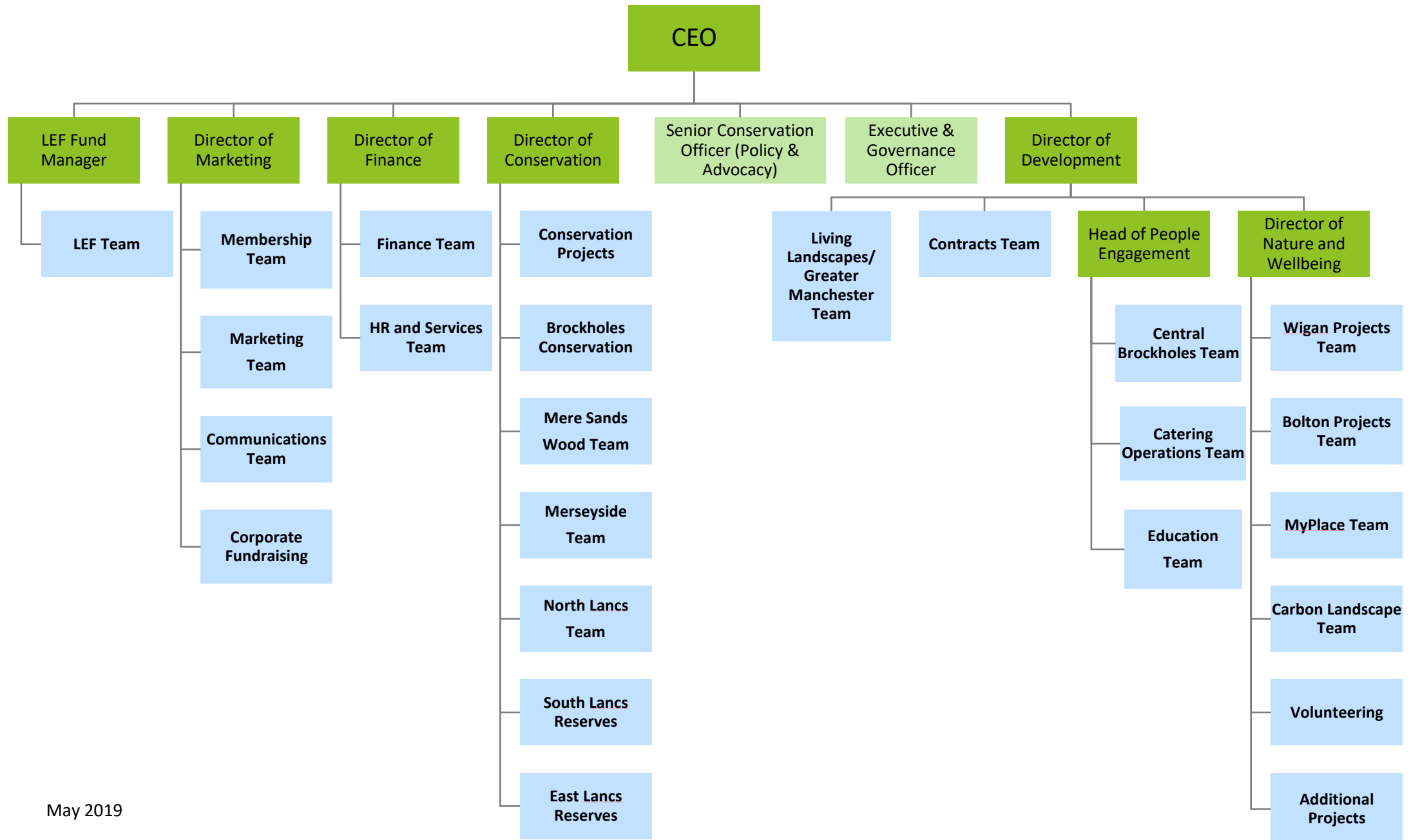
Passion

Passion is at the very heart of every LWT team member. With a love of wildlife, a passion for helping make a difference, or a will to help and inspire others. From our staff to volunteers and our members, we have passion by the bucket load!

Personal Responsibility

Our staff are flexible in the way they work and adaptable to change. They provide exceptional customer service, whether it be to a funder, member, volunteer or member of the public. Our staff take responsibility to put things right when there's a problem, and always help other team members. Our staff are committed, honest and take initiative to drive the best interests of the charity.

Lancashire Wildlife Trust Organisation Chart



Safety, Health and Environment at The Wildlife Trust

The Trust was established in 1962 and has developed into an organisation with a very significant impact on the region's wellbeing with programmes of nature conservation and people engagement work. Our programmes are delivered by a team of over 160 paid staff and 1,200 active volunteers and strong volunteer groups. The delivery is guided and supported by a board of trustees and their advisory committees including a Safety, Health and Environment (SHE) Committee.

The Trust has developed comprehensive SHE policy and practice and has adopted new practice as the Trust evolves and regulations change to meet society's needs. The range of SHE knowledge and delivery needed in support of our activities has led the Trust to employ a dedicated SHE member of staff to support developments and to ensure compliance.

The new advisor will work closely with the SHE Committee to continue developing policy, systems and best practice. A SHE specialist trustee who is the Trust's nominated 'competent person', chairs the Committee. The Committee has enthusiastic representatives from all of the Trust's departments and this team will support the advisor to achieve our joint goals. Achieving high standards in SHE delivery is identified in the Trust's Business Plan and we have key performance indicators to guide our work programme for health and safety. The Trust aims to develop an environmental strategy and develop targets for improvement in our environmental performance.

The Trust benefits from an able and enthusiastic staff and volunteer resource who value and respect the aims of the Trust and our aspiration to safeguard the environment and to do so in a safe and constructive way.

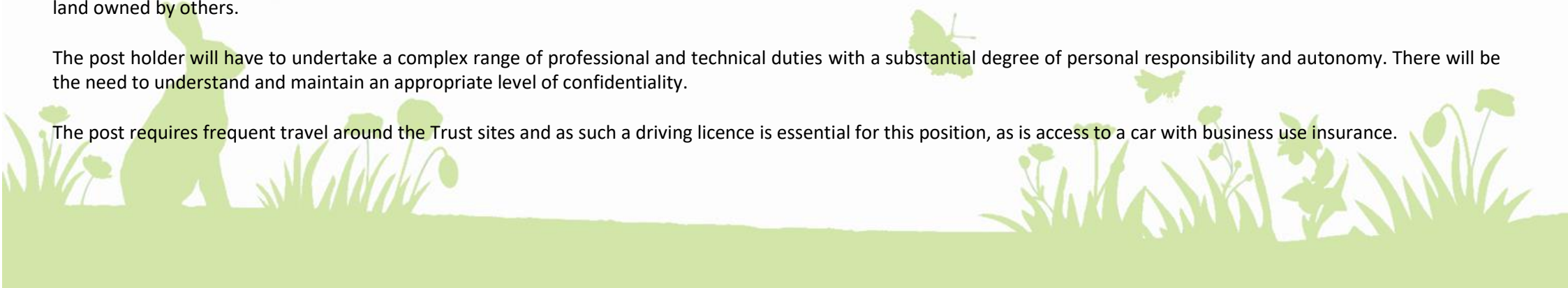
Sound SHE policy and systems are fundamental to the organisations development and we envisage all departments and projects will contribute time and resources towards effective delivery. The Wildlife Trust (TWT) movement benefits from considerable inter Trust support and joint working. An annual SHE conference is coordinated by TWT and best practice is freely shared.

This is a challenging role, which needs committed energy, initiative and drive. A determined yet friendly, professional and resourceful approach will be required and the ability to deal with a wide range of people and situations.

The post holder will support our team of paid staff, volunteers and a small number of Trust local volunteer groups. The Trust works with a very wide range of client groups including: the public visiting our nature reserve sites / centres and events, schools and education groups, groups with special needs, contractors, project partners and work on land owned by others.

The post holder will have to undertake a complex range of professional and technical duties with a substantial degree of personal responsibility and autonomy. There will be the need to understand and maintain an appropriate level of confidentiality.

The post requires frequent travel around the Trust sites and as such a driving licence is essential for this position, as is access to a car with business use insurance.



Job Description – Safety, Health and Environment Advisor



**Lancashire,
Manchester &
N Merseyside**

Post Title:

Safety, Health and Environment Officer

Responsible to:

Director of Conservation

Location:

The Barn, Berkeley Drive, Bamber
Bridge, Preston, PR5 6BY

Hours of Work:

37.5 hours per week
Part time hours (minimum 30 hours per
week) will be considered for the right
candidate.

Salary:

£24,093 per annum

Duration of post:

Permanent

PURPOSE OF POST

To encourage a culture of good Safety, Health and Environment (SHE) practice, providing advice, support and training to staff and volunteers whilst ensuring the Trust is following all required legislation across its range of activities.

KEY ROLES AND RESPONSIBILITIES

1. Provide SHE advice and support to staff, Trustees and volunteers in relation to legislation and best practice.
2. Coordinate the Trust's Safety, Health and Environment committee, producing agendas, reports and providing advice.
3. Oversee the development and use of SHE policies, procedures and guidelines with staff and volunteers to ensure safe working practices, environmental standards and sound records base.
4. Develop, maintain and deliver a programme of SHE training for staff, volunteers and Trust volunteer groups.
5. Oversee accident and incident reporting, complete RIDDOR reports, investigate accidents and advise on lessons learnt.
6. Monitor key performance indicators for health and safety and develop an environment strategy with appropriate indicators.
7. Coordinate health surveillance, e.g. HAVs screening, Display Screen Equipment and oversee a programme of equipment maintenance and safety compliance and develop / maintain systems to record use of equipment by staff and volunteers.
8. Ensure buildings are SHE compliant e.g. fire risk assessments are in place, maintained and reviewed annually.
9. Update and coordinate the Emergency Procedures and Crisis Management Plans inclusive of training and exercises.
10. Oversee the register of SHE related equipment and clothing, and ensure supplies are kept up to date.
11. The job holder is required to follow and comply with all policies and procedures of the Trust which includes the Trust's Health and Safety procedures in the workplace, ensuring personal safety and the safeguarding of the interests and safety of all staff, trainees, visitors, and others at the Trust.
12. To uphold the working values and expectations of the Lancashire Wildlife Trust.
13. To carry out other duties relevant to your post as reasonably required by your line manager.

Person Specification

KNOWLEDGE AND EXPERIENCE

Essential

- Some knowledge and experience of coordinating and delivering training courses
- Knowledge of project management principles
- Understanding of the nature conservation sector and SHE implications
- Good record of delivering ongoing improvement in reducing accidents and incidents

Desirable

- Excellent knowledge and experience of providing safety, health and environment advice
- NEBOSH certificate or similar
- Experience of working with volunteers and volunteer groups
- Experience of managing staff or volunteers
- Environmental Management Systems

SKILLS AND COMPETENCIES

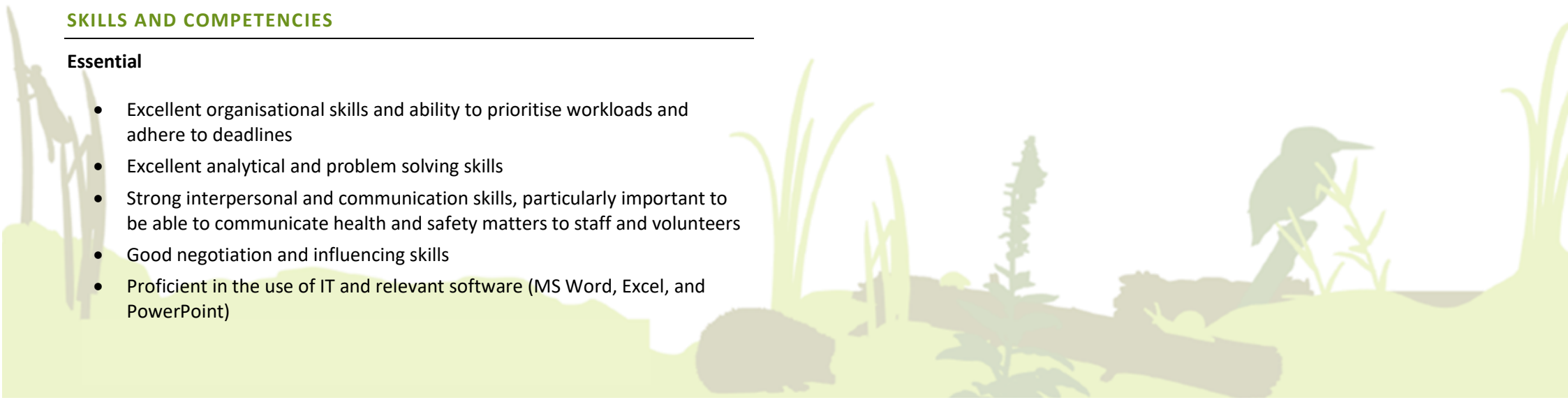
Essential

- Excellent organisational skills and ability to prioritise workloads and adhere to deadlines
- Excellent analytical and problem solving skills
- Strong interpersonal and communication skills, particularly important to be able to communicate health and safety matters to staff and volunteers
- Good negotiation and influencing skills
- Proficient in the use of IT and relevant software (MS Word, Excel, and PowerPoint)

PERSONAL QUALITIES

Essential

- Aptitude for coaching staff and volunteers to encourage a culture of best practice
- The ability to maintain confidentiality
- Excellent team player, able to develop strong relationships with colleagues and peers
- Self-motivated and able to use own initiative
- A professional business attitude
- Commitment to equal opportunities and diversity
- Ability to work flexibly
- Strong desire to contribute to the development of the Trust
- Full valid driving licence and access to a vehicle



General Terms & Conditions

Holidays:	25 days per annum, plus 3 occasional days per annum, increasing with length of service.
Pension:	The Trust contributes to the NEST Pension Scheme. Full details will be provided.
Hours of Work:	<p>Full Time 37 ½ hours per week. Normal working pattern will be 9.00am – 5.00pm.</p> <p>Overtime is not paid but time off in lieu may be taken, where appropriate, as the post may involve some evening and weekend working.</p> <p>Part time hours (minimum 30 hours per week) will be considered for the right candidate.</p>
Duration of post:	This post is offered on a permanent basis. All new employees undertake a probationary period of 6 months; in which time they are expected to demonstrate their suitability for the post.
Closing Date:	Sunday 2 nd June 2019
Interviews:	Wednesday 12 th June 2019

To apply for this position you are required to complete an Application Form which can be downloaded from our Website: www.lancswt.org.uk/jobs

Completed applications should be returned to: applications@lancswt.org.uk OR The HR Department, The Wildlife Trust for Lancashire, Manchester and North Merseyside, The Barn, Berkeley Drive, Bamber Bridge, Preston, PR5 6BY.

Thank you for your interest in working for the Wildlife Trust for Lancashire, Manchester and North Merseyside. We look forward to receiving your application.

Criteria Common to All Job Descriptions:

A Job Description sets out the purpose of the job, where it fits into the Trust's structure, the context within which the job holder functions and the principal accountabilities of job holders, or the main tasks they have to carry out. It is not a definitive work plan. This document is intended to provide guidance on the scope and function of the job.

Equal Opportunities Statement:

All employees are required to adhere to and promote the principles and operation of the Trust's policies on equalities, to ensure that services provided are relevant to ethnically diverse communities and other disadvantaged groups in the area.

Health and Safety Statement:

All employees are required to ensure that all duties and responsibilities are discharged in accordance with the Trust's Health and Safety at Work Policy and the Health and Safety File. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the Trust including personal protective equipment in accordance with training or insurance. All members of Trust staff are responsible for informing their line managers of any potential gaps in the current Trust Policy. All employees are responsible for ensuring that Health and Safety Policy is up to date and continuously reviewed and evaluated.

Performance Review:

All employees will participate in the Trust's Performance Review process. The process aims to ensure that performance standards/targets are jointly agreed between employees and line managers and are achieved within agreed time scales. Failure to maintain an appropriate standard indicated by management can result in Capability proceedings being taken.

Commensurate Statement:

At times, the Post holder will be required to undertake other duties and responsibilities of a similar level and nature in order to support workload peaks and resources and skill shortages, ensuring priorities are met. This will be sensitive to available resources and individual skills and will generally be within the same area.

Adherence to Staff Handbook, Policies and Procedures:

The Trust is a large, diverse charitable organisation and as such needs to ensure that all employees are aware of their obligations to and from the organisation. These are clearly defined in the Staff handbook, the Intranet and in the policies and procedures adopted by Council as part of the Trust's governance. All Employees have an obligation to read and understand these policies, especially those that are pertinent to this role.