



FIGHT FOR PEACE
MEMBER OF TRUSTEES
RECRUITMENT PACK





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.

WHAT WE NEED



THE BOARD NEEDS SKILLS AND STRONG EXPERIENCE IN THE FOLLOWING AREAS:

- FINANCIAL MANAGEMENT
- SPORTS
- CHARITY GOVERNANCE
- FUNDRAISING AND/OR BUSINESS DEVELOPMENT

RESPONSIBILITIES OF ALL TRUSTEES

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy.
- Ensuring that the organisation complies with its governing document (i.e. its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public.
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- Ensuring the financial stability of the organisation.
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.

PERSON SPECIFICATION



We are committed to best practice of equity, diversity and inclusion and candidates from groups that are underrepresented at Board level are particularly encouraged to apply, including people with lived experience, people from the Black ethnic group, people with a mixed ethnic background, people with a disability and LGBTQI+ people. We are an Equal Opportunity Employer and do not discriminate against any applicant because of race, ethnicity, gender, sex, national origin, religion, sexual orientation, gender identity and/or expression, or disability.

We are looking for people with a strong background in Financial Management, Fundraising and/or Business Development, Sports and Charity Governance, and who have the following experience, attributes and skills:

ATTRIBUTES

- A commitment to Fight for Peace and its values, aims and objectives.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- A willingness to speak up and share your views, and an ability to work effectively as a member of a team.
- Ability to think innovatively, critically, independently and strategically, with a track record of translating strategy into operational plans.
- Entrepreneurial instincts would also be useful.

SKILLS

- An understanding (or willingness to learn) and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- A healthy understanding of risk and risk management.
- Ability to represent the Board publicly as required with stakeholders (particularly those related to safeguarding).

PERSON SPECIFICATION



EXPERIENCE

- Experience of operating at a senior strategic leadership level within an organisation.
- Successful track record of achievement through their career.
- Previous governance experience, ideally within the charity sector, is desirable.
- Knowledge or a demonstrable interest in the youth and/or community sector, as well as approaches to violence prevention and keeping young people safe.

In addition, all Fight for Peace Trustees are asked to commit to the following expectations, to be able to fulfil their role on the Board.

- Act in the best interests of the present and future beneficiaries setting aside any other interests you may have.
- Devote the necessary time and effort to developing a good understanding of Fight for Peace and its activities, reading papers and undertaking other preparatory work.
- Attend the Trustee Board meetings and, where allocated, any committee meetings.
- Champion the work of Fight for Peace externally in your own context and setting.

Each role will require an up-to-date DBS certificate.

HOW TO APPLY

To apply, interested candidates should send their CV and a cover letter of no more than 2 pages to jobs@fightforpeace.net with the subject title '[Skill Area] TRUSTEE application'. On receipt of your application, you will be sent an Equal Opportunities questionnaire to complete.

If you would like an informal chat with either the CEO or Chair of Trustees to discuss if this role is right for you or for any other questions before applying, please get in touch with hannah@fightforpeace.net.



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.