

Recruitment of Trustees

What is The Equality Trust?

The Equality Trust is the national UK charity that campaigns to reduce social and economic inequality. The Equality Trust is the national UK charity that campaigns to reduce economic and social inequality. It was set up in 2009 by Richard Wilkinson and Kate Pickett (authors of *The Spirit Level*, who are on the TET board) and Bill Kerry to promote the idea that more unequal societies are bad for almost everyone within them. Almost every modern social and environmental problem – ill-health, lack of community life, violence, drugs, obesity, mental illness, long working hours, big prison populations – is more likely to occur in a less equal society.

We campaign nationally and locally (we have around twenty local Equality Groups) to reduce inequality through policies such as making business fairer, tackling some of the drivers of poverty, such as low wages, financial instruments and the ‘poverty premium’, supporting communities and young people to challenge inequality in their areas, and raising awareness of the damage inequality does to us all. In short we campaign for financial justice as a means to reduce inequality.

We campaign at national and local level, run a speaker network and work with politicians, policy makers and the media to promote and inform citizens about social justice and inequality. We pioneered the issue of pay ratio reporting transparency and ranking corporates on social justice issues, and our strategy is to galvanise the power of investors, consumers, trade unions and workers to influence and thereby reduce income inequality. The Equality Trust thematic focuses include the private sector (corporate indicators for fairness, gender pay gaps, wages, pay ratios, responsible investment, employment rights, democratic economy, workers on boards), corporate governance and socio-economic rights (the Socio-Economic Duty campaign).

We are the UK and European convener of the Fight Inequality Alliance, co-secretariat to the All Party Parliamentary Group on Poverty and designated as a ‘Spark of Hope’ organisation by The Elders.

We have developed manifestos for government at a national level, for local government (The Fairness Fifteen) and for individuals who wish to get involved in the fight to reduce inequality.

We have annual turnover of about £250,000 and employ five staff led by our Executive Director, Wanda Wyporska.

How is The Equality Trust governed?

TET is a charity and a company limited by guarantee and is run by a board of trustees (who are also the company directors). The board meets four times a year in the afternoon.

Our trustees value the knowledge and expertise of our staff so times to meet up with staff are valuable. There are a number of formal or informal opportunities to do this throughout a year, to which trustees are invited e.g. the annual Richard Wilkinson lecture and the annual day for supporters and local groups.

Trustees are responsible for setting the strategic direction and for the financial oversight of TET, ensuring we comply with relevant regulation and supporting the paid staff of the charity to deliver on our mission. Being a trustee for a charity as diverse and energetic as TET offers an interesting and valuable opportunity for people who are passionate about tackling inequality.

What are we looking for in a trustee?

The qualities we seek in all of our trustees are:

- Passionate about the aims of TET and keen to contribute to our work
- Have a strong understanding of inequality issues
- Understand the role of a trustee; to lead the organisation, to support and stretch staff, to unite on its strategy, to steward the assets and to look after its future
- Willing and able to take on trustee and company director responsibilities for an initial three year term

We believe that there is real strength in a diverse group of trustees. Therefore we would welcome applications from ethnic minorities, disabled people, LGTB people and young people.

We are also interested in receiving applications from people with experience in the private sector, communications and marketing (including digital), and fundraising.

What support will I get as an incoming trustee?

We know that getting to grips with any trustee role takes time. We ensure any new trustee receives an induction to make this easier; meeting key staff and trustees, understanding more about the way that the trustees work together, ensuring there is time for questions to be asked and background information to be shared. Our trustees are also encouraged to attend trustee training and we circulate information we think will be useful for trustees' understanding of the world that TET works in.

What should I do if I am interested?

If you would like to learn more about our work, our income or our impact, you will find more information, including our latest annual report at www.equalitytrust.org.uk. The annual report can be found on the website under About Us – Financial Information – Financial Year 2017 (also included are our annual reports and financial information for all previous years).

Please note that we are keen to hear from you even if your current commitments mean you would not be able to join us as a trustee this year. We may also have vacancies to fill next year and we may be able to defer an appointment until a point into the future if this were of mutual benefit.

If you decide to apply, please send the following to info@equalitytrust.org.uk with the email subject header **Trustee Application** and attach:

- A recent CV
- A covering letter, or supporting statement, of no more than 2 sides of A4, letting us know why you would like to join TET and what you would bring to the position
- Monitoring form

What is the recruitment timetable?

- Please send your application to info@equalitytrust.org.uk by 9am on the 9th September 2019.
- We will contact you to acknowledge receipt of your application and to discuss any further steps.

The Equality Trust Equality and Diversity Monitoring Form

Private & Confidential

Thank you for completing this **optional** form. We are collecting this data in order to audit our recruitment processes and ensure that we are reaching all sections of the community, in line with our Equal Opportunities Policy. By collating this data we will be able to identify how we can improve the diversity of candidates for all roles in the organisation. This data will be separated from your application form, and both documents will be anonymised before being processed. We will retain this data for 3 months after the post has been filled, after which it will be securely disposed of. You do not have to answer all of the questions, however the more information you provide, the better we can evaluate what we do.

Full name:	
Position applied for:	
Where did you see this vacancy advertised?	

1. How would you best describe your gender identity?	<input type="checkbox"/> Woman <input type="checkbox"/> Man <input type="checkbox"/> Prefer not to say	<input type="checkbox"/> Non-binary <input type="checkbox"/> Genderqueer	<input type="checkbox"/> Agender <input type="checkbox"/> Other: _____
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2. Do you identify as trans?	<input type="checkbox"/> Yes <input type="checkbox"/> Prefer not to say	<input type="checkbox"/> No
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3. Preferred title	<input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Mx	<input type="checkbox"/> Mr <input type="checkbox"/> Dr <input type="checkbox"/> Prefer not to say	<input type="checkbox"/> Mrs <input type="checkbox"/> Other: _____
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4. Age range	<input type="checkbox"/> 16 - 24	<input type="checkbox"/> 25 - 34	<input type="checkbox"/> 35 - 44
	<input type="checkbox"/> 45 - 54	<input type="checkbox"/> 55 - 64	<input type="checkbox"/> 65+
	<input type="checkbox"/> Prefer not to say		

5. Sexual orientation	<input type="checkbox"/> Asexual	<input type="checkbox"/> Bi	<input type="checkbox"/> Gay
	<input type="checkbox"/> Heterosexual/straight	<input type="checkbox"/> Lesbian/gay woman	<input type="checkbox"/> Other: _____
	<input type="checkbox"/> Queer	<input type="checkbox"/> Prefer not to say	

6. Ethnic origin	<input type="checkbox"/> Asian/Asian British	<input type="checkbox"/> Black/Black British	<input type="checkbox"/> Gypsy or Irish Traveller
	<input type="checkbox"/> White/White British	<input type="checkbox"/> Mixed/Multiple ethnic groups	<input type="checkbox"/> Other: _____
	<input type="checkbox"/> Prefer not to say		

7. Do you have a religion/faith?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Prefer not	If yes, please specify: <i>(optional)</i> _____

8. Disability	Do you consider yourself to be disabled under the Equality Act 2010?	<input type="checkbox"/> Yes
	<i>When answering this question please note that under the Equality Act 2010 you are considered to have a disability if you have a mental or physical impairment which has a substantial and long term adverse effect upon your ability to carry out normal day to day activities.</i>	<input type="checkbox"/> No

	<p>If yes, what is the nature of your disability? <i>(please state) (optional)</i></p> <hr/> <hr/>	
	<p>Do you require any equipment, support or special consideration for access because of your disability/ies in order to carry out the duties described in the job description for the position and/or interview purposes?</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
	<p>If yes, please state:</p> <hr/> <hr/>	

The information you have provided here will be stored either on paper records or a computer system in accordance with the General Data Protection Regulation (2016/679 EU) (GDPR) and will be used solely to monitor the diversity of The Equality Trust's recruitment regarding Equal Opportunity issues. It will not be treated for any other purposes.

Declaration	<p>I agree that The Equality Trust may hold and use the information about me contained in this form, including any information that falls within the definition of 'sensitive personal data' under the terms of the General Data Protection Regulation (2016/679 EU) (GDPR) and as amended, for the purposes of monitoring equal opportunities.</p> <p>I agree that the Trust may keep a record of this form for 3 months.</p>
Signed:	
Date:	

Thank you for taking time to complete this form.