



FIGHT FOR PEACE
CHAIR OF TRUSTEES
RECRUITMENT PACK



A WELCOME MESSAGE FROM OUR CURRENT CHAIR



Thank you for your interest in joining Fight for Peace's mission

When I was younger, I didn't know that one of the most satisfying things in my life would be watching and helping young people – family members, colleagues at work and in the community – grow and flourish. During my involvement with Fight for Peace I have been lucky enough to witness many young people blossom in a way that would have seemed impossible to them before they came through the doors of the Academy.



It's always been hard being young, but it seems harder than ever in C21 Britain, especially if you don't have a big support network or you live in a tough part of town. It often seems that young people have so many choices and opportunities today but in practice very many of them need a leg up.

At Fight for Peace we have a talented staff team trained to hear and connect with young people and, by offering sport they challenge them, make their bodies strong and give them focus; they support the young people to overcome difficulties and navigate challenging situations, and there are role models and mentors helping the young people to decide what sort of person they want to be, to broaden their horizons and to inspire them. Together these things build courage and resilience.

Using our Five-Pillar methodology, Fight for Peace helps the young people of Newham – where our Academy is based – and across the country and overseas (through our Alliance outreach programmes) in all of these ways.

Chairing Fight for Peace has been a real honour. It hasn't always been easy. The pandemic hit us hard, but we survived thanks to our loyal and hard-working staff team, our committed trustees and supportive funders. Since then, we have worked hard to build back better and to become financially sustainable following the end of a valuable commercial partnership.

My successor will have the benefit of working with an energised staff team under the leadership of a chief executive driving excellence in all areas of our work; a committed, talented, supportive and (very unusually in my experience) ego-free board. They will also, of course, have the opportunity to see young people flourish.

Anne-Marie Piper
Chair, Fight for Peace



ABOUT FIGHT FOR PEACE

Fight for Peace combines sport, education and personal development to support young people aged 7-25 to reach their full potential. We focus on communities that are affected by crime and violence, and we have been based in Newham east London since 2007.

Fight for Peace was founded in 2000 in the Complexo da Maré favelas, Rio de Janeiro when former amateur boxer Luke Dowdney opened what was initially a boxing club named Luta pela Paz (Fight for Peace in Portuguese). Other youth services were added to the boxing and martial arts sessions, providing wrap-around support to young people. Today we call this our Five Pillars approach, combining Boxing & Martial Arts, Employability, Education, Support Services and Youth Leadership.

We know that sport has the power to change lives, and that when you combine it with personal development, led by passionate and skillful practitioners in a safe and positive environment, it can make a profound transformational impact on individuals, communities and our society.

Fight for Peace's personal development services include support for young people in education and gaining employment, mentoring to deal with the issues and challenges life presents, and opportunities to build leadership and other vital skills.



FIGHT FOR PEACE AIMS TO CREATE CHAMPIONS IN THE RING AND IN LIFE

The impact on young people of the work Fight for Peace comes in the form of improved mental and physical health, and changes in behaviour, relationships and future aspirations. We also impact in the building of skills among young people as well as increased access to opportunities and progression in the sporting arena, in employment and education, and leadership positions - at Fight for Peace in the workplace, and in the community.

We focus on three complementary strategic areas to maximise our reach and impact. We work directly with young people at our Academy, developing their potential using our Five Pillars methodology. Via our Alliance, we exchange skills, knowledge and support with community-based partners in 17 countries around the world to strengthen youth programmes. And through our Collectives, we bring together services, decision makers and stakeholders to strengthen youth services, and find solutions for complex issues affecting young people in focus communities.

As a Sport England national system partner, we are able to expand our impact across the sports and youth sectors, driving systemic change by integrating personal development into sports provision, improving access for marginalised young people, and challenging negative stereotypes. Sport England's investment acknowledges our strong networks and ability to support those most in need, tackling inequalities in sport and physical activity and supporting communities disproportionately affected by social and economic challenges.

ROLE DESCRIPTION



PURPOSE

The Board, led by the Chair, is the highest governance body for Fight for Peace, serving as stewards of mission, resources, and is ultimately responsible for strategy, operations, finance and compliance with relevant laws and regulations. The Chair provides inclusive leadership to the Board of Trustees, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the charity.

The Chair will also support, and, where appropriate, challenge the Chief Executive and ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives. He or she will act as an ambassador and the public face of the charity in partnership with the Chief Executive.



TIME COMMITMENT

4 – 6 Board meetings per year. The Chair is also expected to have regular meetings with the Chief Executive, and also represent the charity at various events and meetings with key stakeholders.

REMUNERATION

The role of Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed.

TERMS

The charity's Chair (and board members) will serve a three-year term to be eligible for re-appointment for one additional term.

PRINCIPAL RESPONSIBILITIES



STRATEGIC LEADERSHIP

- Provide leadership to the charity and its Board, ensuring that the Charity has maximum impact for its beneficiaries
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity
- Ensure that the Board operates within its charitable objectives, and provides a clear strategic direction for the charity
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity, with systems in place to ensure financial accountability.

GOVERNANCE

- Ensure that the governance arrangements are working in the most effective way for the charity
- Develop the knowledge and capability of the Board of Trustees
- Encourage positive change where appropriate
- Address and resolve any conflicts within the Board
- Appraise the performance of the Trustees and the Board on an annual basis
- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively, and which also reflects the wider population
- Work within any agreed policies adopted by the charity.

EXTERNAL RELATIONS AND FUNDRAISING

- Act as an ambassador for the cause and the charity
- Maintain close relationships with key stakeholders, such as funders and operational partners, when appropriate
- Act as a spokesperson for the organisation when appropriate
- Play an active role in supporting Fight for Peace's fundraising efforts
- Represent the charity at external functions, meetings and events
- Facilitate change and address any potential conflict with external stakeholders.

PRINCIPAL RESPONSIBILITIES (CONT.)



EFFICIENCY AND EFFECTIVENESS

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the Charity and that the Board takes collective ownership
- Foster, maintain and ensure that constructive relationships exist with and between the Trustees
- Work closely with the Chief Executive to give direction to Board policymaking and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Trustees
- Monitor that decisions taken at meetings are implemented.

RELATIONSHIP WITH THE CHIEF EXECUTIVE AND THE WIDER MANAGEMENT TEAM

- Establish and build a strong, effective and a constructive working relationship with the Chief Executive, ensuring s/he is held to account for achieving agreed strategic objectives
- Support the Chief Executive, whilst respecting the boundaries which exist between the two roles
- Ensure regular contact with the Chief Executive and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges
- Liaise with the Chief Executive to maintain an overview of the Charity's affairs, providing support as necessary
- Conduct an annual appraisal and remuneration review for the Chief Executive in consultation with other Trustees
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.

ADDITIONAL INFORMATION

The Vice-Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair.

The above list is indicative only and not exhaustive. The Chair will be expected to perform all such additional duties as are reasonably commensurate with the role.

PERSON SPECIFICATION



PERSONAL QUALITIES

- A demonstrable interest in, and a good understanding of, Fight for Peace's mission and values
- A senior leader who has strong networking capabilities, is credible with key stakeholders, and comfortable in an ambassadorial role
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including travel and attending events out of office hours.

EXPERIENCE

- Experience of operating at a senior strategic leadership level within an organization.
- Successful track record of achievement through their career.
- Previous governance experience, ideally within the charity sector, including as Chair of a board or a sub-committee.
- Significant experience of chairing meetings and events.

KNOWLEDGE AND SKILLS

- Broad knowledge and understanding of the voluntary sector and current issues affecting it
- Strong leadership skills, ability to motivate staff and volunteers and bring people together
- Financial management expertise and a broad understanding of charity finance issues
- Good understanding of charity governance issues
- A highly developed strategic mindset, combined with a collaborative and inclusive leadership style.
- Ability to identify the big issues relevant to the charity's work, long-term sustainability, and reputation.

In addition to the specific areas of expertise and experience outlined above, we are particularly keen to hear from candidates who have experience of the following:

- **Leading a national sports or sport for development organisation**
- **Working in youth programmes with a specific focus on reducing crime and violence**



HOW TO APPLY

To become Chair at Fight for Peace, please email jobs@fightforpeace.net with the following documents attached to your application:

- Your CV, drawing out relevant experience for the role
- A supporting statement of up to 1,000 words that addresses the criteria set out in the person specification as well as your interest in the Fight for Peace's work.

TIMELINE

Application Deadline

Sunday 13th April 2025

Interviews

Late April/ early May 2025

Board Meeting Invitation (for the successful applicant)

Tuesday 10th June 2025

Please let us know if you have any existing commitments on this day so we can look at alternative dates if necessary.



**FIGHT
FOR
PEACE
ABC**



FIGHT FOR PEACE'S COMMITMENT TO EQUALITY, INCLUSIVENESS AND CONFIDENTIALITY

Fight for Peace is committed to safeguarding the welfare of the children, young people and adults at risk that the organisation works with. We are committed to equality and inclusive practice. Fight for Peace actively promotes equality of opportunity for all and welcomes applications from a wide range of prospective employees and participants, including those with relevant lived experience, a history of offending or with criminal records.

Fight for Peace will only ask an individual to provide details of sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers will be in Positions of Trust and a Disclosure and Barring Service (DBS) check must be completed by anyone who meets the government's definition of 'Regulated Activity' or 'Regular Activity' within our activities and services. We do not want this to be a barrier to those who have the potential to add great value to the work we do.

All information disclosed for the purposes of employment will be used for the sole purpose of assessing whether an individual is suitable and appropriate to work with our members and/or if any specific arrangements around supervision and support might be required. All information gathered as part of our recruitment processes will be treated sensitively and equitably, with confidentiality strictly maintained.