



FOR GIRLS
FOR FRIENDSHIP
FOR SOCIETY

GFS TRUSTEE CANDIDATE PACK



A MESSAGE FROM OUR CHAIR

Dear Candidate,

Thank you for expressing an interest in joining the Girls Friendly Society (GFS).

GFS is one of the oldest charities supporting girls and young women in the UK. Established in 1875, we support girls and young women across England and Wales, providing opportunities for them to develop their confidence and resilience so that they can be proud of who they are. We deliver this work in a range of ways including local groups and in school workshops.

It is a privilege to be appointed as a trustee of an organisation with such a rich and inspiring history. In 2025 we will be approaching our 150th anniversary and we are looking for new trustees that can help us as we move into a period of growth that we want to be sustainable for the next 150 years.

We have recently updated our strategy focused on three key areas – Impact, Brand and Sustainability. Focusing on these core objectives over the next few years will guide us in delivering a sustainable future for the charity to best meet the needs of the girls we support.

As part of a strategic review we have identified the need to bring in additional skills to help us deliver the strategy. With the natural retirement of some of our long serving trustees we have a number of vacancies.

This is a great opportunity to support the charity to deliver an ambitious new strategy during an exciting period of change. We'd love to hear from you.

Rita Sebestyen,
Chair of the Board of Trustees



ABOUT GFS

Our Vision and Mission

Our **vision** is of a world where girls and young women are free to be themselves and feel proud of who they are.

Our **mission** is to support and inspire girls and young women. We will create spaces where they feel safe and valued, so that they can build strong foundations that will prepare them for life's challenges.

Our staff team and national network of more than 200 volunteers deliver a variety of activities, services and support to girls and young women in a safe, non-judgmental environment throughout England and Wales.

Girls as young as six tell us they cannot be themselves and we can see that they are disadvantaged by this.

The pressures on girls in today's world make it hard for them to feel like they can be themselves. This affects their confidence, self-esteem, resilience and social connections, and holds them back, contributing to the ongoing issue of gender inequality.

GFS provides safe spaces where girls can be themselves, feel accepted and develop the skills they need to cope with these pressures, particularly before they enter their teenage years where these challenges can grow.

You can find more information about GFS at girlsfriendlysociety.org.uk





OUR THEORY OF CHANGE



OUR BOARD OF TRUSTEES

Our current board and committee structure is shown below:

Board and Committees					
	Finance & Investments	Fundraising & Growth	Strategy & Governance	Quality & Impact	People & Operations
Board	Margaux Young Treasurer Committee Chair Olivia Lewis Investment Trustee	Chandni Radia Fundraising Chair Remi Turton Trustee Shari Donnenfeld Brand & Marketing Trustee	Rita Sebestyen Board Chair	Julia Cove Smith Committee Chair Vacant Legal Trustee Acushla Young Safeguarding Trustee Frances Payne History Trustee	Parv Sangera Board Vice Chair Committee Chair Tasila Banda EDI Trustee
CEO	<<<<<<<< Heather Smith CEO >>>>>>>>				
SLT	Nic Shoult Head of Finance & Support Services	David Hannam Head of Fundraising & Comms		Liv Johnson Programme & Impact Manager Jemma Moonie-Dalton Head of Operations S	Beverley Huie Head of People Charlotte Hunt Head of Operations N
Committee	Anna Blomqvist Chloe Timms Georgia Mylona Julia Hedley	Olivia Williams Olivia Weston Fleurie Forbes Martin Natasha Iles Ellie Rich Poole Iza Seabrook	Board members and selected committee members as required	Laura Shafi Anne Hewitt Madison Kerr Carina Spaulding Voke Aghoghovbia	Charlotte Dickinson Shadei Rabeie Cass Potter Faye Cooper Kat Link

Our Staff Team

We have a dedicated staff team who care passionately about achieving our vision and mission for girls and young women. We are all excited about our work and welcoming new trustees and committee members to be a part of this journey with us.

Over the last few years we have done so much work to review our place in the sector and map out a strong strategic plan. This meant we also had to consider making some tough decisions as we prioritised our work around listening to the girls, championing inclusion and EDI more broadly because these matter to us as team.

As a result we know who we are and how we want to operate. What comes next is an exciting conversation we are looking forward to have!

We would love you to get in touch and be part of changing society for girls and young women but especially those who need it the most.

Our staff team: www.girlsfriendlysociety.org.uk/what-we-do/meet-the-team/our-staff-team

WHAT ARE WE LOOKING FOR?

We have recently completed a skills audit and based on this we have identified the need for the expertise to serve as our new Legal Trustee to complement our existing skill set.

Our values are important to us and we are looking for those who join us to want to embrace them too:

Ambitious - We have big aspirations. For our organisation, for the girls and young women we interact with and for a fair future.

Girl focused - We are here to make a difference for girls and young women. Everything we do will be in the interest of and informed by them.

Brave - We make brave choices in support of what we know is right.

Feminist - GFS is a community, where girls and women support each other and seek to address the inequalities faced by women in all that we do.

Inclusive - We believe in a fair society for everyone, and all girls and women are welcome at GFS. We will not let personal circumstances to be barriers to engaging with our services.

Fun - Although girls and young women face challenges, we also believe in the importance of approaching our mission with a sense of fun.

We welcome applications from everyone irrespective of sexual orientation, gender identity, ethnicity, faith and religion, disability and age.

As women aged 18-25, ethnic minority groups, and members of the trans community identifying as female are currently under-represented within our board and committee, we would encourage applications from members of these groups.



ABOUT THE ROLE

Role Description: Trustee

To be a Trustee of an organisation is an exciting and fulfilling role and the most effective Boards are ones which benefit from individuals from a diverse range of backgrounds, experiences and skill sets.

The role of a Trustee is to ensure that GFS fulfils its duty to its beneficiaries and delivers on our vision, mission and values.

Key Responsibilities

The statutory duties of a trustee are:

- To ensure the organisation complies with its governing document (articles of association).
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive and monitor their performance.
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- In addition, with other trustees, to hold the charity "in trust" for current and future beneficiaries by:
 - Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
 - Being responsible for the performance of the charity and for its behaviour; ensuring that the charity complies with all legal and regulatory requirements.
 - Taking care of the charity's assets.

The Board of Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the impact of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

Beyond the statutory duties of GFS, we ask that our trustees take a supporting role within the organisation to help drive the delivery of the strategy and support the team. This could include activities such as chairing committees/working groups, mentoring members of the team or actively supporting meetings with potential funders for example.

Personal Qualities & Skills

- A commitment to the mission, vision and values of GFS
- A willingness to devote the necessary time and effort to the role of Trustee
- An ability to work effectively as a member of a team and willingness to be available to staff for advice and enquiries on an ad hoc basis.
- Integrity and a willingness to speak their mind • Good, independent judgement and strategic vision.
- An ability to think creatively
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An understanding of the respective roles of the Chair, Trustees and Chief Executive.

HOW TO APPLY

To apply for this role, please supply the following:

- A copy of your CV, including details of two referees (who will not of course be contacted without your prior knowledge or consent).
- Supporting statement, explaining your interest in GFS and how you believe your skills and experience match the requirements of the role.
- A completed Fit & Proper Persons Declaration.
- A completed diversity monitoring form.

These documents should be sent to Heather@gfs.org.uk

These roles are subject to a criminal record and social media check, if you would like to discuss in advance of submitting an application please contact Heather and arrange a call.

We welcome applications from everyone irrespective of sexual orientation, gender identity, ethnicity, faith and religion, disability and age.