

A word from our Chair



Dear Applicant,

Thank you for your interest in becoming a Trustee of Arnos Vale Cemetery Trust. During the last five years Arnos Vale has re-energised its ambitions for the future and weathered the storm of Covid, providing solace and a place for heritage, wellbeing and nature for our communities.

Ann Fiddler, our CEO, was appointed in February 2024 inheriting a team brimming with enthusiasm and passion. With the support of the team and the Trustees, she is developing a revised strategy to reflect the next phase of our ambition for the charity.

Our legal Trustee is approaching the end of their term, and we're now looking to find a new trustee who'd be happy to share their expertise with the board, and provide ad hoc advice to the CEO from time to time.

As well as legal expertise, you'll have a passion for all that we do at Arnos Vale and share in our vision, values and our ethos of good governance.

This is a special and wonderful charity which needs great Trustees to provide supportive leadership. All of this, combined with our talented staff and volunteers, make for an exciting prospect.

Please do not hesitate to get in touch and we look forward to hearing from you.

Andrew Jenkins – Chair of Trustees

Role Description

Role	Trustee
Commitment	Minimum commitment is to attend quarterly meetings, approx. 20 hours per year and an annual strategy day.



Do you have the skills to support a wonderful community charity in the heart of Bristol?

Arnos Vale Cemetery is a Victorian garden cemetery in the heart of Bristol. We're a special place, where communities come together. We work so that Arnos Vale can be enjoyed now and saved for future generations, as a place of heritage, tranquillity, wellbeing and wildlife. We are a 45-acre green space in the heart of Bristol, founded nearly 190 years ago. Over 300,000 people are buried or remembered here. Our heritage is nationally recognised with our chapels, lodges and numerous monuments acknowledged as Grade II* listed, being a Conservation Area and our landscape a Grade II* park and garden on the Historic England register.

While still a working cemetery, nature and heritage site, we host a variety of events throughout the year, including children's activities, weddings, tours, markets, seasonal events, theatre and film nights to enable people to engage with this wonderful site. We have a gift shop, venues for hire and a café. As a charity, all our income is used to protect and enhance this special place.

Our vision is that Arnos Vale evolves, staying relevant for Bristol's communities.

Our values are community, conservation, compassion and collaboration

These are strong values informing our decision making and our work. We're looking for a skilled and enthusiastic person, from any background, to join our Board of Trustees and help Arnos Vale thrive.



Landscape Team with our 2024 Green Flag Award
©Arnos Vale Cemetery Trust

The role of Trustees

Members of the Board of Trustees bring their skills and experience so we can develop as a strong organisation that takes care of this special place our resources, and our people.

- Act in Arnos Vale's best interests
- Ensure we deliver our charitable objectives
- Set overall strategic direction of the organisation
- Participate in Board/subcommittee meetings, and development sessions
- Set our budget and ensure good financial practices
- Ensure compliance with all employer's responsibilities.
- Review and approve our legal and financial policies and act on new legislation
- Get involved with and/or provide leadership on specific developments and initiatives
- Are willing to devote time and effort
- Act as effective advocates
- Offer sound, independent opinions and provide good judgement
- Speak their mind and provide constructive input
- Understand and accept the legal duties, responsibilities and liabilities of Trusteeship
- Work effectively as a team
- A sense of fun, compassion and boldness

What are we looking for?

- Your experience will ideally have been gained as a qualified lawyer (in any field, but those with knowledge and experience in employment law, company or charity law preferred).
- Good networks within the Bristol area would be advantageous. You will be knowledgeable about the legal environment that charities operate in, including governance best practice, and be comfortable working at Board level, contributing to discussion and enhancing decision-making.
- Ability to work at a strategic level is essential.
- We are looking for someone passionate about the work we do, who is happy to advocate for and represent the charity to key stakeholders to help further our work and impact.

What you'll be doing

As a trustee, alongside your fellow board members you'll be responsible for the strategic leadership of the cemetery, and we're keen for you to contribute your perspectives and experiences to discussion. Specifically in relation to law, you may be asked to:

- Provide legal expertise and support to the rest of the Board and senior staff to ensure the charity complies with its duties and obligations.
- Ensure there are robust policies and procedures in place for legal and regulatory compliance.
- Liaise with senior staff on ad hoc legal matters to provide support and advice.
- Advise on legal implications of any plans or strategies to aid good decision making at Board level.

Trustees are appointed for an initial term of three years.

We are an equal opportunities organisation and are looking for trustees from all backgrounds so that our board mirrors the community we serve. We welcome applications from anyone, and do not believe that disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background, or anything else should be allowed create a barrier between you and the role you are applying for.



Local school children helping to plant in the community garden
©Arnos Vale Cemetery Trust

What's in it for you?

This is an exciting time to join Arnos Vale. We are in the process of reviewing our business plan (the current plan is on our website). We are now looking forward to future development. You will gain skills and experience in a leadership role in a new organisation, developing new networks and creating new opportunities.

You'll use your existing skills and experience to help ensure Arnos Vale's continued success.

What impact will you have?

Your commitment will enable our Board to support us with efficient strategic insight, which will have a direct positive impact on the lives of our communities.

Our commitment to you:

The role is unpaid but reasonable expenses relating to travel to meetings are paid for.

You will be given an induction to the role, including:

- An introduction to Arnos Vale by the Chief Executive including a tour of the site and introduction to heads of departments and other staff.
- Ongoing and comprehensive support from the Chief Executive and Chair of the Board as required.

Your commitment to Arnos Vale:

Being a trustee requires a commitment of time for both formal and informal engagements. You will be required as a minimum to attend 4 quarterly board meetings and an annual strategy. Board meetings are usually held in March, June, September and December and take approximately 2 hours. Trustees are expected to prepare for board meetings reading the papers in advance. Our Trustees can also sit on sub-committees and ad-hoc working groups as required. Trustees normally serve for up to 3 terms of 3 years each.

We'd love to hear from you if you've never considered a Trustee role before. If you'd like an informal chat please email Ann Fiddler - Chief Executive Officer Ann.Fiddler@arnosvale.org.uk to arrange a time.

How to Apply

Please complete the Trustee nomination form, which asks you to complete a personal statement outlining why you wish to be a Trustee of Arnos Vale (ideally no more than 250 words) with your CV to Ann Fiddler - Chief Executive Officer ann.fiddler@arnosvale.org.uk by 30th June 2026.