



**SOUTH GLOUCESTERSHIRE RACE
EQUALITY NETWORK**



Trustee Recruitment Pack



About SGREN



South Gloucestershire Race Equality Network (SGREN) is a charity promoting racial equity in South Gloucestershire. Our core committee reflects the diversity of the area, with members from ethnically diverse backgrounds and English backgrounds.

Together, we aim to strengthen connectivity between communities, amplify diverse voices, and influence local decision-making so that services and policies better reflect the needs of ethnically diverse residents.

Our work combines community engagement, cultural celebration, advocacy, and strategic collaboration, focusing on key priorities such as education, health, housing, employment, criminal justice and environment.

We deliver annual cultural celebrations such as Black History Month, Lunar New Year, Interfaith Iftar, and activities for the Bristol Refugee Festival. Alongside events, we run community-based projects, regular outreach sessions, and targeted engagement with local groups and service providers.

We also contribute to policy and strategy development, co-producing public sector strategies to ensure they are culturally informed and inclusive.

We are proud of the progress we have made and are entering an important phase of strategic growth, making this an exciting time to join our Board.



Our Chair

"Over a decade with SGREN, including three years as Chair, I've seen first-hand the difference a committed group of people can make. Our Trustees and Volunteers are at the heart of that impact.

If you're looking to utilise your skills, learn something new, and contribute to meaningful change in your community, SGREN offers a unique and fulfilling opportunity. With varying roles and responsibilities which are flexible and adaptable.

We look forward to welcoming you! "

Carmen Anderson, Chair of SGREN



Why join SGREN now?



This is a chance to make a meaningful contribution at a time when your skills and insight will have real influence.

This is a moment of opportunity to:

- Help shape SGREN's next phase of growth and impact
- Strengthen our governance, systems and sustainability
- Support the expansion of our work on race equality
- Influence how local services and partnerships respond to ethnic health inequalities
- Embed intersectionality and lived experience at the Board level

What Trustees Gain:

- Experience in charity governance and leadership
- Opportunities to influence meaningful social change
- Training, mentoring, and peer support
- The chance to strengthen local impact and representation
- Free access to our services. Advice and referrals to local services.
- Added to the mailing list and access to our newsletter (network updates, local news, trainings, and upcoming events promotions all around South Gloucestershire)
- Travel expenses covered and free refreshments/lunch for volunteering at events



Trustee - Overview



We are specifically seeking two Trustees from ethnically diverse backgrounds, with a strong preference for applicants from Asian backgrounds. We also strongly encourage applications from people from ethnically diverse backgrounds with disabilities or multiple protected characteristics, as we are committed to highlighting and valuing intersectionality within our leadership.

Legal Duties of Trustees

Trustees are legally responsible for ensuring that SGREN:

- Acts in line with its charitable purpose
- Complies with charity law and good governance practice
- Uses its resources responsibly and in the best interests of its beneficiaries

Trustees must:

- Act collectively and in good faith
- Avoid conflicts of interest
- Ensure appropriate financial and risk controls are in place

Training and support will be provided.

Meetings & Commitment

- Quarterly Board meetings (some online, some in person)
- Annual Strategy & Planning Away Day
- Occasional working groups or additional meetings

Trustees are expected to prepare for meetings and contribute actively.

Trustee - Roles



Roles & Responsibilities

Strategic Oversight

- Help shape SGREN's vision and priorities
- Support long-term planning
- Bring professional and lived experience to decisions

Governance & Compliance

- Ensure strong governance and accountability
- Support policy development and legal compliance
- Contribute to safeguarding and risk management

Financial Stewardship (Finance/Governance Trustees)

- Support budgeting and financial reporting
- Advise on funding and sustainability
- Strengthen financial controls and systems

Community Leadership & Representation

- Bring lived experience and community insight to the Board
- Champion inclusive and trauma-informed practice
- Act as an ambassador for SGREN

Development & Partnerships

- Promote SGREN through professional and community networks
- Support partnerships and strategic relationships
- Champion specific projects or themes where appropriate

Person Specification



Essential

- Commitment to race equality, inclusion and social justice
- Ability to think strategically and contribute constructively
- Willingness to work collaboratively and challenge appropriately
- Commitment to SGREN's values and mission
- Ability to attend and prepare for Board meetings

Desirable: Finance/Governance Trustees

- Experience in finance, governance, HR, legal or organisational leadership
- Experience working with small charities or community organisations

Desirable: Community Representation Trustees

- Lived experience of racial inequality or marginalisation
- Strong links to local communities
- Interest in mental health, wellbeing and peer support

Previous Trustee experience is welcome but not essential.

Equity, Diversity & Inclusion

SGREN is committed to building a Board that reflects the diversity of the communities we serve.

We particularly encourage applications from:

- People from ethnically diverse backgrounds, especially Asian communities
- People with disabilities
- People with lived experience of inequality

We value intersectional identities and perspectives. Reasonable adjustments will be provided throughout the recruitment process.



Application Process

How to Get Involved: Steps to Apply

If you meet the essential criteria and are interested in becoming a Trustee, please submit:

1. A Curriculum Vitae
2. A one-page cover letter (one side of A4) explaining:
 - Why are you interested in becoming a Trustee at SGREN
 - What skills, experience or lived experience would you bring
 - Whether you are applying as a Finance/Governance Trustee or Community Representation Trustee

Shortlisted candidates will be invited to an informal conversation with the Chair and Trustees.





Thank you

Thank you for your interest in supporting SGREN's mission to promote race equality, wellbeing and inclusion across South Gloucestershire.

We look forward to hearing from you.

