



## Trustee (with experience of being an LGBTQI+ refugee) (April 2026)

Rainbow Migration, the longest-running UK charity dedicated to supporting LGBTQI+ people through the asylum and immigration system, is seeking a trustee who is or has been a refugee due to persecution as an LGBTQI+ person. This is part of an ongoing commitment to increase leadership in the organisation by people with lived experience of the issues we work on.

We are looking for someone to join the trustee board who is passionate about both:

1. Our vision that LGBTQI+ people can settle in the UK and lead fulfilling lives
2. Our mission to support LGBTQI+ people through the asylum and immigration system and influence policy and practice.

You should also be committed to our values:

- **Safety:** We believe everyone should be safe from persecution and safe to be themselves. We strive to create a safe workplace culture, and we place importance on the wellbeing of everyone involved with Rainbow Migration.
- **Integrity:** We are thorough and honest in everything we do, and we take responsibility for our actions. We want to be accountable to our communities and those who support us.
- **Belonging:** We welcome and include all LGBTQI+ people, and we celebrate and value their range of experience in terms of gender, religion, race, age, disability status and class. We try to remove obstacles to participation, champion equality and promote a sense of family or home through our services.
- **Respect:** We believe that every person is equal and deserves the same level of courtesy, care, and attention. We respect the rights, wishes and feelings of our service users, and campaign for their rights to be respected as they go through the asylum and immigration system.

More information on Rainbow Migration is in [appendix 1](#) of this application pack.

**If you would like to find out more before applying, you can attend a webinar on Friday 17 April 2026 from 1 to 2pm.** This is an opportunity to meet Rainbow Migration's Executive Director and a trustee and ask us any questions. It is not part of the application or selection process. Please register using [this form](#) and a Zoom link will be sent to you. If you cannot attend, you can still fill out the form and request a recording afterwards.

If you would prefer to have a one-to-one conversation, or have any questions about the role, the webinar or how to apply, please email [recruitment@rainbowmigration.org.uk](mailto:recruitment@rainbowmigration.org.uk).

## The role of trustees

Trustees are volunteers who bring their skills and experience to shape our strategic direction. They have legal responsibility for the charity, ensure good governance, and make sure our finances and resources are used well to implement our mission. Trustees also play a role as ambassadors for the organisation and our work.

Trustees do not get involved in operational decision-making. For example, decisions on which social media platforms we use or what group activities we run for service users are taken by staff.

Because trustees are volunteers, they do not receive payment for their time. Rainbow Migration can pay your costs when incurred solely for fulfilling trustee duties (e.g. travel, phone top-ups if needed exclusively for trustee work).

You can find out more information about what being a trustee involves at these links:

- [Short video](#) (1minute and 28 seconds) by one of our current trustees
- Short video (6 minutes) from the Scottish Charity Regulator [Advice for first time charity trustees](#)
- Written guidance from the Charity Commission for England and Wales on what being a trustee involves [Charity trustee: what's involved \(CC3a\)](#)
- Long video (1 hour) from a law firm [The role and responsibilities of trustees](#)



## The benefits of being a trustee

Being a trustee is a rewarding role. You will learn more about what Rainbow Migration does 'behind the scenes', help shape future strategies and direction, and contribute to long-term impact.

In addition, you can acquire new skills and knowledge in areas such as:

- Charity governance
- Strategic planning, analytical and decision-making skills
- Safeguarding
- Financial planning (including budgeting) and understanding financial reports
- Risk management
- Working collaboratively with people from diverse backgrounds
- Leadership skills, including asking the right questions and constructively challenging
- Elements of asylum, charity, equality and employment law

## Time commitment

We are looking for people who can commit to being a trustee for **at least three years**. Trustees can then be re-elected for another three years. The maximum term limit for our trustees is nine years (in line with Charity Commission guidance).

**Trustees meet on a weekday evening, from 6 to 9 pm, five times per year.** There may be additional meetings in 2026 as part of our work on anti-oppression and to develop our next organisational strategy.

Meetings are usually held on Zoom except in December when we meet in-person in London, with an informal dinner first. For in-person meetings, travel costs (and meals and accommodation if relevant) can be covered.

You will need to spend two to four hours reading 8 to 30 papers before each meeting. Papers are provided a few days in advance of meetings. The “Board Buddy” (see below under [Support for Trustees](#)) can help with understanding them. You can also ask to meet with the Executive Director or Chair to explain them.

You can see examples of topics of discussion at board meetings in [appendix 2](#).

**You will also need to give some time between meetings.** This includes, for example:

- Spending 10 to 30 minutes reviewing and correcting the minutes (written record) of the last board meeting
- Spending 30 to 60 minutes reviewing and giving feedback on documents, such as a new or updated draft organisational policy (e.g. data protection, safeguarding, health and safety)<sup>1</sup>
- Reading and responding to emails within one or two days.

The board has two subcommittees: one on HR and one on finance. You may be asked to join one of these a few months after you become a trustee. If you do, there will be up to four more meetings a year and there will be papers to read for each of these meetings.

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<sup>1</sup> You do not need to have experience of doing this but you will need to be able to read documents of up to 30 pages long and make suggestions for how they can be improved.

## Support for trustees

We provide numerous resources for trustees. Below are some examples but they are not exhaustive and we are open to suggestions. Support can be accessed throughout the time someone is a trustee.

### Training:

- We can pay for trustees to access training on good governance, the duties of a trustee, and charity finance.
- We give access to webinars and online training e.g. on safeguarding and cyber-security.
- We provide internal training (by staff) on areas such as safeguarding and data protection.

### One-to-one support:

- New trustees have induction meetings with Rainbow Migration staff.
- An existing trustee can act as a “Board Buddy” for new trustees, which includes formal and informal meetings and support around board meetings and papers.
- We can help you to find a mentor e.g. The Experts by Experience Employment Initiative can provide mentoring for people with lived experience of migration.
- We can discuss accommodations that are needed for disabled people and other ways to ensure trustees feel fully included and able to participate



## Equality, diversity, inclusion and anti-oppression

We are committed to equity, diversity and inclusion, and we know this is ongoing work. We are also reviewing what we do and how we do it through an anti-oppression and anti-racism lens, as well as investing in being more informed and led by LGBTQI+ people who have sought asylum. We want our organisation — including our trustee board — to be increasingly shaped and led by LGBTQI+ people who have sought asylum. That is why this trustee position is

specifically for someone who has been granted refugee status in the UK as an LGBTQI+ person.

We welcome applications from people with a wide range of backgrounds, identities and experiences – including from people who are trans (including non-binary, genderqueer, genderfluid, gender non-conforming and agender) and intersex. We recognise that people have different journeys, strengths and access needs, and we are committed to removing barriers wherever we can. If you share our vision, mission and values, we encourage you to apply and let us know how we can support you through the process.

To support candidates during the interview process, we send some of the questions in advance to give applicants more thinking time. You are welcome to bring notes with you and also take notes in interviews to help process information. Please let us know if we can make other adjustments to support you through the application and selection process.

Once appointed, trustees can continue to access a range of support options throughout their time on the board.

## Person specification

### Essential

For this role, **we are looking for someone who has been awarded refugee status in the UK on the basis of their sexual orientation, gender identity or expression, or sex characteristics.** At this time, we are not accepting applications from people who still in the process of applying for asylum, or who have leave to remain in the UK on other grounds (e.g. work, human rights, marriage) as these experiences are already represented on our board.

We welcome applications from people who have used our services as well as those who have never interacted with us before.

In addition to having been granted asylum in the UK as an LGBTQI+ person, the following are necessary:

- Commitment to Rainbow Migration's mission, vision and values
- Ability to work constructively with other trustees and staff
- Good English (so you can understand spoken conversations in meetings and contribute)
- Ability to read and understand long documents (e.g. trustees must be familiar with our policies, such as our [safeguarding policy](#), and the key points in our publications such as [Still Falling Short](#))
- Courage and enthusiasm to learn, encourage, challenge, influence and support other people and the organisation
- Confidence to ask questions (this helps everyone learn and improve) or request training or support
- Ability to analyse and scrutinise information provided by staff and trustees (the Board Buddy and other trustees can assist you in this)

- Ability to use independent judgement and share your thoughts with trustees and the Executive Director
- Willingness to share your opinion and give guidance to the board in areas where you have knowledge or experience
- Commitment to speak well about the organisation to others (e.g. funders, other charities)
- Regular access to a secure, private email account and a quiet, private space for joining online meetings and telephone calls
- Be living in the UK (England, Scotland, Wales or Northern Ireland)
- Aged 16 or over
- Not be previously disqualified as a trustee or company director, have an undischarged bankruptcy or have unspent criminal convictions for an offence involving dishonesty or deception (such as fraud).

### Desirable

It would be beneficial if you have work or volunteer experience in an area relevant to Rainbow Migration’s work (e.g. service delivery, communications, campaigning, lobbying, fundraising, HR, IT) but this is not a requirement.

## Application, recruitment and onboarding process

The steps below are to give you an indication of the process and how long it could take. The steps and timings could change.

If you have any questions about the role or would like to find out more before applying, you can contact us at [recruitment@rainbowmigration.org.uk](mailto:recruitment@rainbowmigration.org.uk).

### Step one: application

The deadline for applications is 9.30 am on Friday 1 May. You can apply in one of two ways.

<p>Option one:</p> <p><b>Send an email to <a href="mailto:recruitment@rainbowmigration.org.uk">recruitment@rainbowmigration.org.uk</a></b></p>	<p>Option two:</p> <p><b>Use this <a href="#">online application form</a></b></p>
<p>Please include either:</p> <ul style="list-style-type: none"> <li>• A written statement (maximum 1,000 words), or</li> <li>• A video recording (no longer than 2-5 minutes), or</li> <li>• An audio recording (no longer than 2-5 minutes).</li> </ul> <p>This statement or recording should include:</p>	<p>The form will ask you:</p> <ul style="list-style-type: none"> <li>• Confirmation that at some time you have been granted asylum in the UK as an LGBTQI+ person</li> <li>• Why you are interested in being a Rainbow Migration trustee</li> <li>• Information about your skills and experience, which could be from</li> </ul>

<ul style="list-style-type: none"> <li>• Confirmation that at some time you have been granted asylum in the UK as an LGBTQI+ person</li> <li>• Why you are interested in being a Rainbow Migration trustee</li> <li>• Information about your skills and experience, which could be from employment, training, volunteering, interests or life experience</li> <li>• If you have work or volunteer experience in an area relevant to Rainbow Migration’s work (e.g. service delivery, communications, campaigning, lobbying, fundraising, HR, IT)</li> <li>• If you have or have not used AI to help with your application in any way and the reason why. We understand that AI can be helpful for spelling and grammar, especially for people who are dyslexic or not confident writing in English. However, applications that are obviously written with AI without explanation will not be considered.</li> </ul> <p>If you have a CV, please attach that to your email.</p>	<p>employment, training, volunteering, interests or life experience</p> <ul style="list-style-type: none"> <li>• If you have work or volunteer experience in an area relevant to Rainbow Migration’s work (e.g. service delivery, communications, campaigning, lobbying, fundraising, HR, IT)</li> <li>• If you have or have not used AI to help with your application in any way and the reason why. We understand that AI can be helpful for spelling and grammar, especially for people who are dyslexic or not confident writing in English. However, applications that are obviously written with AI without explanation will not be considered.</li> <li>• If you have a CV that you would like to upload.</li> </ul>
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We would also be grateful if you could complete this optional [monitoring form](#).

We are proud to be a member of the Experts by Experience Employment Network ([www.ebeemployment.org.uk](http://www.ebeemployment.org.uk)), which aims to create a charitable sector that is led by people with lived experience of the asylum and immigration system. As part of this network, we challenge the one-size-fits-all approach in our employment practices, and respect personal circumstances and needs of people with lived experience. Please feel free to use information and resources at <https://www.ebeemployment.org.uk/ebe> which may help in preparing your application.

## Step two: selection (May 2026)

### Shortlisting

The Executive Director and a trustee will look at your application and if you seem to meet the person specification and have the right motivation to be a trustee, we will add you to a ‘shortlist’ to invite you to an interview. If we decide not to invite you to an interview, we will let you know.

## Interview

We will invite shortlisted candidates to an interview on a weekday evening with a trustee and Executive Director ('the interview panel'), which can be online or in-person in London. We can pay for travel costs or the cost of an internet connection for 1 hour if needed.

We will send candidates some of the interview questions in advance. We will use the interview to do one or more of the following:

- Ask about the information you gave in your application
- Find out additional information that we would like from you
- Assess your skills and characteristics against the person specification
- Ask what you feel confident about and what you don't
- Explore what support or training you might need
- Give you the opportunity to ask us questions

The interview will be less formal than a job interview. For example, we will not give scores to your answers, and we will try to make it more like a conversation.

## Private discussion

The interview panel will discuss all the candidates they interviewed and then agree the preferred candidate with the board of trustees. When the preferred candidate has been agreed, we will inform everyone who was interviewed if they are being progressed to the next step or not.

## Step three: due diligence (June to July 2026)

If you are our preferred candidate, we will ask you to disclose all unspent criminal records. You can still become a trustee if you have a criminal record that does not affect your ability to fulfil trustee responsibilities.

If we do not have any concerns when we receive the disclosure from you, we will then ask for a basic DBS check (which we will pay for). See our [website](#) for more information.

We will also take up two references, ask you to sign a few declarations, and request copies of photo ID and proof of address.

## Step four: trustee meeting (August 2026) and induction (August to November 2026)

We will then invite you to observe a board meeting so that both you and the board can feel confident that the role and organisation is right for you.

If both you and the board are happy to proceed, we will arrange induction meetings, and training if needed. We will also send you a lot of reading material.

## Step five: appointment (November to December 2026)

We anticipate the new Trustee will be able to attend their first board meeting as a Trustee in November or December 2026.

Induction will continue into 2027.

## Privacy notice

If you apply for this role, the information you provide will be processed according to Rainbow Migration's [privacy policy](#). Rainbow Migration will not share your information with any third parties unless part of the recruitment process or are legally required to do so. By applying, you are permitting Rainbow Migration to access and use the information for recruitment purposes, this includes providing explicit consent to our processing of your special category data<sup>2</sup>. You have the right to withdraw your consent at any time, however, please note that this will mean that we will be required to withdraw your application. Please see the "Your rights" section of our privacy policy for information on how to exercise this right. Rainbow Migration will store data on unsuccessful applicants for six months after the conclusion of the recruitment campaign.



*One of our former service users, a lesbian woman from Uganda:*

"The very things that once isolated and endangered me, my identity and my truth are now sources of connection and strength.

I have learned that resilience is not about erasing pain but about finding ways to grow through it. My experiences have shaped me into someone who can advocate not only for myself but also for others who continue to navigate the intersection of queerness and displacement."

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<sup>2</sup> E.g. sexual orientation, gender identity or racial or ethnic origin

## Appendix 1: About Rainbow Migration

We provide emotional and practical support for LGBTQI+ people seeking asylum, offer legal information and advice on asylum and partner/spouse visas, and carry out campaigning, policy work and strategic litigation. We also train lawyers and other organisations working with LGBTQI+ people seeking asylum.

### Our team

**We have a staff team of 21 people** (full- and part-time) who work in a hybrid way. They live in different parts of London and England; our office in London has desks for 5 staff.

- Our Executive Director oversees the charity's strategic direction. She is responsible for ensuring our services meet the needs of the communities we support and that our mission is delivered effectively and in a sustainable way.
- Our legal advisors provide advice to LGBTQI+ people navigating the UK asylum and immigration system. They advise on asylum and applying to stay in the UK on the basis of having a partner.
- Our Casework Coordinators provide support to LGBTQI+ people who are seeking asylum to access healthcare and housing. They also offer facilitate support groups and organise wellbeing activities.
- Our policy and campaigns team engage with decision-makers, produce research and briefings, and campaign for the rights of LGBTQI+ people seeking safety.
- Our operations team keeps the organisation running smoothly. They manage our office space, finance, HR and IT.
- Our fundraising team work with our donors, funders and corporate partners to connect them with our work and inspire them to support our mission.
- Our communications team helps raise awareness about the issues that LGBTQI+ people face and amplifies the voices of the communities we support

**We launched our Refugee Advisory Panel in 2025.** Eight individuals with lived experience relevant to our work give input and feedback on operational and strategic matters. They have helped improve our HR and safeguarding policies, the content of our fundraising appeals, and encouraged us to run training on campaigns and communications for activists.

**Our volunteer lawyers have delivered advice on immigration applications** to LGBTQI+ people since we were founded in 1993. Today, our team of volunteers give advice on applying for a partner or spouse visa to LGBTQI+ couples.

**Our board currently has nine trustees** with skills and experience covering lived experience of the immigration system, law (public law, asylum and human rights), business management, communications, fundraising, safeguarding, lived experience involvement and anti-oppression. All but two of our current trustees live in London; we welcome trustees who live anywhere in the UK.

## Appendix 2: Examples of board meeting agenda items

These are some of the items discussed at board meetings, to give you an idea of what trustees do. We can support new trustees with understanding the items through meetings with staff, training and pairing with a 'Board Buddy'.

### Risk register

At every meeting, trustees review an Excel spreadsheet of risks to the organisation and what we can do to reduce these risks. These include governance risks, financial risks and risks from the external environment.

### Finance

Trustees set the organisation's budget every year. Every three months, they monitor our progress towards our income targets and if we are spending as planned.

### Health and safety

Once a year, trustees review our health and safety policy and any changes we need to make to improve health and safety of staff and visitors to our office.

### Grievance and disciplinary policies

This year, trustees will approve updated policies and procedures on how to manage disciplinaries and grievances by staff.

### Legal service

There is very high demand for our immigration advice service for people seeking asylum. Staff present regular updates to trustees on who we are assisting people and changes we make to the service to continue to still try to help everyone. Occasionally, staff will ask trustees to make a change such as recruiting an additional member of staff in the legal service team.

### Support service

The work of our service helping people access health services and housing, and to reduce isolation, can be emotionally challenging for staff. At one board meeting, staff asked trustees for additional budget so that each employee in both the support service and legal service teams could receive individual clinical supervision. The board agreed to this, and staff later reported back to the board on how helpful this had been.

