



Requirements of the Role of Trustee

Introduction

There are some general qualities that people will need to bring to the role of trustee if they are to be effective. These apply to all trustees. There are also some quite specific attributes that we are looking for. These are qualities that we see as necessary to build the strength of the board and **we attach particular importance to these specific qualities in our search for new trustees.** We do not expect prospective trustees to have all these specific qualities. Any one of them would be useful.

General Qualities

1. A commitment to meeting the needs of refugees and asylum seekers and to providing a welcoming and supportive environment for them in those areas where the charity works
2. A willingness to commit the time required to be a reliable member of the team (see Trustee Role Description). Attendance at and participation in board meetings is important in this respect.
3. The ability and confidence to work effectively in meetings.
4. The ability to understand financial statements and forecasts
5. Good listening skills and a willingness to learn and attend training where new skills and understanding are required.
6. A co-operative and friendly approach to collective decision making which understands that personal views will not always prevail.
7. A commitment to the development of an inclusive organisation which enables the participation of people from communities that typically experience discrimination or are under-represented.
8. The ability to think strategically about the development of the organisation.

Specific Qualities

In 2023 we conducted a skills audit of the board. We also received the resignation of a few long serving trustees. In consequence, we are particularly interested in people who, in addition to the general qualities described above, have one of the following attributes:

1. Lived experience of being a refugee or asylum seeker. There are currently two trustees with such experience, in addition to which our Deputy CEO has a refugee background. We want to increase the influence that people with lived experience have on the organisation.
2. Experience and understanding of the safeguarding of vulnerable people and good practice in supporting mental wellbeing. The latter is important both for our clients and our staff.
3. Youth. There is no-one on the board under the age of 30. We recognise that, nationwide, young people are at the forefront of support for refugees in the context of the hostile environment promoted by the government. We welcome the energy and fresh perspectives that young people bring to our work.
4. Experience of income generation for a charity. We raise income from public giving, fundraising events, trust fundraising and local government contracts.
5. Experience of digital campaigning. This is crucial in our objective of raising awareness of the refugee experience and countering the hostility and misinformation promoted by the press and media and government.

In order to promote diverse perspectives amongst trustees we welcome interest from members of black and minority ethnic communities and the LGBT community who can help us tap into potential support in their particular networks and benefit from their perspectives.

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