**Role description and person specification**

Are you interested in women’s economic situation? Can you help the Women’s Budget Group move to the next phase of its development?

We are recruiting new Board members to help set the strategic direction of the Women’s Budget Group and contribute to our work.

**About WBG**

The Women’s Budget Group is a is independent and not-for-profit membership network consisting of women’s voluntary organisations, academics and policy experts, and activists whose aims are to promote a gender equal economy. We do this through conducting in depth analysis of the impact of public policy on women. Our analysis has been used to influence policy debates on a national and local level.

Find out more about our [vision for a gender equal economy](https://wbg.org.uk/commission/).

We run a range of projects that work to build the capacity of women’s organisations as well as national and international campaigning organisations and other equality groups.

[Find out more about the capacity building work we are doing through our Local Data Project](https://wbg.org.uk/ldp/)

We are also working on a project to build support for an intersectional Feminist Green New Deal in the UK. [Find out more here](https://wbg.org.uk/fgnd/)

And we work in partnership with our sister organisations, the Scottish Women’s Budget Group, Northern Ireland Women’s Budget Group and Wales Women’s Budget Group

About the Board

The WBG Board plays a vital role in our work – setting the strategic direction, monitoring progress, ensuring good governance, and supporting the Director and staff in their work. This is an unpaid role, but expenses are paid for in person meetings.

We are looking to strengthen our board and our succession planning and board membership could include taking on senior roles within the board following a period of familiarisation and supported development.

**Role description:**

**Responsibilities:**

* Work with other Board members to set the strategic direction of the WBG, including contributing ideas and proposals
* Monitor progress on strategy through Board and other meetings
* Attend Board meetings, or when unable to attend, communicate ideas and comments to WBG Director/chair in advance of the meeting
* Support the Chair, Co-Chairs, Treasurer and Director in carrying out their duties (Board members are encouraged to express an interest in undertaking the elected/officer positions)
* Pro-actively promote the work of the WBG through personal and professional networks.

In addition, Board members may be invited to:

* Represent WBG at appropriate meetings and events
* Participate in the work of the WBG as appropriate (e.g. working groups, projects or recruitment panels)

**Further information:**

* The Board meets five times a year for around two hours, plus an annual away day and a business meeting. Most meetings take place over Zoom but you will be expected to attend two in person meetings a year in London for which travel and other out of pocket expenses will be paid (eg. Childcare expenses).
* Board members are expected to attend the AGM, this usually takes place in September
* Board members are appointed for a term of three years, and they may serve up to three terms
* All Board members must be a Company Director of WBG, and listed on documents filed at Companies House. Personal liability is limited to £1
* Board members must be at least 18 years old, a UK resident and not disqualified from acting as a company director.

**Person Specification**

We are keen to hear from people who have experience in one or more of the following areas. Previous experience on a Board would be an advantage, but is not essential. We particularly encourage applications from black and minority ethnic, disabled, and working-class people, who are currently underrepresented on our Board. We also actively encourage applications from all four nations of the UK

* The impact of economic policy on women
* Governance and leadership
* Organisational change and growth.
* Financial management
* HR
* Data management
* Marketing and communications
* Community fundraising
* Health and Safety

In order to carry out your responsibilities as a Board member, you should:

* be committed to and supportive of the purpose, objects and values of The Women’s Budget Group
* be constructive about other board members’ opinions in discussions (and in response to staff members’ contributions at meetings)
* be able to act reasonably and responsibly when undertaking such duties and performing tasks
* be able to maintain confidentiality on sensitive and confidential information
* understand the importance and purpose of meetings, and be committed to preparing for them adequately and attending them regularly
* be able to analyse information and, when necessary, challenge constructively
* be able to make collective decisions and stand by them

**Deadline for applications 26 August 2022**

**Interviews will take place on Thursday 8 September 2022**

**Please return applications to** [**admin@wbg.org.uk**](mailto:admin@wbg.org.uk) **and head your email Board Recruitment**

**Women’s Budget Group vision, values and principles**

**Our vision** is of a gender equal society.

This is based on a transformative model of substantive equality[[1]](#footnote-1), based on human rights, which goes beyond equal treatment to require:

* Redressing both material and social disadvantage – levelling up, not down and allowing for different treatment in order to counteract disadvantage
* Countering stigma, prejudice, humiliation and violence –ensuring mutual respect for human dignity
* Transforming social and institutional structures - recognising that inequality is structural and that tackling it requires a redistribution of power and resources and a change in the institutional structures that perpetuate women’s subordination.
* Facilitation of political participation and social inclusion - ensuring the diversity of women’s voices are heard in public life and when decisions are made and allowing everyone to fully participate in society.

This model recognises there are interactions and possible tensions between these four dimensions of equality.

**Values**

Human rights

We will ensure that we work in line with the sort of society we want to see; based on substantive equality and respect for human rights, where care is valued and shared and which allows everyone to live in dignity, reach their full potential and fully participate.

Feminism

The Women’s Budget Group is a feminist organisation. We recognise that sex-determined social roles have given rise across the world to a variety of forms of patriarchal society in which access to work, resources, assets and income is determined largely by a hierarchy of imposed gendered roles, with men having greater rights, entitlement, and opportunity to access resources than women.

Intersectionality

We recognise that gendered structures of inequality intersect with other structures of inequality including those based on class, race, disability and so on. While our primary focus is on gender equality, we will reflect the intersectional nature of inequality in our work.

**Principles for our work**

Partnership

We believe that we can achieve more with others than we can alone and will work in partnership with organisations and individuals who share our aims and values. We will play an active role within wider feminist movements both in the UK and internationally.

Expertise and learning

We will ensure our work is academically robust, that our analysis and policy proposals are evidence based and that we are always open to learning as an organisation. We recognise that expertise, knowledge and opportunities to learn come in many forms and include front line and lived experience as well as academic research.

Diversity

We believe that diversity of backgrounds and perspectives strengthens our work and we will actively seek to promote diversity at all levels within the organisation.

Pluralism and Respect for difference

WBG is an organisation that brings together people with different views, perspectives and experiences. We are committed to open discussion based on respect for these differences and believe that honest and respectful dialogue where all views can be heard is the best way to ensure robust analysis and policy making in the WBG and wider society.

Integrity

WBG will work in an open, honest, accountable and transparent way with staff, volunteers, members and other stakeholders.

Political Independence

WBG does not affiliate to or support any political party. We seek to influence all parties to adopt policies that promote women’s equality, gender budgeting and feminist economic principles.

1. Our understanding of equality has been informed the UN Women discussion paper: Gender Equality and Human rights by S. Fredman and B. Goldblatt <https://www.unwomen.org/en/digital-library/publications/2015/7/dps-gender-equality-and-human-rights#view> [↑](#footnote-ref-1)