

INTEGRATE



Trustee Recruitment Leaflet





Welcome to Integrate UK

“Inspiring young people to take an active and positive role in society and help them create the change they want to see: A society based on gender and racial equality and cross-cultural cohesion”

Thank you very much for your interest in joining us as a Trustee!

Introducing Integrate UK

Integrate UK is a multi-award-winning charity, co-founded in 2009 by a small group of young women who wanted to break the taboo around the practice of female genital mutilation (FGM). They started with an anonymous poetry writing project, then a docu-drama for radio that was featured on BBC World Service before progressing to filmmaking and organising and hosting national conferences. Over the years our young activists’ remit has expanded to challenge all forms of gender and racial inequalities, violence and abuse against women and girls and to promote cross-cultural cohesion. Our young people are agents of change; many go on to win prestigious awards, become role models within their communities, mentor younger members and represent the organisation, our vision and values on high profile platforms.

“Central to our decision-making are 8 Junior Trustees who lead youth steering groups and report back to the board of trustees. They are crucial as they keep us on track, share constructive feedback and inform all aspects of our service. Our Outreach Workers deliver peer-education workshops in schools across the nation, using our young activists’ media resources. This allows students to develop a profound connection with the resource as they internalise and reflect on their own lives, but it also acts as a means of encouragement to get involved in youth activism. Our workshops initiate discussions around a range of issues such as female genital mutilation {FGM}, honour-based abuse {HBA} and forced marriage, sexual harassment and assault, coercive control, toxic masculinity, racism and different forms of extremism.”

Written by Mariama Sanneh, Junior Trustee





What do we value?

Our Mission

Investing in the skills, passions and talents of young people aged 12 to 24, to nurture future leaders who promote our vision of a society based on gender equality, racial equality and cross cultural cohesion.

Our Values

Empowerment

Providing the skills, platforms and opportunities so young people can advocate for themselves and create the changes they want to see in the world.

Integrity

Staying true to the Integrate model of working devised by its service users.

Representation

Being meaningfully youth-led and ensuring Integrate is representative of those we serve.

Creativity

Finding innovative, creative approaches to youth-led change.

Inclusivity

Making sure everyone is welcome and has a voice.



Our broader strategic aims are developed with and for our young people to create the changes they wish to see in their communities and society as a whole, in accordance with our vision and mission. Our approach to achieving this ambitious vision is multifold, focussing on tackling the ongoing inequalities associated with race and gender, including access, participation, attainment and discrimination.

By providing young people with the skills, opportunities and platforms to lead and to deliver the changes they want to see in terms of gender and racial equality, we also nurture their aspirations, enabling them to achieve their full potential and to change, define and determine their own lives and those of future generations.



What we do

We aim to empower more young people to challenge inequality and push for the policy changes they wish to see to create the society in which they wish to live. Through their work with us, the young people learn transferable skills, improve confidence and self-esteem, form positive relationships with peers from different religious and cultural backgrounds, raise attainment and lead a movement for positive change in their communities. We aim to give young people a voice and a platform for expressing their views and ideas. As well as supporting young people with their learning, ambitions and aspirations, we run a wide range of creative and educational projects that they have devised themselves. Our older members deliver peer-education workshops in schools nationally using our young activists' youth-friendly, accessible media resources. Our workshops encourage discussion around a range of challenging issues, including female genital mutilation (FGM), honour-based abuse (HBA), sexual harassment and assault, racism and different forms of extremism.

From a small, local voluntary group founded by twelve girls, Integrate UK has grown to a national, multi-award-winning charity increasingly run by representatives from the groups we work with. In addition to our board of trustees, we have nine Junior trustees and an active youth board that steers our work and informs our approach. Our young people are involved at every level of the organisation; they identify the issues they wish to address, design and deliver all our projects based on their lived experience, attend board meetings and feed into strategy development.

As a trustee, you will have a real opportunity to offer your unique skill set to help the charity's progression.





Your role as trustee

Vision, values and strategic direction

- To contribute actively to the board of trustees' role in giving firm strategic direction to Integrate UK, setting a vision, goals, policy and plans as well as targets and key performance indicators while ensuring Integrate UK remains youth-led.
- To ensure breadth and diversity in the vision, values, policy and strategy of Integrate UK.
- To serve as an ambassador for the charity, promoting understanding, recognition and support for Integrate UK's vision and values.
- To be aware of current issues impacting young people, such as mental ill-health, knife crime and government policies affecting those from marginalised communities.
- We encourage our board of trustees to engage in anti-racism and anti-oppression practices to ensure all our approaches are addressing inequalities deep-rooted in imperialism and capitalism, which disproportionately impact the young people we work with.

Performance management

- To monitor and evaluate performance against plans, targets and key performance indicators and its wider impact on stakeholders.
- To appoint the CEO and monitor his/her performance.
- To safeguard the good name and values of Integrate UK and act as representatives to address situations that may impact the young people, branding or our work.

Compliance

- To ensure that Integrate UK complies with all legal and regulatory requirements.
- To ensure that key risks to Integrate UK are identified and effectively managed and that professional advice is sought and considered where appropriate

Prudent management of assets

- To ensure the financial stability of Integrate UK through creation effective fundraising and marketing strategies.
- To ensure the proper management of the charity's assets, both physical and intellectual, as well as sound financial management.

Good governance

- To comply at all times with the Trustee Board Code of Conduct and other trustee policies.
- To uphold the principles, practice of good governance and hold all staff accountable.
- To participate in trustee development and training as appropriate.
- To prepare for and attend Trustee Board meetings regularly and contribute to discussion and collective decision making.
- To use any particular personal knowledge, skills and experience to help the Board of Trustees to further the objects of the charity.



Person Specification

We actively encourage applicants who are representative of our beneficiaries' diverse backgrounds and/or share lived experience with the issues our young people are facing.

Trustees must demonstrate a willingness to attend quarterly weekend board meetings (2 days) and be available to staff for advice and enquiries on an ad hoc basis.

Personal competencies:

Commitment

- Ability to understand and accept the duties and liabilities of being a charity trustee.
- Empathy with the vision, mission and aims of Integrate UK.
- A willingness and ability to devote the necessary time and effort.

Focus

- Ability to think and apply knowledge strategically and work collaboratively with others.
- Ability to think creatively to support the young people's vision.
- Ability to keep mission-focused to ensure we are on track with our objectives.
- Ability to analyse and evaluate management of projects, staff and overall organisational work, information and other evidence.
- Willingness to listen and learn from young people, staff, trustees and the communities we work with.

Communication and team working

- Ability to communicate clearly and sensitively about our work and to take an active part in discussions.
- Ability to influence and engage.
- Ability to work effectively in a group.
- Ability to challenge constructively and ask questions appropriately.

Accountability

- Ability to exercise sound and independent judgement.
- Willingness to make and stand by collective decisions, including those which may be unpopular.
- Ability to manage difficult and/or challenging situations.
- Ability to maintain confidentiality on confidential and/or sensitive information.





Terms

Skills and experience

During a particular recruitment one or more of the following may be identified as priorities, depending on the needs of the Board at the time as identified through a skills audit.

We are in the process of developing an ambitious 5-year strategy and, under the guidance of our young activists, a full rebrand. We are seeking new trustees to support our charity and strategic development.

The ideal candidate should have recent experience in one or several of the following areas:

- **Marketing, Public Relations and Communications**
- **Charity Law / Law**
- **Education**
- **Safeguarding**
- **Fundraising (Major donors / corporate / trusts and foundations)**
- **Creative Industries (Arts / music / film / photography / theatre or advertising agencies)**
- **Charity Finance / Finance (Treasurer)**
- **Human Resources & People and Culture**
- **Activist or Anti-Oppression consultant or facilitator**

Trustees will be expected to be part of a sub-committee to devise responsibilities across the board. We also encourage all trustees to engage in our Youth Board and young people's activities to ensure we are working collaboratively.

All trustees will receive relevant trustee training.

Additional information:

Under charity law, trustees have the ultimate responsibility for directing the affairs of Integrate UK and ensuring that it is solvent, well-run and delivering the charitable outcomes for the benefit of the public for whom it was set up:

<https://www.gov.uk/guidance/charity-trustee-whats-involved>



How to apply

Please complete our application and equalities monitoring forms, with the subject: **Trustee application and 'Your Name'** and send them to:

info@integrateuk.org

Alternatively, you can send us an application video (up to 3 minutes) answering the following questions:

- Please explain why you would like to apply for this position at Integrate UK.
- Tell us about your experience and how this relates to the role.
- What do you hope to gain from this role?

*This position is subject to an enhanced DBS check and 2 references.

We want to hear from you:

If you have any questions or would like to know more about the organisation before you apply, please email info@integrateuk.org to arrange an informal chat with our CEO Lisa Zimmermann or our Chair of Trustees, Janet Fyle MBE.

*Please note that parts of our premises are currently not fully accessible for wheelchair users. We are happy to make adjustments, please speak to us if you need further information or assistance.

We are looking forward to receiving your application!

