



TRUSTEE RECRUITMENT LEAFLET

Welcome to Integrate UK

Driven by diversity to inspire social change



Introducing Integrate UK

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

Integrate UK is a multi-award-winning, youth-led charity co-founded in 2009 by a group of young women determined to break the taboo surrounding female genital mutilation (FGM). What began as an anonymous poetry project grew into a BBC World Service docu-drama, followed by filmmaking, national conferences and youth-led campaigning.

Over time, our young activists' remit has expanded to challenge gender and racial inequalities, violence and abuse against women and girls and to promote community cohesion. Many of our young people go on to win awards, become role models, mentor younger members and represent the organisation on high-profile platforms.

Young people are at the heart of everything we do. Our Junior Trustees lead youth steering groups and report directly to the Board, ensuring our work remains youth-led, relevant and accountable. Our Outreach Workers deliver peer-education workshops in schools across the UK, using media resources created by our young activists. These workshops encourage students to reflect on their own experiences and explore issues such as FGM, honour-based abuse, forced marriage, sexual harassment, coercive control, toxic masculinity, racism and extremism.

Written by Mariama Sanneh, Junior Trustee

Our Mission

We invest in the skills, passions and talents of young people aged 12–25, nurturing future leaders who champion gender equality, racial equality and community cohesion.

Our Values

Empowerment

Providing the skills, platforms and opportunities young people need to advocate for themselves and create meaningful change.

Integrity

Staying true to the model of youth-led practice shaped by our service users.

Representation

Ensuring Integrate UK reflects the communities we serve.

Creativity

Using an innovative, creative approach to inspire youth-led social change.

Inclusivity

Making sure everyone is welcome, heard and valued.

Our strategic aims are developed with and for young people, focusing on tackling inequalities linked to race and gender, including access, participation, attainment and discrimination. By providing young people with skills, opportunities and platforms, we support them to achieve their full potential, shape their own futures and those of generations to come.

What we do

We empower young people to challenge inequality and influence policy change. Through their involvement with Integrate UK, young people gain transferable skills, build confidence, form positive relationships across diverse backgrounds, raise attainment and lead movements for social change.

Our creative and educational projects are devised by young people themselves. Older members deliver peer-education workshops nationally, using youth-friendly media resources to spark discussion around challenging issues including FGM, honour-based abuse, sexual harassment, racism and extremism.

From a small voluntary group founded by twelve girls, Integrate UK has grown into a national charity increasingly run by representatives from the communities we work with. Alongside our Board of Trustees, our Junior Trustees have equal voting rights and our active Youth Board informs our strategy and direction. Young people are involved at every level: identifying issues, designing and delivering projects, attending board meetings and shaping organisational development.





Your Role as a Trustee

As a Trustee, you will have the opportunity to use your skills and experience to support the charity's progression and ensure we remain youth-led, impactful and sustainable.

Vision, Values and Strategic Direction

- Contribute to the Board's role in setting strategic direction and ensuring we meet our targets and KPIs.
- Support breadth and diversity in our vision, values, policies and strategy.
- Act as an ambassador for Integrate UK, promoting understanding and support for our work.
- Stay informed about issues affecting young people, including social media harms, misogyny, youth violence and policies impacting marginalised communities.

Performance Management

- Monitor and evaluate performance against plans and KPIs.
- Appoint and support the CEO, monitoring their performance.
- Safeguard the charity's reputation and values, addressing issues that may affect young people or our work.

Compliance

- Ensure Integrate UK complies with legal, regulatory and funder requirements.
- Identify and manage key risks, seeking professional advice where appropriate.

Prudent Management of Assets

- Support financial stability through effective fundraising and marketing strategies.
- Ensure proper management of physical, intellectual and financial assets.

Good Governance

- Comply with the Trustee Code of Conduct and relevant policies.
- Participate in trustee training and development.
- Prepare for and attend quarterly Board meetings, contributing to collective decision-making.
- Use your personal knowledge and experience to further the charity's aims.



Skills and Experience

Depending on Board needs, priority skills may include:

- Accounting / Charity Finance
- Marketing, PR and Communications
- Charity Law / Legal Expertise
- Education
- Safeguarding
- Fundraising (major donors, corporate, trusts and foundations)
- Human Resources / People & Culture

Trustees will join a sub-committee and are encouraged to engage with the Youth Board and young people's activities to ensure collaborative working.

Additional Information

Under charity law, trustees hold ultimate responsibility for ensuring Integrate UK is solvent, well-run and delivering public benefit.

Guidance for Trustees:

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

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-what-you-need-to-do-cc3>



How to Apply

Please complete our application and equalities monitoring forms with the subject line: **Trustee Application - [Your Name]** and send them to: **applications@integrateuk.org**

Alternatively, you may submit a short application video (up to 3 minutes) answering:

- **Why would you like to apply for this position at Integrate UK?**
- **What relevant experience do you bring to the role?**
- **What do you hope to gain from being a trustee?**

This position is subject to an enhanced DBS check and two 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.

We are looking forward to receiving your application!