

Gendered Intelligence

Board of Trustees

Thank you for your interest in supporting Gendered Intelligence.

Gendered Intelligence is looking to expand the current Board of Trustees in order to bring fresh perspectives and skills to support the vital work that we do. We are currently recruiting for up to three new trustees.

Any successful applicants will need to understand the history of, and the issues that affect trans, nonbinary and gender questioning people and our communities in the UK, either as a member of this community themselves or as a committed ally. They will also need to have a strong commitment to the values and mission of Gendered Intelligence.

Contents

Part A: Overview of Role	2
Summary	2
Particular areas of expertise	2
Commitment.....	2
Part B: Information about Gendered Intelligence	3
Background	3
Aims	3
Activities	3
Ethos	3
Part C: Role description	4
Purpose of the role	4
Essence of the role.....	4
Essential Skills and Knowledge for the role	4
Key Accountabilities and Responsibilities	5
Part D: Information about applying	6
Diversity Information	6
Application Process & Timeline	6
Additional Support	6

Part A: Overview of Role

Summary

- Hours: Voluntary, but Trustees are expected to commit to a minimum of 10 hrs per month
- Location: Board meetings are a mix of online and in-person, at times arranged to suit the Trustees. Ability to travel to London is necessary
- Reports to: Chair/Charity Commission/Companies House
- Function: Governance

Particular areas of expertise

Whilst we are looking for trustees with a broad range of skills, we are particularly interested in finding people with skills and experience in the following areas:

- Youth work. Experience as a senior or strategic practitioner, especially within vulnerable and marginalised communities.
- Legal work. This could be in human rights, discrimination, employment law or general charity law, but we are open to other areas of expertise, including regulatory, risk and governance expertise. You may not be a lawyer but could bring knowledge of legal systems more widely, or networks who can support this area as required.
- HR management experience. An experienced HR professional who can bring a strategic HR perspective to board discussions and support GI in developing effective and inclusive people practices.

If your experience does not fall into these categories but you would still like to be considered, please do let us know. The best trustees can come from all sorts of backgrounds, and we'd love to know what your experience can offer us.

Commitment

We currently hold five scheduled Board meetings a year and occasional ad hoc meetings as deemed necessary. Additionally there is the opportunity to join subcommittees and working groups to allow deeper involvement in an area of particular interest. In order to facilitate availability for each meeting, to read all necessary paperwork in advance, and to be available to advise in your area of expertise, we consider that successful candidates should be able to commit to being available for a minimum of 10 hours per month.

Appointments are for an initial three-year term, renewable for up to two further terms.

More information about being a Trustee, including a checklist to confirm that you are eligible is available from the Charity Commission [here](#).

Training and support will be provided to successful candidates to ensure that all responsibilities can be met.

Part B: Information about Gendered Intelligence

Context

Gendered Intelligence is a Registered Charity in England and Wales that is committed to the idea that everyone can be more intelligent about gender. Our vision is of a world where people are not constrained by narrow perceptions of gender and where diverse gender expressions are visible and valued. Our mission is to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. All of our varied activities are focused on supporting this mission.

Background

Our work began in 2006, with a Wellcome Trust grant to run a performing and visual arts project. Gendered Intelligence was established in 2008, initially as a Community Interest Company, becoming a Registered Charity in 2019. We launched our new 5 year strategy last summer (running through to 2029) – copies will be shared with applicants prior to interview.

Aims

Gendered Intelligence aims to expand understandings of gender diversity, and to improve trans lives.

Activities

We work with trans, non-binary and gender questioning communities and those who impact on trans lives, including parents/ carers, teachers, policymakers, employers, service providers and other organisations.

Our external activities are structured around three departments:

- Youth and Communities Services
- Professional and Educational Services
- Public Engagement

The areas are closely interlinked, with regular communication between staff: a number of colleagues work across different teams. We believe this shared learning provides a major benefit for all individuals who use GI services whether young people, family and carers, members of the public or professionals in their working lives.

Ethos

We are a trans-led, trans-majority organisation with a core of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers, who are especially active within Youth Work. We want to play a substantial part in encouraging the cultural shift needed to gain understandings of trans and gender variant lives. We place trans people at the heart of our organisation and we believe that a key way to improve the quality of trans people's lives is to educate the people around them about gender diversity.

For more information see our [Annual Report and Financial Statement for 2023-24](#).

Part C: Role description

Purpose of the role

The Board of Trustees is responsible and accountable for the overall strategic direction, legislative compliance and financial viability of the Charity.

Essence of the role

- **Organisational purpose:** The Board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.
- **Leadership:** Every charity is led by an effective Board that provides strategic leadership in line with the charity's aims and values.
- **Integrity:** The Board acts with integrity, adopting values and creating a culture which help achieve the organisation's charitable purposes. The Board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.
- **Decision-making, risk and control:** The Board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored.
- **Board effectiveness:** The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.
- **Diversity:** The Board's approach to diversity supports its effectiveness, leadership and decision-making.

Essential Skills and Knowledge for the role

We want our Board to embrace a spirit of personal and organisational improvement. We understand that applicants may not have all the elements listed below, but if you don't already have the following, we would expect you to demonstrate a willingness to use your time with us to develop them.

- An understanding of trans, non-binary and gender questioning people, especially young trans people
- An understanding of the not-for-profit sector
- Understanding of equality and diversity issues
- Ability to use your skills and knowledge to support the delivery of direct services
- Ability to work in a team and engage in discussions and productive debates
- Analytical thinking
- Willingness to get involved

Key Accountabilities and Responsibilities

Being a trustee means you will provide oversight for all of the activities of Gendered Intelligence. This is a big responsibility, and includes important legal accountability, but is one held collectively with the other Board members.

The charity is run by a dedicated and experienced Senior Leadership Team, and the primary role of the Board is to meet regularly with this team to provide feedback, oversight and decision making. Together, the Board and the executive team create the strategy that the organisation will follow, and ensure that it is sticking to its purpose.

Board members are expected to engage with a range of issues, inform themselves of GI's legal, social and charitable responsibilities and remain abreast of the context within which GI operates. They are expected to take informed decisions on the future of the charity and to provide both support and challenge to the SLT.

Board members also have an ambassadorial role, publicly representing the charity in both formal and informal settings. Whilst a trustee is not expected to maintain a public profile should they not wish to, there will be opportunities to attend GI events representing the Board as a whole. At the same time, Board members are expected to conduct themselves in a manner that befits the charity and its aims and objectives.

Part D: Information about applying

Diversity Information

We are actively seeking to bring people with different lived experiences, diverse backgrounds, abilities and gender identities into the organisation, to create an environment that is welcoming for all. To find out more about our commitment to diversity and inclusion, visit our [Working at Gendered Intelligence](#) page. We are particularly keen for trans-feminine spectrum people and people of colour to apply. As part of our commitment to increasing diversity, we would appreciate it if you could complete our [GI Recruitment - Diversity Monitoring Form](#) - although please note this is not mandatory.

Application Process & Timeline

You have received this pack because you may be interested in the Trustee role.

A: Process:

If you decide to apply, you will be asked to provide:

- A cover letter setting out why you want to support GI, what you could bring to the Board and how you fulfil the functions of the role listed below.
- An up-to-date CV
- Details for two referees & any reasonable adjustments required for the formal interview with existing Trustees
- [Diversity Monitoring Form](#) – this is optional

Please note that as GI works with young people it is our policy that in addition to references, Trustees are subject to a DBS check. Having a conviction will not necessarily prevent you from being a Trustee for GI: we would look at the relevance of the conviction to the role and make an individual assessment.

B: Timeline

- Deadline for submission of applications: **Tuesday 30th September, 5pm**
- Shortlisted applicants will be informed by: **Friday 10th October**
- Interview with the Trustees on **Tuesday 23rd and Wednesday 24th October**

Those invited to be on the Board will be asked to observe our next Board meeting. All offers are made subject to references.

Additional Support

Would you like to learn more before applying?

We're aware that people may have different needs or additional queries, and we want to support all potential applicants.

If you have any additional queries, you can contact us via one of the following routes. These are optional, and do not form a mandatory part of the process.

- If you would like to have a discussion prior to making an application, please get in touch with via trusteerecruitment@genderedintelligence.co.uk - one of our existing Trustees will respond
- If you have any practical questions about the process itself please contact recruitment@genderedintelligence.co.uk