MAKE SPACE FOR GIRLS (MSFG)

Make Space for Girls is a charity campaigning for parks and public spaces that better meet the needs of teenage girls. At present, most facilities provided for teenagers by councils and other organisations are designed around activities traditionally associated with boys and are overwhelmingly used by boys. We work to change this by raising awareness, initiating research, influencing policy and working with stakeholders and teenage girls to create more inclusive spaces.

Founded in March 2021, Make Space for Girls has created significant change in its first five years. Our work has contributed to improvements in policy and guidance, generated and supported new research and engagement, and helped create pioneering spaces in parks co-designed with teenage girls. Our campaign is now recognised both across the UK and internationally.

Having recently celebrated our fifth birthday and published our first five-year Impact Report, we are entering an important new phase. We have appointed two new co-chairs and are midway through our current strategic plan, which guides the charity's priorities and development over the coming years.

A strong, diverse and representative Board will be central to this next chapter. We want our Board to bring together people with a wide range of backgrounds, identities, perspectives, professional expertise and lived experience, reflecting the diversity of the communities we support. We know that better decisions are made when different voices and experiences are represented, and we are committed to creating an inclusive Board where all Trustees can contribute fully.

We are looking for people who will bring energy, enthusiasm and commitment to the role, alongside diverse and creative thinking. Previous trustee or governance experience is not essential for every candidate: we will provide a full induction and ongoing guidance and support.

The opportunity

The Board of Trustees leads the charity and sets its strategic direction. Trustees play a vital role in ensuring that Make Space for Girls achieves its charitable aims and remains well governed, financially sustainable and focused on creating meaningful change.

Trustees oversee the charity's governance and direction, contributing their knowledge, experience and perspectives to the work of the Board. They ensure that the charity has a clear strategy aligned with its vision, values and goals. Their approach aims to balance support with constructive challenge. They are also committed to helping the organisation grow and thrive, in part by helping to build a staff team that is aligned to the charity's mission, values and strategy.

Board members have collective responsibility. This means that Trustees make decisions and act together as a Board, rather than as individuals.

Skills and experience we are seeking

As we strengthen and diversify our Board, we are particularly interested in hearing from people with skills, knowledge or experience in one or more of the following areas:

- Charity governance
- Charity income generation and fundraising, including growing and diversifying income streams
- Human resources, organisational development and equity, diversity and inclusion
- Campaigning, lobbying, public affairs and influencing policy
- Child and adolescent mental health
- Safeguarding children, young people and adults at risk
- Community Engagement
- Digital marketing and communications (i.e. social media, website development, content creation)
- Planning, architecture, landscape architecture

You do not need to have experience in all these areas. We are interested in the contribution each individual could make as part of a Board with a complementary mix of skills and perspectives.

We also value relevant lived experience and knowledge gained outside traditional professional or leadership roles. This may include experience of the issues affecting teenage girls, unequal access to public space as a result of a protected characteristic(s) or barriers to participation and influence.

Duties and responsibilities

Trustees will collectively:

- Support and provide advice on Make Space for Girls' purpose, vision, values, goals and activities.
- contribute to the development and oversight of the charity's strategic direction.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Oversee the charity's financial plans and budgets and monitor progress against them.
- Help ensure the charity develops sustainable and appropriately diverse sources of income.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are identified, monitored and managed effectively.
- Review and approve the charity's annual report and financial statements.
- Provide support and constructive challenge to the co-chairs, senior leadership and staff team in the exercise of their delegated responsibilities.
- Recruit key members of staff when required and oversee their performance.
- Keep abreast of changes in the charity's operating environment.
- Contribute to regular reviews and ongoing development of the charity's governance.
- Attend Board meetings, having read the relevant papers and prepared to contribute to discussions.
- Use independent judgement and act legally, responsibly and in good faith to promote and protect the charity's interests.

- Contribute to the wider promotion of Make Space for Girls' aims, work and reputation by applying their skills, expertise, knowledge and networks where appropriate.
- Jointly with the other Trustees, hold the charity "in trust" for its current and future beneficiaries.

Personal skills and qualities

We are looking for Trustees who demonstrate:

- A commitment to Make Space for Girls' vision and mission.
- A strong personal commitment to equity, diversity and inclusion.
- A willingness to listen to, understand and value perspectives and experiences different from their own.
- A willingness and ability to understand and accept the responsibilities and liabilities of trusteeship and to act in the charity's best interests.
- The ability to think creatively and strategically, exercise sound and independent judgement and work effectively as part of a Board.
- Effective communication skills and a willingness to participate actively and constructively in discussion.
- A collaborative approach and the ability to offer both support and appropriate challenge.
- A willingness to lead and make decisions in accordance with the charity's values.
- A commitment to the Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Support for Trustees

Make Space for Girls is committed to developing and supporting Trustees throughout their time on the Board. This begins with a comprehensive induction and continues through access to relevant training, guidance and mentoring.

We want trusteeship to be accessible to people who may not previously have considered joining a charity Board. We will work with new Trustees to identify any support or development they need to participate confidently and effectively.

Conflicts of interest

Trustees must avoid placing themselves in a position where their duty to the charity conflicts with their own interests or their loyalty to another person or organisation. They must not receive any benefit from the charity unless it has been properly authorised and is clearly in the charity's interests. This also applies to people financially connected to a Trustee, such as a partner, child or business partner.

Where a Trustee also undertakes paid or voluntary work for the charity, particular care must be taken to identify, declare and manage any financial, professional or personal conflicts of interest. A Trustee may be asked to withdraw from a discussion or decision where there is a real or perceived conflict.

Time commitment

Trustees are volunteers. You should be able to commit approximately one day each month, to supporting the work of the charity.

This includes:

- Reading reports and keeping abreast of the charity's work
- Attending four Trustee Board meetings each year
- Involvement in one or more of the charity's strategic committees
- Responding to relevant emails
- Providing advice and support to staff when appropriate
- Attending at least one full Board development day each year

Term of office

Trustees are appointed for an initial three-year term of office.

How to apply

Please submit a CV and supporting statement explaining why the role interests you and what you feel you could bring to Make Space for Girls.

We recognise that written applications do not suit everyone, so you are welcome to submit a short video instead of a supporting statement if you prefer.

Please send your application to makespaceforgirls@gmail.com

If you would like an informal conversation about the role before applying, please contact us at the same address and we can put you in touch with one of our Trustees.

Our commitment to a representative Board

Make Space for Girls wants its Board to reflect the breadth and diversity of the communities whose lives are affected by the design and use of parks and public spaces.

We warmly welcome applications from people of all backgrounds and particularly encourage interest from people who are currently underrepresented on charity boards. This includes, but is not limited to, people from racially minoritised communities, disabled and neurodivergent people, LGBTQ+ people, younger people, and people from working-class or lower-income backgrounds.

We also welcome applicants with lived experience relevant to our work and those whose knowledge has been developed through their community, campaigning, caring or voluntary roles, rather than through a traditional professional career.

You do not need to have been a Trustee before, and we do not expect every applicant to meet every aspect of the role description. If you share our commitment to creating more equitable public spaces and believe your experience or perspective could strengthen our Board, we would be pleased to hear from you.

We are committed to an inclusive and accessible recruitment process. Please contact us if you require any reasonable adjustments or another form of support to apply or participate in the selection process.