



TRUSTEE RECRUITMENT PACK

Join our Board

Governance & Risk Management Trustee

"Confidence may open the door, but readiness enables girls and young women to walk into spaces, thrive within them, and lead."

Closing date: 12 noon, Tuesday 1 December 2026



WELCOME

A message from our Chair

Thank you for your interest in joining the Board of BelEve UK.

For over 14 years, BelEve has worked alongside girls and young women aged 8 to 22, helping them build the readiness to walk into new spaces, thrive within them and lead. We are now entering an exciting new chapter. Our programmes, partnerships and income are growing, and with growth comes a greater responsibility to govern well.

That is why we are looking for a Governance & Risk Management Trustee. You will help the Board make sure BelEve is well run, well protected and accountable, so that our energy stays where it belongs: on the girls and young women we serve. You will ask the questions that keep us honest, test the assurance we receive, and help us grow with confidence.

You do not need to have all the answers, or to have been a trustee before. We are looking for sound judgement, curiosity and a genuine belief in the potential of girls and young women. If that sounds like you, we would love to hear from you.

Elizabeth Anyaegbuna
Chair of the Board of Trustees, BelEve UK





WHO WE ARE

About BelEve

BelEve is an award-winning girls' charity committed to inspiring the next generation of female leaders. We support girls and young women aged 8 to 22 across South East London through mentoring, leadership development, emotional wellbeing support, employability pathways and community programmes.

Our Readiness Vision

Confidence matters, but on its own it does not carry a girl through a new school, a first leadership role or her first job. Readiness does. Our work builds the practical capacities girls need at each transition point in their lives, across five areas:

Emotional readiness

Understanding and managing emotions, especially under pressure.

Communication and self-advocacy

Speaking up, asking for help and using her voice.

Identity, agency and future

Knowing who she is, what she values and where she is heading.

Learning and independence

Taking ownership of learning and keeping going when it gets hard.

Social and relational

Building healthy relationships and navigating peer pressure.

One connected pathway

Each programme builds on the last, so readiness grows over time.

WHAT WE DO

Our programme pathway

Our programmes form a connected pathway from late primary school into early adulthood. Girls can join at different stages, and each stage prepares them for the next.

Stage	Age / school year	Programmes
Foundations	KS2 to early	BEAM Stepping Up,
Identity and awareness	Years 8 to 9	BelEve in Her Space,
Leadership	Years 9 to 10	LeadHERship
Preparing for mentoring	Years 10 to 11	BelEve In Her Success
Mentoring	Post-16	BelEve In Her Success
Influence and legacy	16 to 22+	Young Leadership

Our impact

[X] girls and young women supported in [year] [confirm]	[X] school partners across South East London [confirm]
[X] volunteer mentors [confirm]	14+ years supporting girls and young women

Where we are heading

Our three-year strategy, Build, Scale, Influence (2026 to 2029), sets out how we will strengthen our foundations, reach more girls without compromising quality, and use what we learn to influence the systems girls move through. Strong governance is central to doing that well.

HOW WE ARE GOVERNED

Our Board and committees



BelEve UK is a charitable company. Our trustees are also company directors, and together they are responsible for BelEve's strategic direction, its finances, the protection of its beneficiaries and its compliance with the law. The Board meets quarterly and is supported by three sub-committees, which do the detailed work so the Board can focus on decisions and challenge.

Finance, Governance & Risk (FGR)

Financial oversight, internal controls, audit, governance and the Risk Register. This is the committee you would join.

Partnerships, Influence & External Affairs (PIEA)

Partnerships, income generation, influence and external reputation.

People, Culture & Safeguarding (PCS)

Staff, culture and leadership, and detailed oversight of safeguarding.

Supported by a Clerk

The Clerk keeps the governance calendar, action tracker and governing documents, so trustees can focus on oversight.



THE ROLE

Governance & Risk Management Trustee

Committee	Finance, Governance & Risk (FGR) sub-committee
Commitment	Approx. 6 to 8 hours per month, rising to around 10 to 12 hours in the first six months
Meetings	Quarterly Board meetings, with FGR meeting in the weeks before each Board
Term	Initial three-year term, renewable subject to Board approval
Remuneration	Voluntary. Reasonable expenses reimbursed
Responsible to	Chair of the Board of Trustees

You will provide specialist knowledge, constructive challenge and strategic oversight on BelEve's governance, risk management, legal compliance and accountability. This is not an operational role. Staff and committee leads run things day to day; your role is one of assurance: asking for evidence, testing it and reporting back to the Board.

What you will focus on

- **Risk:** leading the Board's oversight of the Risk Register, which the CEO and senior team maintain, and challenging risk appetite and the risk management framework.
- **Governance:** leading the annual skills audit and Board effectiveness review, and seeking assurance that our governing documents are current and fit for purpose.
- **Compliance:** seeking assurance that we meet our obligations to the Charity Commission, Companies House, HMRC and data protection law.
- **Financial governance:** an independent view on the management accounts, reserves, budget, year end and audit, alongside the Treasurer and FGR members.
- **Resilience:** making sure areas such as business continuity, cybersecurity, fraud prevention and safeguarding risk are on the Risk Register and reviewed.

The full job description, including the complete list of responsibilities, is available alongside this pack.



WHO WE ARE LOOKING FOR

Is this you?

You will not be expected to be an expert in everything. You will work alongside trustees with complementary skills. We are particularly keen to hear from you if you bring:

Essential

- Experience in governance, risk management, compliance, audit, assurance, finance, law, regulation or a related field.
- The confidence to read and challenge management accounts, a budget and a reserves position. A finance qualification is not required.
- An understanding of trustee responsibilities and the principles of good governance.
- The ability to analyse complex information, identify key risks and offer clear, constructive challenge.
- Sound, strategic judgement, without getting drawn into operational detail.
- A collaborative approach and strong communication skills.
- A commitment to BelEve's mission, values, safeguarding responsibilities and the empowerment of girls and young women.
- The time and attention the role needs.

Desirable

- Charity trustee or non-executive experience, or a governance, risk, audit, finance, legal or compliance qualification.
- Knowledge of risk management frameworks, audit, internal controls or charity finance.
- Regulatory experience and knowledge of charity law, from a legal, charity accountancy or audit background. You do not need to be a lawyer.
- Experience in safeguarding governance, data protection, business continuity or cybersecurity risk.
- Experience of scaling organisations, or of the charity, education, youth or social impact sectors, and an understanding of the challenges facing girls and young women in the communities we serve.



THE QUALITIES THAT MATTER MOST

Strategic You see the bigger picture and how risk and governance connect to our charitable purpose.	Curious and constructive You ask difficult questions, respectfully.
Independent-minded You offer challenge without becoming adversarial.	Pragmatic You know that not every risk is a crisis.
Values-led You act with integrity and put our beneficiaries first.	Inclusive You listen to different perspectives and help build an open, high-performing Board.

We welcome applications from people of all backgrounds. You do not need previous board experience. We particularly welcome applicants who reflect the communities of girls and young women we serve.

What you will gain

A structured induction led by our Chair, with an induction pack prepared by the Clerk.
 The chance to shape governance at a pivotal moment in BelEve's growth.
 Experience of board leadership in a growing, mission-led organisation.
 Connection to a passionate Board and leadership team, and to the girls and young women at the heart of our work.

NEXT STEPS

How to apply

Please send your CV and a covering statement of no more than two pages, explaining how you meet the essential criteria and what you would bring to BelEve's Board.

Timeline

Stage	Date
Closing date	12 noon, Tuesday 1 December 2026
Shortlisting	By Wednesday 9 December 2026
Panel interviews	Week commencing 11 January 2027
Second stage	Week commencing 18 January 2027: a short practical exercise and a conversation with
Appointment	Subject to references and eligibility checks, by decision of the Board

Good to know

- Adjustments: if you need any adjustments to take part in the process, please tell us and we will be happy to help.
- Eligibility: you must be eligible to act as a charity trustee and company director, and must not be employed by BelEve. The successful candidate will complete a declaration of interests and a membership application, as trustees are also company directors and members.
- Checks: appointment is subject to references and eligibility checks [confirm whether a DBS check applies].
- Your data: we will use your information only to run this recruitment. See our privacy notice at [link].

2026

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