

Trustee Recruitment Pack 2026



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About Us

Gary Buckley Chief Executive Officer (CEO)

Action West London (AWL) is a charity and social enterprise working across West London to support individuals facing disadvantage. We deliver projects focused on education, employment and enterprise, working closely with statutory, voluntary, community and private

sector partners.

Our work responds to local need and is shaped by the funding we secure. As a result, the number and type of projects we deliver may change from year to year.



Our Missions & Values

To be a key strategic, service-delivery and financially sustainable charity and social enterprise in West London.

We are committed to:

Improving access to education, employment and enterprise opportunities

Supporting underrepresented and less-heard communities

Working collaboratively in partnership to achieve lasting impact

Empowerment

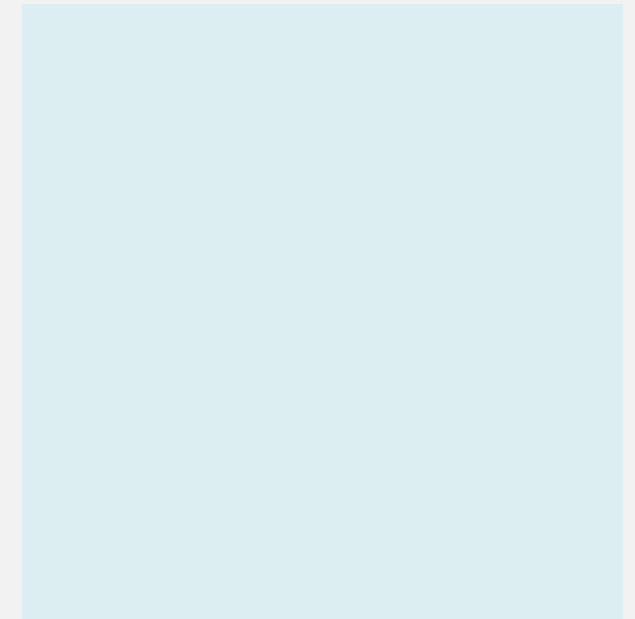
Integrity

Respect

Professionalism

Diversity



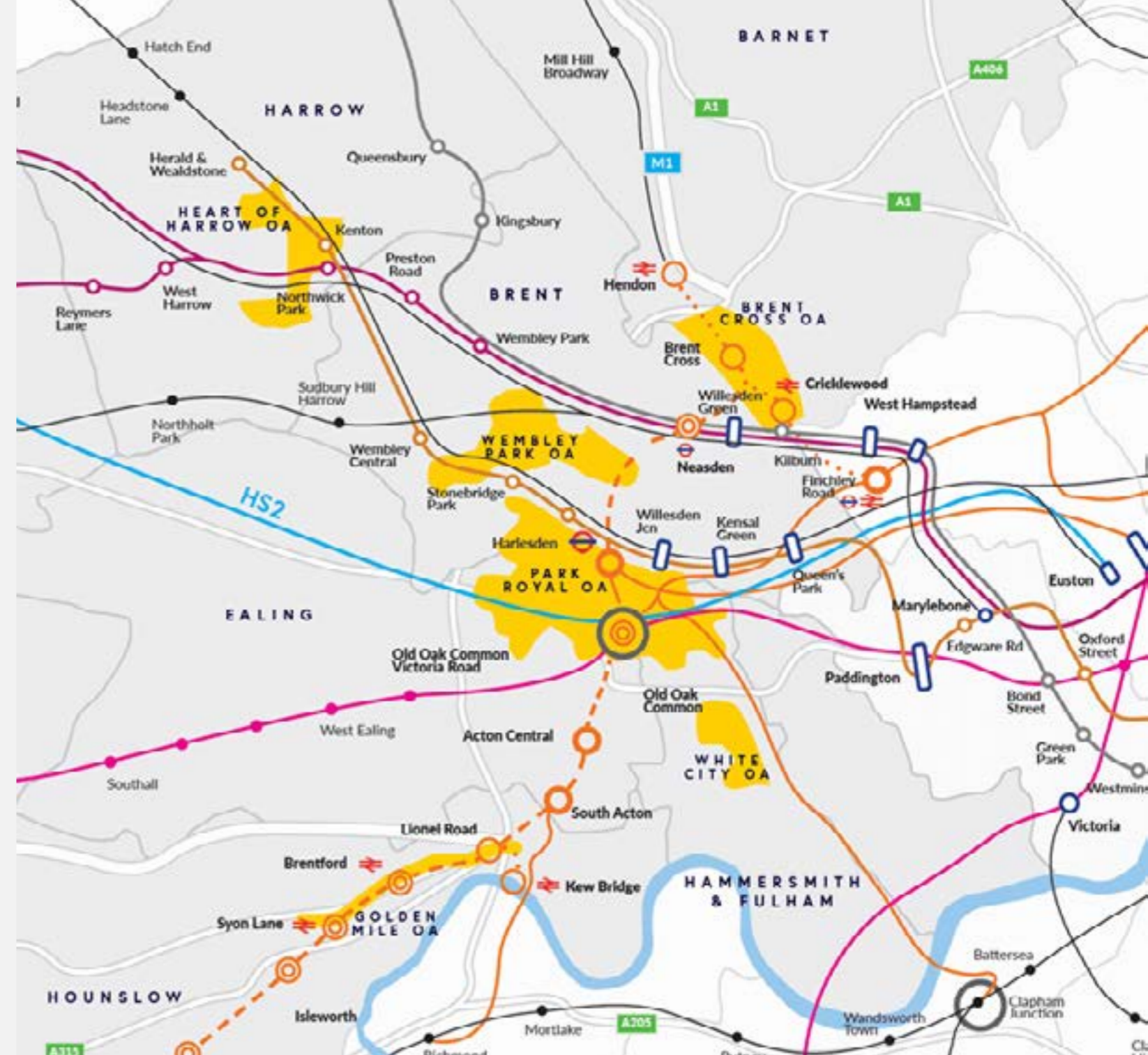


Our History & Impact

Action West London was established in 1998 as Action Acton and rebranded as Action West London in July 2015.

Since our founding, we have delivered a wide range of funded projects and supported thousands of people across West London to improve their lives through access to employment, education and enterprise opportunities.

AWL is an award-winning Equal Opportunities Employer and provides services to individuals and families from diverse communities across West London.



Our Work & Partnerships

We work in partnership with:

Other charities and voluntary organisations

Local authorities

Public and private sector bodies

Our geographic reach includes the London boroughs of:

Ealing

Hounslow

Hammersmith & Fulham

Brent

Harrow

Hillingdon

Barnet

Our projects include vocational training, employability support and community-based education programmes.

Performance Overview

Action West London continues to deliver strong outcomes for communities across West London through its employment, education and skills programmes.

Between 2022-2025, Action West London performance overview showed

Total Beneficiaries Engaged: 1,622 individuals supported through AWL programmes and services.

Employment Outcomes: 650 people successfully supported into work.

Completed Vocational and Short Courses: 537 qualifications achieved across a range of vocational training programmes.

ESOL Engagement: Significant growth in participation in English for Speakers of Other Languages (ESOL) provision, supporting language development and integration.

Top Borough Engagement: Ealing recorded the highest level of engagement and participation across AWL programmes.

Organisational Sustainability: AWL continues to operate in strong compliance with sustainability and governance requirements.

These outcomes demonstrate AWL's ongoing commitment to improving access to employment, education and skills development for diverse communities across West London.



The Role Of A Trustee

As a Trustee of Action West London, you play a direct role in the governance and strategic direction of the organisation.

Trustees work together as a board to ensure the charity stays true to its mission and values,

meets its legal and financial responsibilities, and continues to deliver meaningful outcomes.

You support and challenge the executive team, while maintaining oversight of performance and impact.

This is a voluntary role, but an active one.

There is real scope to contribute, particularly in strengthening partnerships, funding and the organisation's long-term sustainability.



Our Board

We have a commercially credible board with real range.

It includes senior leaders from EY, BlackRock and Pepper Money, alongside legal, consulting and community expertise.

It is a group that understands governance and how to get things done, grounded in our values and focused on amplifying the charity's impact.

Person Specification

We are looking for someone who connects with the mission and understands the reality of the communities AWL serves across West London.

You bring sound judgement, integrity and the confidence to think independently.

You have experience of governance and strategic decision-making, and understand what good oversight looks like in practice. More importantly, you understand how organisations sustain themselves.

You have experience of fundraising, business development or income generation, and are comfortable working in environments where funding is competitive and not guaranteed.

You know how to build relationships that lead to funding, partnerships or opportunity.

You are able to contribute at a strategic level, while staying grounded in delivery and outcomes.

You communicate clearly, ask the right questions and are comfortable offering both support and challenge.

You are willing to use your experience and network where it adds value.

Previous trustee experience is helpful, but not essential.

9. Desirable Criteria

Experience or knowledge of employment, skills or community engagement sectors

Understanding of challenges faced by less-heard communities in West London

Previous trustee or senior leadership experience

Experience of organisational change and development

Ability to use professional networks to support fundraising and partnerships

Key Responsibilities

Governance and Leadership - Provide clear oversight of the organisation's direction and performance. Ensure AWL remains aligned to its mission, values and long-term sustainability. Maintain strong governance, compliance and accountability.

Financial Stewardship - Oversee financial performance and long-term viability. Review and challenge budgets and financial plans. Support the development of a more resilient and sustainable funding model.

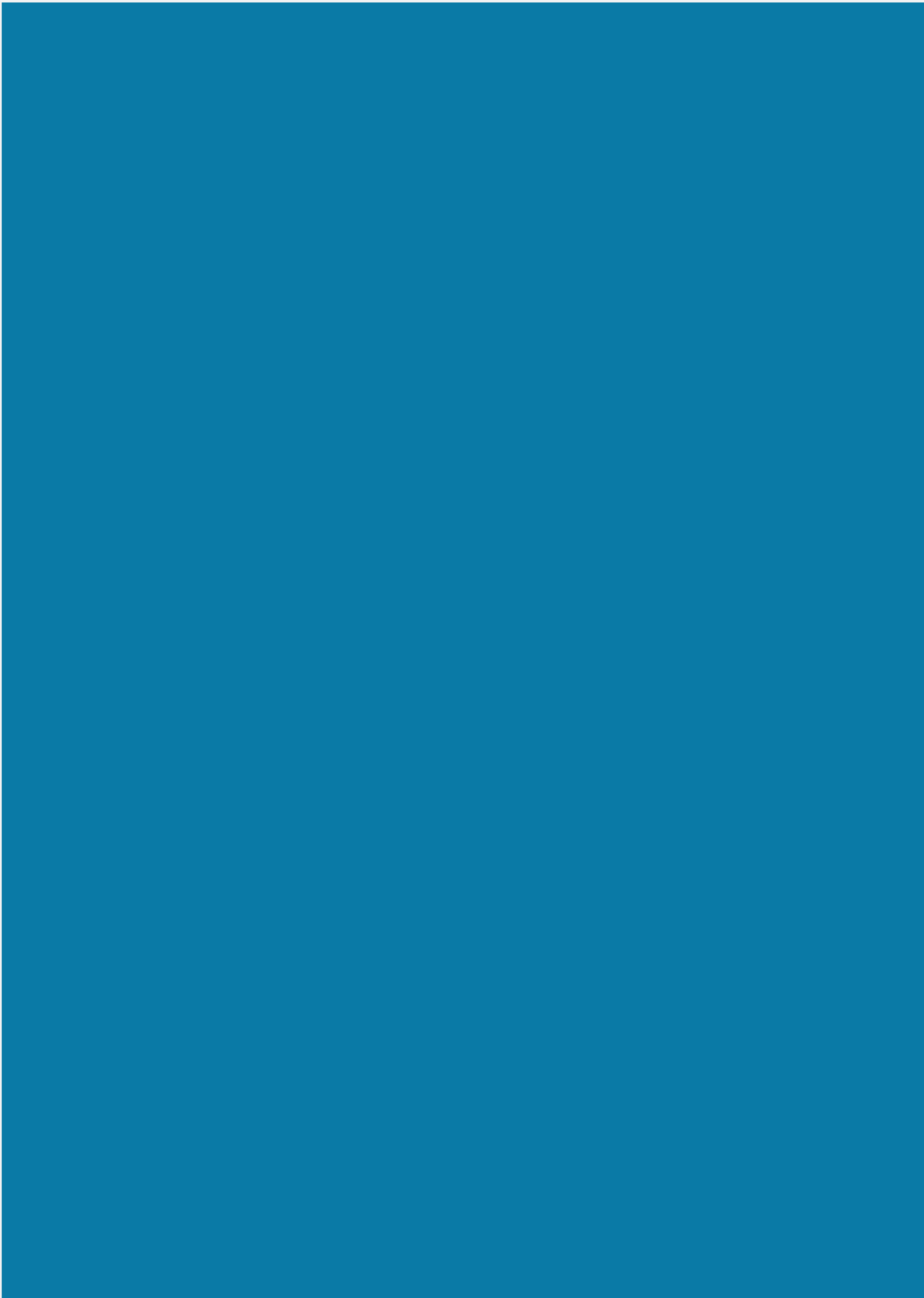
Support and Supervision - Work closely with the Chief Executive and senior team, offering support and constructive challenge. Contribute to key decisions on leadership, structure and performance where required.

Strategic Planning and Policy - Contribute to the development and delivery of AWL's strategy. Review and approve key policies to ensure they remain fit for purpose.

Advocacy and Networking Act as an ambassador for AWL. - Use your networks to build relationships with funders, partners and stakeholders. Support income generation through introductions, influence and external perspective.

Commitment & Practical Details

Role Title: Trustee
Location: West London
Voluntary (reasonable expenses reimbursed)
Time Commitment: Approximately 4 board meetings per year, plus occasional events or sub-committee meetings





Find out more

Further information about Action West London and the Board of Trustees can be found on our website. www.actionwestlondon.org.uk

We welcome applications from individuals who share our commitment to creating positive change across West London.

If you are interested in this role, please email a Cover Letter and CV to Tony Coyne (Chair of Trustees) on tony.coyne@actionwestlondon.org.uk



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