Welcome from the Co-Chairs

Thank you for your interest in joining our Board.

We are delighted that you are considering this opportunity and taking the time to learn more about our organisation. As Co-Chairs, we are proud of what has been achieved to date and excited about the opportunities that lie ahead.

Board Racial Diversity UK was founded on a clear purpose: to achieve proportionate representation of individuals from Black and Asian backgrounds on not-for-profit boards across the UK. We do this through working in partnership with organisations and communities not just to advance representation but to effect meaningful change in the sector.

Our Board plays a central role in the mission. We are a values-driven, collaborative Board, committed to inclusive governance and to modelling the kind of representation we want to see more widely. As we grow, we are seeking a Finance Trustee who can bring both financial expertise and a strong commitment to our mission.

This is a significant moment for Board Racial Diversity UK. We are expanding our programmes, deepening our impact and increasing our influence as a thought leader in the sector. A Finance Trustee will play an essential role in helping us take this forward. If you share our vision and want to contribute to a purpose-driven organisation, we warmly encourage you to apply.

Dalton Leong and Lena Bheeroo

About us

Who we are

Board Racial Diversity UK's (BRDuk) purpose is to increase the representation of individuals from Black and Asian backgrounds on trustee boards across the UK. BRDuk is the successor to Action for Trustee Racial Diversity (ATRD), founded by Malcolm John in 2019. It became a registered charity in November 2024 and continues ATRD'S purpose to increase the racial diversity of charity Boards.

Only 8% of trustees are from Black and Asian backgrounds (only 2.9% women of colour). This compares to 17% of the population of England and Wales from Black and Asian backgrounds. In numerical terms, 60,000 more Black and Asian trustees are required to achieve proportionate representation.

BRDuk currently provides a number of resources and services to achieve our ambitions. They include our Black and Asian Networks' Organisations database with over 500 organisations across sectors, which charities might engage to attract trustees; one-to-one consultancy support on inclusive recruitment and retention strategies; and pilot initiatives to empower Black and Asian prospective trustees. For more information on our work, please see our website.

60,000

new Black and Asian trustees are needed to achieve proportional representation

2.9%

of female trustees are from Black and Asian backgrounds

8%

of UK trustees are from Black and Asian backgrounds

Our Services

For organisations

One to one consultancy

We provide one to one "critical friend" consultancy support for organisations on their journey towards a more diverse and inclusive trustee Board and organisation. This would include offering advice, support and guidance from the point when the organisation realises that it needs to commit to doing more to achieve this to advising and supporting the actual interview process for prospective trustees.

Training

We deliver online and in-person EDI training for organisations looking to support their Boards to develop inclusive and welcoming environments.

For aspiring trustees

Board Connects network

Recognising the barriers and challenges for Black and Asian individuals in applying successfully for trusteeships, we have an online peer support network. Board Connects is for aspiring and current Black and Asian trustees. This network now has over 300 members. Network members receive access to regular trustee vacancies, development and training opportunities and peer support and coaching.

Pathways to Trusteeship

In partnership with Eastside People, we deliver an annual mentoring programme for aspiring Black and Asian trustees called Action Not Words. We partner aspiring trustees (mentees) with experienced trustees (mentors) to understand how they can step into a trustee role and bring their voice to the boardroom. The programme runs for six months and includes up to six one-hour sessions with their mentor. Topics in each session will vary and are based on the mentoring discussions but could include guidance on the role of a trustee, CV review and/or interview coaching for trustee roles, the transition into a first trustee role, and mentoring around solving real-time challenges for trustees.

Recruiting for a finance trustee

The role of BRDuk Board members is to provide strategic oversight and regular monitoring of BRDuk's activities and impact. They do not get involved in the day-to-day work of the organisation. That is for the CEO and their team. A helpful summary of trustee roles and responsibilities can be found in the Charity Commission guidance for new Trustees: The Essential Trustee: what you need to know, what you need to do (CC3)

We are currently looking for an experienced finance professional (qualified accountant or equivalent experience) to join our Board as Finance Trustee, and to Chair the Finance & Risk Committee. The Finance Trustee plays a key role in overseeing the charity's financial health and ensuring the Board can make informed, responsible decisions.

The Finance Trustee's role is to provide financial leadership and oversight for the charity. This includes reviewing, approving, and presenting budgets, accounts, and financial statements, as well as preparing and delivering clear financial reports to the Board. The Finance Trustee also ensures that effective accounting procedures and controls are in place, and works closely with the Director, fellow trustees, and the senior team to support sound financial management and decision-making.

We welcome applications from individuals with a broad range of backgrounds and experiences. Previous trustee experience isn't required, and you will be supported into the role through an onboarding and induction process. We will also provide or signpost training as required and provide you with a buddy or mentor.

Applications are invited from individuals with high levels of integrity and an eye for detail, who are able to think strategically, to read, understand and interpret financial information, and to work collaboratively and inclusively.

Why become a trustee?

Becoming a trustee is a rewarding way to contribute to a cause you care about while developing valuable skills and experience. Research consistently shows that trustees gain as much from the role as they give, with many citing the satisfaction of making a positive difference, broadening their perspectives and feeling more connected to their communities.

Develop strategic experience

Strategic experience can be hard to come by. It can often take decades to find yourself in a role which requires strategic oversight. A charity Board role is a fantastic way of getting a head start on this, allowing you to develop and hone your critical thinking, problem-solving and analytical skills. The strategic experience which can be gained through a trustee role can have a powerful impact on your career, opening doors to new responsibilities and more senior job prospects.

Equally, for those who have already had some strategic responsibilities, a Board role provides an opportunity to use those skills in a significantly different context.

Grow personally and professionally

Trusteeship provides an opportunity to deepen your understanding of your strengths, gain new skills and apply your expertise in different ways. It can boost your confidence, expand your network and enhance your professional development.

Be part of a collaborative team

As a Trustee at BRDuk, you will work alongside a passionate and diverse Board, bringing your own insights while learning from others. Constructive challenge, collaboration and shared commitment are at the heart of effective governance, making board service both impactful and enjoyable.

Finance Trustee role profile

Location	Online/ Central London
Time Commitment	The Board meets quarterly online, with additional quarterly Finance & Risk Committee meetings. There are also 1–2 in-person strategy days annually, held in London. Overall, the role requires a time commitment of around 1–2 days per month.
Salary	This is a voluntary role. Reasonable expenses can be claimed.

General responsibilities for all trustees

- To ensure the effective and efficient administration of the organisation.
- To ensure that key organisational risks are identified, monitored and controlled effectively.
- To ensure that BRDuk's financial policies and processes are robust, and review and approve BRDuk's financial plans and budgets.
- To contribute to and approve BRDuk's Annual Report.
- To commit sufficient time as required to prepare for and attend Board meetings, the annual Board Awayday, sub-committees or working groups and other events as required from time to time.
- To ensure that equity, diversity and inclusion are integral to all BRDuk's activities and agree on structures and processes to achieve this.
- To play a full part in the appraisal of the Board, individually and collectively.
- To support the Co-Chairs in their roles and be willing to undertake tasks delegated by the Co-Chairs.

Specific responsibilities – Finance Trustee

- Guide and advise the Board on the approval of budgets, annual accounts and financial statements, within the relevant financial framework and current legislation.

- Support other board members to exercise top-quality financial governance, and review and develop board financial reporting practices.
- Keep the Board informed of its statutory financial duties and responsibilities.
- Monitor and assess whether the charity's financial resources are sufficient to meet its present and future needs, including oversight of budgeting and monitoring of cash flow.
- Provide oversight and challenge to the operational team on financial management, including agreeing, implementing and monitoring key financial controls.
- Oversee the preparation and drawing up of the Annual Statutory Accounts, and their presentation to the Board.
- Chair the Finance & Risk Committee

Who we're looking for

Essential

- An accountancy qualification or equivalent knowledge gained by experience.
- An understanding of the accounting requirements of the Companies Acts, Charities Act, and Charity SORP.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of Trustees.
- Able to operate at a strategic level, bringing insight and interrogation to the development of organisational strategy.
- Ability to make balanced and informed decisions, thinking about the short term as well as the long term.
- Good communication and interpersonal skills.
- Willingness to listen, contribute, and collaborate as part of a team
- Cares passionately about the work of BRDuk.
- Champions equity, diversity and inclusion and encourages others to do the same.

Desirable

- Experience in charity finance in small or start-up charities

Ready to apply?

Please send an up-to-date CV and written statement to info@boardracialdiversity.org.uk (up to two sides of paper and font size no smaller than 11) or a video if you prefer, outlining why you're interested in being a trustee of BRDuk, what skills, expertise and personal qualities you would bring. Please refer particularly to the skills we've identified we're looking for and which you think you have (The "Who we are looking for" section).

We would also be happy if you would complete this anonymous Equality Monitoring Form.
If you would like a call to discuss the role in more detail, please email Yeme to arrange a convenient time at info@boardracialdiversity.org.uk. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is Monday 5 October at 5pm. Interviews will be in mid October (12, 15 and 16th) and will take place virtually. An in-person meeting may be required as a second stage.

Finally

We understand AI can be a helpful tool, but please use it with caution and ensure your application is personalised and accurate.

If you know anyone else who might be interested, please do share this information pack with them.