

AMNESTY INTERNATIONAL UK

CHAIR OF CHARITABLE TRUST BOARD (VOLUNTARY)

APRIL 2025



Charity People
PERMANENT AND TEMPORARY

AMNESTY
INTERNATIONAL



MESSAGE FROM OUR CHAIRS

Over 75 years ago, the United Nations General Assembly agreed the Universal Declaration of Human Rights. This document described the fundamental human rights that everyone should enjoy. This is the vision of the world we work for at Amnesty International.

The two organisations that we represent form an important part of Amnesty International's global movement. Nearly half a million people in the UK support our work. They take actions, donate funds, build networks, or give time to help change things for the better, in the UK and across the world.

The people who make up our two Boards of Directors and their sub-committees make a vital contribution to our human rights work. They ensure that our organisations pursue an effective strategy for change, are accountable to our members, supporters, and the communities we serve, and ensure we are a sustainable organisation to confront the intense human rights challenges of today and the future.

We thank you for considering a governance role with Amnesty International UK. We believe that governance is a responsibility that anyone can take on, regardless of their background, their current situation, or their plans for the future.

When we are looking for particular skills or experiences, we will say so. But the most important qualities that we need are a commitment to human rights and equality, curiosity, a reflective attitude, a willingness to learn to and ask questions, and the ability to take decisions as part of a team.

We hope to hear from you soon.

Helen Horton, Chair

Amnesty International UK Section

Andrew Lines, Chair

Amnesty International UK Section Charitable Trust





ABOUT AMNESTY INTERNATIONAL

Amnesty International is a movement of ordinary people from across the world standing up for humanity and human rights. Our purpose is to protect individuals wherever justice, fairness, freedom and truth are denied.

When injustice happens to one person, it matters to us all. So Amnesty works with people who are struggling for their rights and freedoms, aiming for a world where human rights are enjoyed by all. We are now the biggest non-governmental human rights organisation in the world, present in more than 150 countries.



Those who today still feel a sense of impotence can do something: they can support Amnesty International.
Peter Benenson, founder of Amnesty International, 1961

In 1960 lawyer Peter Benenson was outraged by the imprisonment of two Portuguese students for drinking a toast 'to liberty'. He launched a newspaper appeal urging readers to help free people imprisoned for their political or religious beliefs. Reprinted in newspapers around the world, it received an overwhelming response – and Amnesty International was born.

Over the years, Amnesty gradually broadened its scope. Today we address the full range of human rights: economic, social and cultural as well as civil and political.

Amnesty international UK is one of the largest national sections in our global movement, with

close to 498,000 supporters, members and activists. We provide funding for Amnesty International's work around the world and campaign for positive change globally and in the UK.

Amnesty International UK is made up of two separate legal entities, with different functions and responsibilities. They work closely together to deliver a common mission of promoting and protecting human rights.

Amnesty International UK Section Charitable Trust is a registered charity and a limited company. It fulfils its objectives by raising money and providing charitable grants. It is one of the largest financial contributors to Amnesty International's work around the world and also funds the UK Section to deliver human rights work in the UK.

Amnesty International UK Section is a limited company. It delivers Amnesty International's human rights campaigning, education and policy programmes in the UK. It is a mass membership organisation that means that human rights activists around the country can involve themselves in our campaigns and have a say in the running of the organisation.

Each entity is governed by its own Board of Directors.

ROLE SUMMARY

Overall Purpose of the Role

The Chair of Amnesty International UK Charitable Trust is a Trustee with a specific role on the Board. The Chair is appointed to this role by the Board as set out in the Trust's governing document (the Articles of Association).

The Chair is responsible for leading the Board and ensuring that the Trust fulfils its vision, mission, role and strategy.

The Chair coordinates the Board's overall work programme through the delegation and assignment of responsibilities to fellow Board members, monitoring and evaluating progress of the Board, and reviewing outcomes of Board decisions. Drawing on the different strengths, skills, and lived experiences of Board members to ensure effective decision-making, they liaise with the Chief Executive to ensure decisions are implemented and the Board have the resources and materials they require.

The Chair leads the Board in setting and embedding AIUK's culture and values, facilitating an inclusive Board culture, and encourages the development of the Board, as a team and individually, through induction, training, appraisal, and succession planning.

The Chair works with the Chief Executive and AIUK Section Chair and to ensure that the Trust contributes to international decisions, policies and strategies and effectively implements international decisions.

The Chair should model values of anti-racism, equity, diversity, and inclusion which are central to the work of AIUK.

NB. This role is in addition to the role of Trustee. The general responsibilities and person specification for the Chair are therefore additional to those described for a Trust Board member.



SPECIFIC RESPONSIBILITIES

Board Leadership, Development and Culture

- Overseeing the performance of the AIUK Charitable Trust Board and playing the lead role in ensuring the charity is well governed and operating at the highest possible standard.
- Facilitating a culture necessary for overall Board and individual Trustee effectiveness, both inside and outside the boardroom. This includes facilitating inclusive discussions on strategy, policy and performance, and ensuring that the Board makes necessary decisions.
- Leading the Board in discussions of proposals or policies put forward by the executive team including on strategy, risk management, governance, funding, financial reporting and campaigning activity.
- Ensuring that the Board's meetings, working practices and processes are inclusive, co-operative and collaborative, with full and active engagement of all members.
- Ensuring Trustees are provided with the resources and information they need to fulfil their roles and to support responsible, impartial and effective decision-making.
- In collaboration with the Nominations Sub-Committee, periodically leading reviews of Trust Board composition, competencies and diversity and working to recruit appropriate individuals to Trustee roles.
- Holding a second or casting vote where Trustees' decisions are tied (as outlined in the Trust Articles)
- Addressing conflict within the Trust Board and the organisation, liaising with the Chief Executive Officer to achieve this and being responsible for initiating proceedings under the Governance Code of Conduct and Trust Board Disciplinary Code when required.
- Recommending to the Board appointments of Board members to sub-committees (in collaboration with the Chair of the UK Section Board for joint subcommittees).
- Ensuring the Vice Chair(s) is sufficiently familiar with the work of the

Chair so that they can step into the role when required.

- Approving out-of-pocket expenses duly submitted by Trustees and the Chief Executive.

Compliance and Risk

- Ensuring Trustees comply with their duties including legal, statutory, and regulatory responsibilities as outlined in the Charities Act 2011 and Companies Act 2006, and working with the Head of Governance and Chief Executive to ensure Trustees are kept informed of new and emerging legislation and regulatory requirements, including the appropriate reporting of serious incidents.
- Ensuring the Trust Board acts in accordance with its governing documents and sets priorities and strategies that are consistent with its Charitable objects and with those set by Amnesty International's global movement.
- Leading the Trust Board in ensuring that the Trust has appropriate frameworks in place to identify, manage and mitigate risk.
- Leading the Trust Board in ensuring that appropriate frameworks are in place to provide assurance of effective risk management and regulatory compliance.

Working With and Line Managing the Chief Executive

- Providing appropriate support and constructive challenge to the Chief Executive and senior managers.
- In collaboration with the Chief Executive, developing agendas and an annual plan of Trust Board meetings which are focused on strategic matters, are forward looking; and have adequate time to discuss key issues.
- Monitoring decisions taken at Board meetings to ensure they are implemented and that progress is reviewed.

- Working with the Chief Executive to ensuring that Trustees are presented with the Trust's Annual accounts, annual business plan and budgets and that progress against plan is regularly reported.
- Liaising with the Chief Executive to keep an overview of the organisation's affairs and to provide appropriate support.
- Leading (with the Chair of AIUK Section Board) the process of setting annual objectives for the Chief Executive Officer, supporting and appraising their performance, acting as their line manager and as the primary interlocutor between the Board and the CEO.

Accountability, Communications and Representing the Board

- Acting as a link between Trustees and staff and promoting effective communication between the Trust Board, staff, volunteers, AIUK Section, the global movement and other stakeholders.
- Representing the Trust at functions and meetings and acting as a spokesperson where required and in accordance with delegated authorities.

Safeguarding

- Ensuring that the Trust has safeguarding policies and procedures in place that are consistent with its activities and ensuring that the Board is assisted in its oversight of safeguarding arrangements by an appropriate Board safeguarding lead.
- Ensuring that the Board safeguarding lead has appropriate skills and experience (or is supported to develop them) and is provided with sufficient time at meetings to make safeguarding reports and raise issues, as required.
- Supporting the Chair of AIUK Section with the delivery of any safeguarding arrangements required for an under-18 Board member during joint meetings of the Boards.

NATURE OF THE ROLE

The position is a voluntary one. Expenses (travel and any necessary accommodation or subsistence) will be paid in accordance with the AIUK expenses policy. The post does require an extra time commitment of 15 to 20 days per year, fulfilling these tasks:

- Meetings with the Chief Executive: face-to-face meetings once per quarter (or more frequently if required) and fortnightly Teams meetings of approximately one hour in length.

PERSON SPECIFICATION

Essential

Experience

- Previous experience of governance work, either within Amnesty or outside

Skills

- General leadership skills
- Tact and diplomacy, with the ability to challenge and question constructively and effectively
- Good communication and interpersonal skills
- Good emotional intelligence and ability to develop effective working relationships with colleagues at all levels of the organisation.
- Ability to chair meetings effectively, establishing etiquette, encouraging contributions, summarising key points, and bringing matters to a conclusion or decision.
- Impartiality, fairness and the ability to respect confidences
- Ability to appraise performance objectively, sensitively and inclusively and to provide positive feedback and constructive criticism.

- Meetings, emails and phone calls with the Vice Chair to keep them sufficiently briefed. Frequency of contact will be driven by workload, but contact should be at least once a fortnight.

Knowledge

- Knowledge of good governance standards and the duties of Directors, or the ability and willingness to acquire such knowledge.
- Knowledge of charity law and guidance, or the ability and willingness to acquire such knowledge
- Understand the role and contribution of AIUK as a human rights movement in the UK and globally.
- Understand the role and contribution of AIUK to the international movement (within Amnesty International)
- Appreciate the role and diversity of AIUK activists and their work
- Understanding of anti-racism, equity, diversity, and inclusion.

Desirable

- Public speaking experience
- Conflict management skills.
- Experience managing large teams.



An infographic of the United Kingdom with various statistics overlaid in yellow and pink boxes. The statistics are: 150+ schools with a teacher delivering human rights education; 3,400+ learning and training activities completed; 22,000+ downloads of education resources; 100+ local groups; 120+ youth and student groups; and Amnesty UK is one of 61 national sections in the global movement.

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AMNESTY UK AT A GLANCE

Almost 498,000 people in the UK support Amnesty. This includes regular members, supporters and those who take action on one or more campaigns. We have a main office in London, and smaller offices in Edinburgh and Belfast. There are also Amnesty groups across the UK.

Amnesty International UK Section is a membership organisation. Members elect a governing Board of volunteers, which is accountable through annual general meetings. Amnesty International UK Section Charitable Trust is governed by a volunteer Board of Trustees who are appointed by the UK Section Board. See [amnesty.org.uk/governance](https://www.amnesty.org.uk/governance).

Nearly 200,000 people a year take action online with [amnesty.org.uk](https://www.amnesty.org.uk)

OUR BIGGEST ACHIEVEMENTS



Transforming lives

We've supported thousands of individuals and communities whose rights have been abused. In many cases our work has helped to protect people. Sometimes we've even saved lives.



Outlawing torture

Our research, campaigning and advocacy ensured that the UN Convention Against Torture (1984) would oblige governments to investigate torture and prosecute the perpetrators, wherever in the world the torture took place.



Holding war criminals to account

We played a leading role in the international campaign to establish a fair, effective and independent court to prosecute genocide, war crimes and crimes against humanity. The International Criminal Court was established in 2002.



Controlling the arms trade

With our partners in the Control Arms Coalition, we campaigned for a binding international agreement to control the trade in deadly weapons. The international Arms Trade Treaty came into force in December 2014.

Amnesty International was awarded the Nobel Peace Prize in 1977 for contributing to 'securing the ground for freedom, for justice, and thereby also for peace in the world.'

OUR PRIORITIES

Economic and social rights

Across the UK, millions of people are denied access to healthcare, housing, food, work, social security, social care and education. This is a human rights issue and it affects the poorest and most marginalised in society. We are building the case for change.

Racial justice

Racism is a systemic issue. Racist systems, from the immigration system to policing to healthcare and education, create and perpetuate human rights violations. Racism pervades and intersects with all other forms of discrimination. We work to challenge and dismantle structures of racism.

Freedom of expression

Freedom of expression is central to people's ability to challenge injustice and oppression. It also underpins the right to freedom of thought, conscience, and religion. And it is linked to freedom of association and assembly: the right to peacefully protest. Around the world, these rights are under threat and we work to protect them.

Crisis response

Every year hundreds of thousands of people are killed in armed conflicts, while millions more are maimed, sexually assaulted or displaced. We push international institutions to protect civilians and ensure that the perpetrators of mass abuses are prosecuted.

Individuals at risk

Securing justice and protection for people whose rights have been abused remains at the heart of our work. We work with individuals and communities, providing solidarity and assistance, and reinforcing their struggle to reclaim their rights.

Human rights frameworks

Human rights frameworks are the bodies of law and standards that describe our human rights, and require governments to respect, protect and fulfill those rights. These include international agreements, such as the Refugee Convention, and domestic laws like the Human Rights Act. By protecting and strengthening these frameworks, we ensure that people can claim their rights.

PEOPLE POWER



How we work



Our work relies on all sorts of people doing all sorts of things, including:

- Artists use their skills to help us promote our campaigns
- Speakers go to schools all over the country to inspire the next generation to stand up for human rights
- Journalists and photographers put the spotlight on human rights violations
- People use their social media accounts to support our calls for action
- People raise much-needed funds by running, cycling, skydiving and a myriad other activities

5.8 million
people around
the world took
part in Write for
Rights 2024

271,000
Followers on X
(formerly Twitter)
of Amnesty UK

213,000
Instagram
followers of
Amnesty UK

OUR GOVERNANCE

Amnesty International UK operates in the UK as two distinct legal entities: Amnesty International UK Section Charitable Trust ('the Charitable Trust'), a charity registered in England and Wales (no. 1051681) and Scotland (no. 03139939), and Amnesty International United Kingdom Section ('the UK Section') a limited company (company no. 01735872). Each entity is governed by its own Board. The two Boards work together and co-operate but they are independent. Each Board operates and makes decisions based on the long-term interests of their respective entity and within the constraints imposed by applicable UK law, their separate constitutions and the overall rules of the global Amnesty International movement.

The Charitable Trust is a registered charity and a company limited by guarantee. We commonly refer to this organisation as "the Charitable Trust."

It does this primarily through grant making to the UK Section, the International Secretariat of Amnesty International and other Amnesty International Sections in countries around the world.

Members of the the Charitable Trust's Board of Directors are appointed by the Board of Amnesty International UK Section, following an open recruitment process. They are appointed for a three-year term that can be extended up to a maximum of six years. The Board usually holds four formal meetings per year and meets for less formal briefing or training meetings another three times a year.

The Boards are supported by five shared sub-committees: the Finance Audit and Risk Sub-Committee, the Building a Powerful Movement Sub-Committee, the Campaigns and Impact Sub-Committee, the People, Culture and Inclusion Sub-Committee and the Nominations Sub-Committee. The Charitable Trust Board is also advised by a Grants Sub-Committee.

Requirements of the Role

The Charitable Trust Board usually meets on a Thursday afternoon/early evening for up to four hours in March, May and September. It also meets together with the UK Section Board for joint training and reflection over two-days (Friday and Saturday) in July and December. Additionally, there are typically two joint Board briefings per year on a weekday evening of approximately two hours duration.

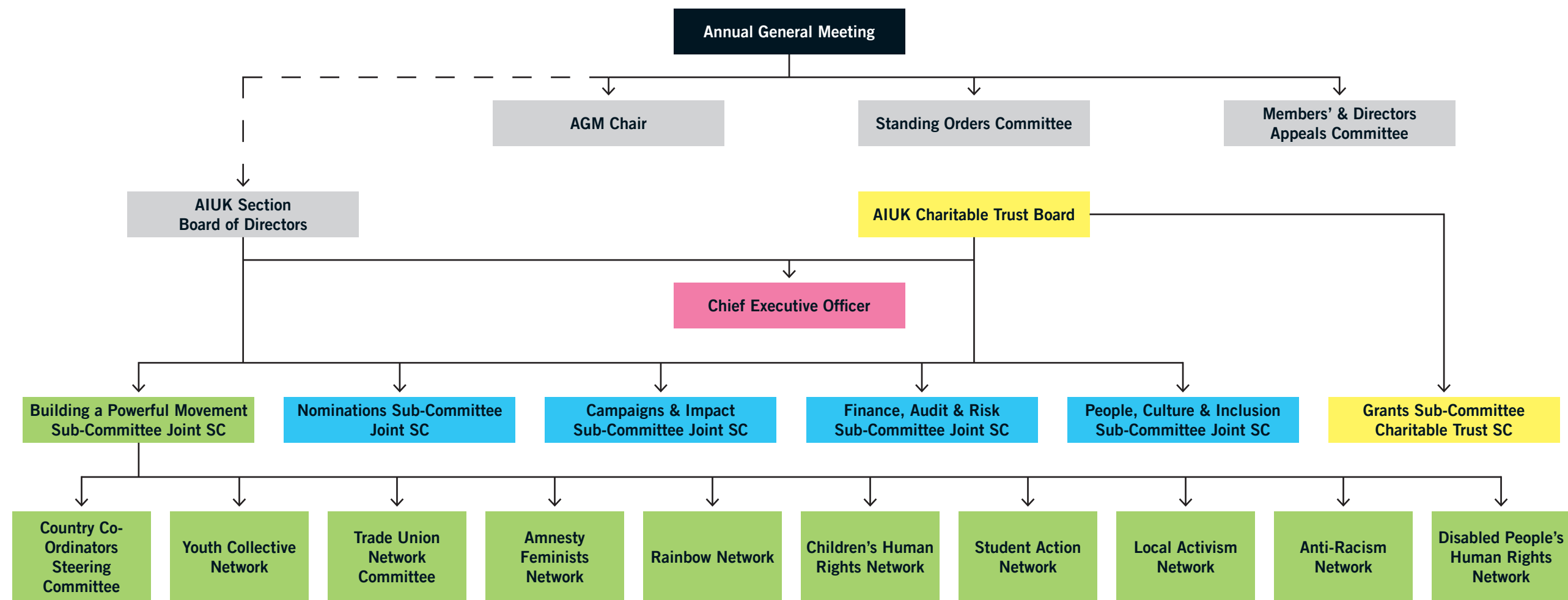
Board members are likely to be asked to join a sub-committee, which will meet four times per year, usually on a weekday afternoon or early evening.

Aside from meeting attendance and preparation, we would expect Board members and sub-committee members to monitor emails for updates and occasional requests and those with a specialist brief (such as Finance or Human Resources) should be reasonably available to provide advice and support to senior managers with a corresponding brief.

For further information on our governance, please visit <https://www.amnesty.org.uk/amnesty-structure-board-and-governance>



OUR GOVERNANCE ORGANOGRAM





INCLUSION, DIVERSITY, EQUITY AND ANTI-RACISM

Amnesty International UK has an important role to play in advocating for the rights of marginalised and oppressed people and has done so with the confidence of its members, staff and activists for the last 60 years. Under our current strategic plan, we will increasingly focus on the root causes of human rights abuses, recognizing that at times these are being influenced by institutionalized and systemic inequalities that impact rightsholders in different ways.

At the same time, AIUK has a responsibility to internalize this vision for human rights by creating a movement where all people, from any background, feel a strong sense of belonging and can play their part in delivering inclusive and meaningful change.

Our Inclusion, Diversity, Equity and Anti-Racism (IDEA) Plan focuses resources and builds competencies to ensure that Amnesty International UK will be a more inclusive movement, representing the diversity of people and communities that we work for, and with, while winning human rights changes that address inequality and discrimination.

We are embedding IDEA actions across each area of the organization under eight pillars of activity.

They are:

- People processes
- Governance
- Lived culture
- Learning and development
- Data, reporting and infrastructure
- Campaigns and advocacy
- Fundraising and communications
- Activism and movement building.

We aim to ensure that our governance bodies reflect our plans by being inclusive, diverse, equitable and anti-racist in their composition, their conduct and their decisions.

For further information on our IDEA plan, see <https://www.amnesty.org.uk/idea-action-plan-amnesty-international-uk>

HOW TO APPLY

AIUK will host a Q&A Webinar on Tuesday 10th June 2025 from 6 p.m – 7 p.m, where they will share further insights and answer any additional questions you may have. Please register your interest in attending this webinar by using [this link](#). If you have any questions you would like to put to the panel, please send these to seniorappointments@charitypeople.co.uk by 5 p.m. on Tuesday 3rd June 2025.

To apply, please send a CV or Profile and a supporting statement answering the questions below to seniorappointments@charitypeople.co.uk by 5 p.m. on Monday 30th June 2025. We are committed to making the application process inclusive.

1. Briefly describe how your skills, experience and personal qualities make you a good candidate for this role. Refer to the role description and person specification for inspiration. (800-word limit)
2. AIUK values an **inclusive and cooperative board culture**. How have you fostered **collaborative decision-making and active board engagement** in a previous role? (800 word-limit)

Each candidate will be shortlisted based on merit, and interview and appointment selection will be strictly based on the agreed selection criteria. The Equality Act 2010 permits reasonable adjustments that may give preferential treatment to an individual with a disability.

To monitor how effective this will be, we request that all candidates complete an [EDI monitoring form](#) which will give us a detailed breakdown of the candidates who apply.

Timeline

Closing date: 30th June 2025

Interviews: 4th Sept 2025



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