

**MAKING  
RIGHTS  
REAL**

# **New Board Members Recruitment Pack**

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TRUSTEES**



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REAL**

Acting together to  
advance human rights  
in Scotland

## Who we are

Making Rights Real is a new human rights organisation in Scotland that works with communities and grassroots activists to deliver human rights for everyone. We launched in 2020 and are currently developing human rights initiatives with community groups. We are keen to extend our board.

We have set up Making Rights Real to be a kind, fun and useful organisation.

**Our Values** are based on core human rights values of dignity and respect, all our work is underpinned by the principles of a human rights based approach.

### **We are known for:**

- Our commitment to the meaningful and inclusive participation of people who most need change, using a friendly and accessible approach.
- Our fearlessness and ambition for practical and impactful change, by holding power to account.
- Using our skills and expertise at the service of people who most need change.

We are looking for new Board members who will help us shape the organisation and decide how we should invest our time.

We would particularly value people with expertise in one or more of the following areas:

- Living with human rights concerns
- Experience of accessing justice for issues you have experienced
- Fundraising strategies
- Employment law/human resources

More than anything though, it is your enthusiasm and commitment to social justice and human rights that we need.

The role of Trustee / Board Member may be carried out online or in person.

Please complete our [application form](#) if you would like to join our Board. Applications are open to **9am on 8 January 2024**

For an informal discussion about being a Trustee please contact Jo Ferrie, Chair:  
jo.ferrie@glasgow.ac.uk

**We look forward to hearing from you**

# Trustees Roles and Responsibilities



Members of the Board are Trustees of the charity. Board meetings take place every two months, they generally last around 1.5 - 2 hours. Trustees receive Board papers at least 1 week prior to the meeting. Collectively the Board is responsible for the leadership, strategic direction, and governance of Making Rights Real, ensuring the organisation meets its purpose and is accountable and transparent in its activities.

## Main roles and responsibilities

### Strategy

- Ensure our activities deliver our stated charitable purpose.
- Ensure we have a clear and sustainable vision and strategy, while remaining focussed on achieving our outcomes
- Work with us to ensure our purpose, work and outcomes keep to our values and constitution

### Regulation and compliance

- Ensure we meet our regulatory and legal requirements.
- Ensure we manage risks to the organisation through effective and proportionate risk management and regular discussion.
- Inform people about Making Rights Real.

### Financial

- Ensure we have good financial and management controls in place.
- Approve our annual budget, while continuing to plan for the future.

### Accountability

- Act in the interest of Making Rights Real with due care and diligence.
- Hold the senior management of Making Rights Real to account for the organisations' performance, supporting and guiding as appropriate.

Reference:

[OSCR - Guide for Charity Trustees OSCR](#)

[OSCR - Guidance and Good Practice for Charity Trustees](#)

Charity Number: SC050342

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[www.makingrightsreal.org.uk](http://www.makingrightsreal.org.uk)

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