



Would you like to help create a fairer, more open and more compassionate justice system in England and Wales? Transform Justice is seeking new trustees to join our board and help guide our innovative, dynamic research and campaigning work for a better justice system. If you would like to join our board of trustees, here are the details of who we are and what being a trustee for us involves:

### **Transform Justice**

[Transform Justice](#) is a small charity which seeks to create a better justice system in the UK. We use research and evidence to show how the system works and what needs to change - then we persuade politicians and policy makers to make those changes. Our projects all seek to further our overarching reforming aims - less crime, fewer people in prison, fewer people punished, genuine rehabilitation, and open justice. Recent and current projects include:

- Our #FairChecks campaign for criminal records reform, now over 9,000 members strong
- CourtWatch London, our mass court observation project bringing public volunteers into magistrates' courts to observe hearings and report on what they see, now in phase two
- Reframing criminal justice - showing how to build public support for progressive change through the language we use
- Digital justice - showing how efficiency-led technological changes can actually lead to worse results for people

We have four members of staff all of whom work remotely. More information on us and our finances are available in our [annual accounts](#).

### **Our board**

We have seven trustees on the board currently and would like to expand the board by two people. We are not looking for any particular skills or expertise, nor for prior experience of being on a board, but we are looking for people who are committed to our aims. Applications to join our board are encouraged from all, including from people from black and other minoritised communities and/or those with lived experience of the criminal justice system.

### **The statutory duties of a trustee are to:**

- Contribute actively to the Board in giving firm strategic direction to Transform Justice, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- Ensure that Transform Justice complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Ensure that Transform Justice pursues its objects as defined in its governing document
- Ensure Transform Justice uses its resources exclusively in pursuance of its objects: the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
- Safeguard the good name and aims of Transform Justice.
- Ensure the effective and efficient administration of Transform Justice
- Ensure the financial stability of Transform Justice
- Protect and manage the property of the charity and to ensure the proper investment of the charity's funds
- Appoint the CEO and monitor her/his performance
- Attend three board meetings a year in London for which reasonable travel expenses available (remote access potentially available if travel challenging)

### **Other duties:**

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or

experience they have to help the Board reach sound decisions. This may involve:

- Scrutinising Board papers
- Leading discussions
- Focusing on key issues
- Providing guidance on new initiatives
- Other issues in which the trustee has special expertise
- Helped extend our reach on social media

**Trustee Person Specification:**

- Commitment to and willingness to work in accordance with Transform Justice's principles and values
- Willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgment
- Ability to think creatively
- Willingness to speak their mind
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship (funded training provided for new trustees)
- Ability to work effectively as a member of a team
- Nolan's seven principles of public life as outlined in the Trustee Code of Conduct: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

**How to apply:**

Please send a CV or a LinkedIn or other profile and a short covering email/letter outlining why you would like to join the Transform Justice board to [policy@transformjustice.org.uk](mailto:policy@transformjustice.org.uk). Please express your interest by 10<sup>th</sup> March. All candidates will then be contacted by our Chair Nicola Lowit.

If you have any questions about the charity or the role, and/or you would like a phone discussion, do contact the Director of Transform Justice: [penelope@transformjustice.org.uk](mailto:penelope@transformjustice.org.uk).