



Join the Protection Approaches
board of trustees

Summary

[Protection Approaches](#) is looking for 1-2 trustees to support, challenge and inspire us at an exciting time of growth and possibility and to help deliver our ambitious strategic plan. We are particularly looking for outstanding guidance in the fields of finance, human resources, and/or charity law, but above all, we are looking for people who share our belief that the prevention of identity-based violence is a shared responsibility that stretches from governments to communities to individuals.

The deadline for applications is 23.59 on 29th September 2024. The initial appointment will be for a renewable term of three years.

About Protection Approaches

Founded in 2014, Protection Approaches is a fast-growing, dynamic, London-based charity that works locally, nationally, and internationally. We seek a world where everyone accepts and respects each other, regardless of identity. We want to change the way the world thinks about identity-based violence – and by so doing, change how we respond to and prevent it. From our local programmes in communities to challenge hate crime to our global efforts to confront mass atrocities and genocide, we believe that this mission is not only possible but probable, and are dedicated to doing the long-term, difficult work necessary to make it sustainable.

Our values

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.



What we do

From hate crime to online extremism, from structural discrimination to mass atrocities, identity-based violence has become an all-too-common fact of daily life. Hate movements, armed groups, and governments are exploiting identity to divide us, manipulating our differences in the pursuit of power, a particular political agenda, or an exclusionary ideology.

Our mission is to create structures and avenues for how – from the smallest neighbourhood to the global community – we can stand together against and push back on hate in all its forms. We do this by pursuing three goals: changing the way people define and prevent identity-based violence; challenging and dismantle structural prejudice, discrimination, and inequality; and achieving and sustaining operational excellence. Specifically, we:

- Work on the local level towards [community-led change](#), collaborating with communities on tackling marginalisation, building resilience, and research. Our community initiatives help marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence.
- Work on the national level towards state level change, whether on domestic or foreign policy. Our [atrocities-prevention programme](#) has led efforts that have transformed the UK approach to crimes against humanity and genocide while our domestic Stronger Communities programme has opened up funding for community-led solutions.
- Work on the multilateral and global level to transform how identity-based violence is understood and responded to within our international system.
- Conduct [training courses](#) on identity-based violence, hate crime and atrocity prevention. We deliver bespoke briefings and trainings on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national and governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world.
- Across all these areas, we undertake, commission, and coordinate [research](#) to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices.



What we are looking for

Over the past nine years, PA has grown from a wild idea into a dynamic organization that is playing a critical role in redefining how the UK and the rest of the world understand and prevent identity-based violence. We are looking for board members to help our organisation grow to the next level. In this round, we are prioritising candidates with financial, human resources/operational ,or legal expertise. We are looking for up to two new board members during this recruitment round. The below table sets out the knowledge and qualities what we are looking for to strengthen our board; however, no one individual is expected to have all of the knowledge or qualities set out below.

Knowledge: expertise on HR, and employment law	Knowledge: how to provide guidance for organisational change and development	Knowledge: expertise on charity finances and accounting	Knowledge: understanding or lived experiences of the issues that PA works to address
Quality: Deep commitment to the values of PA	Quality: Kind, approachable and enjoys working collaboratively	Quality: has the time to commit	Quality: Interested in doing charity governance differently

The PA board expectations

The Protection Approaches board is expected to:

- Ensure that PA is being run effectively and efficiently
- Ensure that the executive directors have the support they need to lead the organisation effectively and efficiently
- Ensure that PA is delivering its strategic goals, including by positioning and adapting itself, i.e. change in understanding / action
- Ensure that the way PA operates is in alignment with its mandate and values (i.e. accountability to purpose)

Trustees will be required to make a significant time commitment of up to 12 days a year to Protection Approaches, including but not limited to: attendance at four annual Board meetings and one away-day, participate in or provide support to sub-committees, and willingness and availability to be consulted by fellow Trustees and members of the executive team, as required. Attendance at Protection Approaches' events is highly desirable. A willingness to publicly advocate for the charity is a pre-requisite.

All Trustees must comply with their statutory duties (as set out in the Charity Commission's The Essential Trustee) to ensure that Protection Approaches complies with its governing documents, the law, and statutory reporting and accounting requirements, and adheres to its charitable purpose. Trustees must also act in the best interests of the charity, manage its resources responsibly, and act with reasonable care and skill.

Application Process

We know our work will be better if we as an organisation design and lead our work based on a broad, diverse and inclusive understanding and experience. For that reason, we want to particularly encourage people who might think twice before applying, including people of colour, LGBTQ+ applicants, applicants with disabilities, and anyone who brings talent and relevant experience in ways that we might not have considered.

We strongly encourage people interested in becoming a trustee of Protection Approaches to discuss the role informally before applying. If you would like to do so please contact recruitment@protectionapproaches.org

To apply for this position, please email a copy of your CV with a covering letter or short video to recruitment@protectionapproaches.org by 23.59 on 29th September 2024.

In your application, please outline your motivation for joining our Board and how your professional, lived and/or vocational experience is relevant to the role.

Our selection process will consist of a thorough review of all applications followed by two rounds of remote interviews: one with trustees and another with the executive team. All applicants will be informed of the outcome of their application.

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Further information can be found at protectionapproaches.org

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