



Trustee recruitment pack

May 2024

Sex Matters is a human-rights charity

We campaign for clarity about sex in law, policy and language

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Letter from the Chair

Dear Candidate

Thank you for your interest in becoming a trustee of Sex Matters.

Sex Matters was founded in October 2020 by Maya Forstater, Anya Palmer and Rebecca Bull. In three years, it has developed from an idea to a small but powerful organisation.

Sex Matters has been powered by anger and frustration at the failure of established organisations to stand up for reality, clarity, human rights and democracy when it comes to conflicts around sex and gender.

Our focus is on solutions. We seek to use reason, evidence, the human-rights framework and the rule of law to break through confusion and conflict and ensure that **the law works** for everyone, **organisations operate fairly** and effectively and **language about sex** is made simple and clear. We want to protect everyone's rights.

I have been chair of the Sex Matters board since early 2021. It's an organisation that should never have needed to exist – but given that it does, it's been an extraordinary privilege to have been involved with it. Over the last three years I've seen it grow from a handful of angry women round a kitchen table to a charity employing a team of 10 staff and regular contractors, and a force to be reckoned with, with a constant media presence and a remarkable output of blog posts, briefing papers, research, webinars, events, campaigns, lobbying and education.

As we build the charity we wish to appoint one or two new trustees.

As a trustee, you will set our direction and hold staff to account, making sure we are always doing the best we possibly can to meet our charitable objects. The board of trustees is responsible for the corporate governance of the organisation. We are particularly looking for trustees who have experience in **safeguarding, human resources, charity governance or fundraising**.

Naomi Cunningham

Chair of the board of Sex Matters

Who we are

Sex Matters was registered as a charitable incorporated organisation ([registered number 1207701](#)) on 3rd April 2024 (for more details see sex-matters.org/sex-matters-charity/). Since October 2020, we had been operating as a not-for-profit company limited by guarantee (registered number 12974690). There will be a period of overlap as we move all operations over to the charity.

Trustees of the CIO

Naomi Cunningham (Chair), Julia Casimo (Treasurer), Rebecca Bull, Emma Hilton and Michael Biggs.

Our charitable objects

1. To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world, where they relate to biological sex, by all or any of the following means:
 - a. monitoring abuses of human rights
 - b. obtaining redress for the victims of human rights abuse
 - c. researching human rights issues
 - d. providing technical advice to government and others on human rights matters
 - e. contributing to the sound administration of human rights law
 - f. commenting on proposed human rights legislation
 - g. raising awareness of human rights issues
 - h. promoting public support for human rights
 - i. promoting respect for human rights among individuals and corporations
 - j. carrying out international advocacy of human rights
 - k. eliminating infringement of human rights.

In furtherance of that object, but not otherwise, the trustees shall have power to engage in political activity, provided that the trustees are satisfied that the proposed activities will further the purposes of the CIO to an extent justified by the resources committed and the activity is not the dominant means by which the CIO carries out its objects.

2. To advance education about biological sex and the law relating to the same.
3. To promote the sound administration of the law in relation to biological sex and equality in the law.

We summarise these as:

- (1) To promote human rights where they relate to biological sex
- (2) To advance education about sex and the law
- (3) To promote the sound administration of the law in relation to sex and equality.

Mission, vision and values

Strapline

Sex Matters in life and in law. It shouldn't take courage to say so.

Mission

To promote clarity about sex in law, policy and language in order to protect everybody's rights.

Our human-rights framework

Our starting points are that everyone has a sex, and that everyone has the same human rights. A person's biological sex cannot change, and it affects their life and relationships with others. We believe that universal human rights form a powerful framework for thinking about how a diversity of freedoms can be respected, while protecting against harm and maintaining an open and prosperous society. [Read our human-rights framework.](#)

Vision

It is easy and safe to speak about biology

- The ordinary truth about the two sexes can be expressed without confusion or stigma.
- Law and policy are clear about the sexes.
- Protection against sex discrimination is understood as important.

Freedom is respected

- Belief in gender identity is accommodated like any other belief in a secular, multicultural society.

- People with beliefs about gender identity know they can express them but cannot impose them on others.

Children are protected

- Children are supported to be happy and confident in their bodies.
- No child or teenager believes they need to modify their body to match their gender non-conformity.

Our principles

- **Reality:** There are two sexes: female and male. People shouldn't be afraid to say this.
- **Clarity:** Organisations and governments should be clear about the sexes and where sex matters.
- **Human rights:** Everybody's human rights matter, including private life, freedom of beliefs and speech.
- **Democracy:** A cohesive society depends on open debate and evidence-based policy making.

What we do

- We inform public debate by undertaking research and analysis and engaging with policy makers and the media
- We shine a light on problems within institutions and help them find their way back to the law.
- We listen, collect stories and experiences and turn them into usable evidence.
- We educate people and organisations about human rights and the law in relation to sex, and help people use the law to protect their human rights.
- We enable people to take action in their community and in relation to organisations they can influence, from schools and swimming pools to employers and Parliament.

The role of trustees

The role of the board of trustees is to make sure that everything the charity does helps (or is intended to help) to achieve the purposes for which it is set up, and no other purpose.

The trustees oversee the overall management and administration of the organisation. They ensure that Sex Matters has a clear strategy and that our work and goals are in line with our

vision. Just as importantly, they support and challenge the executive team to enable Sex Matters to grow and thrive, and through this, achieve our mission.

Duties

- Support and provide advice on Sex Matters' purpose, vision, goals and activities.
- Approve operational strategies and policies; monitor and evaluate their implementation.
- Oversee Sex Matters' financial plans and budgets; monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Sex Matters' financial statements.
- Provide support and challenge to Sex Matters' CEO in the exercise of her delegated authority and affairs.
- Keep abreast of changes in Sex Matters' operating environment.
- Contribute to regular reviews of Sex Matters' own governance. Attend board meetings, adequately prepared to contribute to discussions.
- Use independent judgement, acting legally and in good faith to promote and protect Sex Matters' interests, to the exclusion of your personal and any third-party interests.
- Contribute to the broader promotion of Sex Matters' objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

As a small organisation, there will be times when trustees need to be actively involved beyond board meetings. This may involve working in sub-committees, leading discussions, providing advice and guidance on new initiatives or specific issues, presenting externally, or other issues in which the trustee has special expertise.

To find out more about the role of charity trustees, please see: [*The essential trustee: what you need to know, what you need to do.*](#)

Terms of appointment

Trustees are appointed for a three-year term of office, which may be renewed by agreement by the board.

This is a voluntary position, but reasonable expenses are reimbursed.

Time commitment

- Attending four to six board meetings annually. Meetings are held both remotely and in person.
- Attending our annual strategy weekend and training as required.
- Additional meetings and document review, for ad-hoc decisions and work on specific policies and areas.

Eligibility

To be eligible to become a charity trustee, you must:

- be at least 16 years old
- be properly appointed following the procedures and any restrictions in the charity's governing document
- not act as a trustee if you are disqualified unless authorised to do so by a waiver from the Charity Commission. The reasons for disqualification include:
 - being bankrupt or having an individual voluntary arrangement
 - having an unspent conviction for certain offences (including any that involve dishonesty or deception)
 - being on the sex offenders' register.

What we are looking for

We are looking for people who believe in our mission, who are willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of skills on our board.

General skills and qualities

- Willingness and an ability to understand and accept the responsibilities and liabilities of a charity trustee and to act in the best interests of the organisation.
- A strong personal commitment to our mission and values.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- Ability to build effective working relationships with staff and others.
- Ability to advise and support individuals at all levels within the charity.

- Act with integrity and respect when working with others.

We are particularly looking for new trustees who, as well as having the general skills of a trustee, have skills and expertise in safeguarding, human resources, charity governance or fundraising. Please do apply if you have specific experience in any of these areas (or apply just as a general trustee).

Safeguarding

The nature of the work that Sex Matters is involved in means that it does not hold a caseload of clients, or work directly with children or other vulnerable people.

But it does work with networks of people, including those who work with children, and which may include vulnerable people. It does make policy and legislative recommendations that could have impacts on safeguarding by other organisations. It is also part of an ecosystem of organisations that do this. We have therefore developed a [safeguarding policy](#).

We would like to recruit a trustee with expertise and experience in this area to take on the role of lead trustee for safeguarding. They will take on two main responsibilities:

- strategic, effective policy and practice
- creating the right culture.

Culture

- Champion safeguarding throughout the charity.
- Attend relevant safeguarding training.
- Support the trustees in developing their individual and collective understanding of safeguarding.
- Attend meetings to engage with staff and networks
- Work with the chair, designated safeguarding lead and communications team in order to manage any safeguarding queries or incidents.
- Support regular safeguarding updates for staff, volunteers and networks.

Strategy

- Consider the charity's recommendations and actions and make sure they reflect safeguarding principles and legislation, and the safeguarding expectations of the Charity Commission.

- Check that the charity's risk register reflects safeguarding risks properly and plans sensible measures to take.
- Make sure there is space on agendas for safeguarding to be discussed

Policy

- Make sure there is an annual review of safeguarding policies and that this is reported to trustees.
- Oversee any safeguarding concerns or allegations together with Chair and designated safeguarding lead.
- Be a point of contact for staff or volunteers if someone wishes to complain about a lack of action in relation to safeguarding concerns.

Skills and abilities

- You have a good understanding of safeguarding gained either from working within or with the voluntary sector, education or public bodies.
- You understand and have experience of implementing legislation, government guidance and national frameworks for safeguarding children and adults at risk.

Human resources

We are looking for a new trustee with a background in HR.

Skills and abilities

- You have experience of performance management, HR and employment law issues and implementing them within a charity environment.
- You are able to demonstrate a good understanding of current developments in HR, staff and development training and recruitment.
- You have sound, independent judgement and ability to think creatively.

Charity governance and fundraising

We are also seeking a new trustee with a background in charity governance or fundraising.

Skills and abilities

- You have experience with charity governance – you may be or have been a senior leader of a charity or a member of the board.
- You understand the challenges facing small charities.
- You have a good understanding of the UK charity sector, good governance, the Charity Commission, relevant legislation and statutory requirements.

Fundraising

- You have experience of charitable fundraising.
- You have a good network of contacts and excellent networking, influencing and communication skills.

How to apply

Please apply by filling in the application form on our website at sex-matters.org/about-us/become-a-trustee-of-sex-matters/ and uploading your CV.

Timeline

Trustee recruitment opened	Tuesday 21st May
Closing date for applications	Monday 10th June, 5pm
Preliminary interviews	24th June to 5th July
Final interviews and selection	8th to 19th July