Role Title: Trustee
Organisation: Runnymede Trust
Reports to: Chair of board of trustees
Voluntary role
Location: Hybrid – ideally joining board meetings in person
Time commitment: We hold four evening board meetings per year and one or two away days. We also ask trustees to join one of our committees and to have a 121 with the chair each year. Estimated time commitment including preparation time is 50 hours per year.

Intro from our Chair

The Runnymede Trust is an anchor institution in the racial justice sector; for nearly 60 years we have championed the research, evidence and policy recommendations that promote equality and justice for all those who experience racism and challenged systemic and structural racism at its roots. Our work remains as important as ever and the Board plays a crucial role in supporting the organisation to maintain its strength and authority.

As some of our longest serving trustees come to the end of their terms we are looking to recruit new trustees to help strengthen our Board. If you have the skills and experience we need, we welcome your application.

Professor Dame Donna Kinnair

About the Runnymede Trust

The Runnymede Trust is a national racial justice think tank. For nearly 60 years, we have worked to challenge structural racism and create a more just and equitable society through high-quality research, policy development, and public engagement.

Our work is grounded in the belief that dismantling structural racism is essential to a thriving democracy and a fair society. We work across a wide range of issues including education, employment, criminal justice, climate, health, migration, housing, the economy, and culture - centring the lived experiences and voices of people of colour throughout our work.

We combine rigorous research with advocacy, strategic partnerships, and influencing work to shape public debate and drive systemic change. Our work seeks not only to understand inequality, but to challenge the structures and systems that sustain it.

To support the delivery of our mission, we are guided by a set of core values that shape both our work and our culture:

- We're uncompromising on quality and evidence - producing rigorous, credible work that drives informed debate and meaningful change.

- Our work is rooted in care - centring humanity, wellbeing, and respect in how we work with communities, partners, and each other.
- We believe in the power of solidarity - recognising that collective action and collaboration are essential to achieving racial justice.
- We are thoughtfully courageous - willing to challenge injustice, ask difficult questions, and speak truthfully with integrity and purpose.

As an organisation, we are committed to anti-racism, equity, collaboration, and intellectual integrity. We strive to create an inclusive and supportive working environment where colleagues are empowered to contribute, develop, and make meaningful impact.

About the role

As a Trustee, your responsibilities will include:

- Regularly reviewing our strategy and operations, to ensure they enable us to deliver our vision and mission.
- Overseeing how we deploy our assets and resources (including relationships with external partners), as well as ensuring that our financial controls and policies are fit for purpose, implemented, accessible, and reviewed regularly.
- Establishing effective relationships with other trustees and the Executive Team, enabling both the organisation and the Board to reflect on how to improve their effectiveness, progress and learning.
- Ensuring that we act within our powers, as laid out in our governing documents, as well as comply with all relevant legislation, including the Charities Act 2006.
- Acting in the best interests of Runnymede's mission, avoiding actual and/or potential conflicts of interest while maximising contribution and impact.
- Embodying our values and holding yourself, the organisation and our Executive Team to account, while leading by example.
- Building connections, influence and opportunity for Runnymede by championing us and our mission

Expertise we seek

In this round of recruitment, we seek specifically to appoint three trustees with additional expertise in **People and Culture, Research and policy influencing, Charity law**. Details of each of these roles can be found in the downloadable role descriptions on this page. We expect all trustees to have an understanding of anti-racism and a commitment to addressing structural racism

Equity, Access & Inclusion

The Runnymede Trust is committed to creating an inclusive, equitable and supportive workplace where everyone is treated with dignity and respect. As an organisation dedicated to racial justice and social equity, we recognise that a diversity of backgrounds, experiences and perspectives strengthens our work, challenges our thinking and improves decision-making.

We particularly welcome applications from people from Black, Asian and racially minoritised communities, disabled people, LGBTQ+ people, people with caring responsibilities, people from different socioeconomic backgrounds, and others who are underrepresented within the charity, policy and research sectors. In our recruitment processes, we value the skills, knowledge, experience and perspectives that individuals can bring, particularly where these contribute to broadening representation and bringing insights that are not currently reflected within our organisation.

We are committed to ensuring our recruitment processes are accessible and inclusive. If you require reasonable adjustments at any stage of the process, please let us know.

Making an application

To apply, please submit the following to governance@runnymedetrust.org:

- A comprehensive CV which demonstrates how you match the candidate profile.
- It may be clear from your CV but please also indicate which set of skills mentioned above, you believe you match to.
- In a separate document, please also answer the following four questions based on role-profile criteria (no more than 250 words per answer). In order to de-bias the evaluation process, we ask that you do not include any personal information on this document.

1. **Understanding of and commitment to racial justice:** What is your understanding of Runnymede Trust's mission to address structural racism and the

current landscape for racial justice work in the UK? How would your expertise and experience support that work?

2. **Understanding of governance and ability to manage risks**: Provide an example of your experience with governance and risk management within an organisation. How did you contribute to ensuring compliance, accountability, and strategic oversight?
3. **Board relationships**: Tell us about a time you gave constructive challenge to a Chief Executive, Chair or fellow board member. How did you approach it, and what happened?
4. **Experience of specific skills / experience requirements**: Either – People and culture; Research and policy influencing; or Charity Law.

- Our diversity monitoring form which helps us to capture important data for reporting purposes. This will not be viewed by those making decisions about your application.
- Can you confirm your availability for the time commitment set out in the pack, and is there anything, such as adjustments or accessibility support, that would help you take part fully as a trustee?
- A board declaration form.

We also attach our trustee code of conduct for information and a link to our annual report.