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# Become a Trustee at Inclusion London.

# We want to recruit new Deaf and Disabled Trustees, especially those with intersectional experience

Background information

Inclusion London is a London wide equality organisation run by and for Deaf and Disabled people. We work to make sure Deaf and Disabled people have a strong, collective voice and that Deaf and Disabled people’s organisations (DDPOs) have the support they need to bring about equality and inclusion for our communities.

We are a small but effective organisation. We actively work with over 70 DDPOs in London and have just agreed an exciting new [3-year strategic business plan](https://www.inclusionlondon.org.uk/wp-content/uploads/2022/03/IL-Strategic-Business-plan-2022-2025-final-.pdf) Our plan sets out the work we want to do including actively supporting our sector to become more intersectional and inclusive, developing Deaf and Disabled people’s leadership and ensuring disability equality is on the agenda at a local, regional and national level.

Our Board of Trustees play a very important role in our organisation shaping and supporting our current work and future direction. We want to make sure our Board reflects the voices and diversity of DDPOs and Deaf and Disabled people who are often not heard.

We have recently had some of our most experienced trustees retire and we are looking for both experienced Trustees and younger Deaf and Disabled people to develop their leadership skills and experience as Trustees. We especially want to hear from Black and minoritized Deaf and Disabled people and Deaf and Disabled people from the LGBTQI+ community.

Being a Trustee is unpaid role lasting 3 years. To carry out the duties and things a Trustee needs to do, you will need to take part in about 5 Board meetings each year which will take about 20 hours of your time each year. There are also opportunities to get more involved with sub-groups, campaigns and further supporting our work. All trustees will receive a full induction and training.

We particularly welcome Trustees with a background in:

* Finance
* HR
* Speaking up, campaigning & changing policy
* Being part of a DDPO
* Social justice campaigns

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|  | Main duties as a Trustee These are the things we need Trustees of Inclusion London to do: | |
|  | Work with other Trustees on the Board to help make sure it can set the direction of Inclusion London and make sure it meets its legal responsibilities and charitable aims. | Z:\ADMIN\EASY READ IMAGES\People First -Easy Read A2Pics 2013\Choice and Control\wanting to choose.jpg |
|  | To make sure that the organisation follows the Memorandum and Articles of Association, charity, company law and any other relevant legislation or regulations. | A picture containing text, person  Description automatically generated |
|  | To make sure that Inclusion London works to meet its aims and objectives and supports DDPOs in London to have a strong voice and promote Deaf/Disabled people’s rights and inclusion. | Z:\ADMIN\EASY READ IMAGES\People First -Easy Read A2Pics 2013\Meetings and Consultations\group thinking.jpg |
|  | To make sure that Inclusion London only works and spends money to meet its aims and objectives. | A picture containing text, clipart  Description automatically generated |
|  | To make sure the Board gives Inclusion London clear and strong strategic direction. | A picture containing text, clipart  Description automatically generated |
|  | To make sure Inclusion London is run well. | A picture containing clipart  Description automatically generated |
|  | To make sure Inclusion London has enough money now and, in the future, and that its money and other assets are well looked after. | A group of people looking at a computer  Description automatically generated with low confidence |
|  | To protect the good name, reputation and values of the organisation, and act as a champion of Inclusion London to other people and organisations. | A close-up of a hand  Description automatically generated with low confidenceIcon  Description automatically generated |
|  | To take part in 4 Board meetings each year and the Annual General meeting. | Z:\ADMIN\EASY READ IMAGES\People First -Easy Read A2Pics 2013\Meetings and Consultations\group thinking.jpg |

**Trustee Person specification:**

This is a list of the skills, experience and knowledge we need Trustees to have. You need to show that you have these skills, experience and knowledge in your written or video application.

We will offer new Trustees training and 1-2-1 support and mentoring from other Inclusion London Trustees.

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| **Skills, experience and knowledge Trustees must have:** | | |
| 1. | You are interested in or have worked to support Deaf/Disabled people’s equality and inclusion. | A picture containing clipart  Description automatically generated |
| 2. | You are involved in a London DDPO or have links with London based DDPOs, networks or groups of Deaf/Disabled people that are working together to bring about social change. | Z:\ADMIN\EASY READ IMAGES\People First -Easy Read A2Pics 2013\Meetings and Consultations\group thinking.jpg |
| 3. | You understand and support a Social Model of disability and Cultural Model of Deafness and view ‘disability’ as a human rights issue.  You can find information about the social model and cultural model here:  [The Social Model of Disability - Inclusion London](https://www.inclusionlondon.org.uk/disability-in-london/social-model/the-social-model-of-disability-and-the-cultural-model-of-deafness/) | **A picture containing diagram  Description automatically generated** |
| 4. | You must support the values and aims of Inclusion London. You can find these at: <https://www.inclusionlondon.org.uk/about-us/about/our-mission/> | A picture containing text  Description automatically generated |
| 5. | You must be interested in learning about, or you understand, some of the issues and experiences of DDPOs and Deaf/Disabled people working together to bring about social change. | A picture containing text, clipart  Description automatically generated |
| 6. | You must be able to listen and treat people with respect. | A picture containing clipart  Description automatically generated |
| 7. | You must be able to work well as a member of a team. | A picture containing clipart  Description automatically generated |
| 8. | You must be willing to give Inclusion London the time and effort needed to be a good Trustee. | A picture containing clipart  Description automatically generated |
| 9. | You must agree with and be ok to learn about the legal duties, responsibilities and risks of being a Trustee. | Diagram  Description automatically generated |
| 10. | We especially welcome intersectional experience as a Deaf/Disabled person from a Black, Asian and minority ethnic communities and /or the LGBTQI community. | A group of people in clothing  Description automatically generated with low confidence |
| 11. | We especially welcome people with a background in finance, HR & Policy, Campaigning or who have been on a board before. |  |

**How to apply to become a Trustee at Inclusion London**

If you want to apply you will need to do the following:

1. Read our “Trustee Person specification” above.
2. Make a written statement or a video describing how you have the skills, experience and knowledge we are looking for which are detailed in the “Trustee Person specification”. It really helps if you take each of the 11 person specifications in turn and tell us how your skills, experience and knowledge fit with what we are looking for.

You also need to include in your statement or video your contact details.

1. Then email your written statement or video to: [Gelila.Tekle-Mariam@inclusionlondon.org.uk](mailto:Gelila.Tekle-Mariam@inclusionlondon.org.uk) **The closing date for your statement or video application is: 11am on Monday 12 September 2022**
2. If you have shown you have the skills, experience and knowledge we are looking for we will invite you to take part in an online interview with Trustees of Inclusion London. **The interviews will be in the week beginning 19 September 2022.**

Please let us know of any access requirements that you have in order to attend the interviews.

If you have any questions about becoming a Trustee at Inclusion London or how to apply please email Paul Hawkins at [Chairperson1@inclusionlondon.org.uk](mailto:Chairperson1@inclusionlondon.org.uk) or ring Inclusion London on 020 7237 3181.

Thank you for your interest to become a Trustee at Inclusion London.