

Article 11 Trust – Trustee Application Pack 2025

Members of long-standing protest rights groups have come together to form the Article 11 Trust. Together with our partners and allies in the movement, the Article 11 Trust works to drive forward priority research and education projects, support grassroots groups to secure much-needed charitable funding, and raise public awareness around protest rights issues.

Overview

We are looking for three volunteer Trustees to join the Article 11 board for at least the next two years as we develop and grow the organisation. Trustees will ideally be familiar with police monitoring, grassroots activism and community work but we also encourage applications from those with transferrable or specialist skills but who lack direct experience of this field. In addition to this we are looking for people with an understanding of:

- Charity law
- Accounting & financial reporting oversight

Most importantly, we are looking for passionate people who want to work with grassroots campaigners to make a tangible difference on a national level. The Article 11 Trust is committed to developing a diverse and inclusive team. We strongly encourage applications from those who have experienced attacks on their right of assembly, especially those who have experience of this happening due to them being part of marginalised groups. We recognise however that there are institutional and structural barriers that prevent many people from holding positions in the charity and activism sector. Our Inclusion Commitment, which you can find below, details how we seek to reduce these barriers in our organisation.

About the Article 11 Trust

The Article 11 Trust is a small charity established in 2019 to safeguard the right to assembly, as guaranteed by Article 11 of the European Convention on Human Rights. We partner with grass roots organisations in this field, securing funding for their critical work such as:

- Know your rights training for protest groups
- Providing legal observers for protests
- Monitoring and reporting on the policing of protest
- Commenting and advising on policy and legislation
- Ground breaking research and education projects spotlighting protest rights

Although this work is charitable, groups carrying it out are often not themselves charities and this can create barriers to accessing funding. The Article 11 Trust works to reduce or remove the barriers, working with grassroots organisations to ensure they can comply with charity law, while maintaining their ethos and autonomy.

Trustee Responsibilities

In addition to the below statutory duties, trustees should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve

scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

- Trustees are expected to attend 12 board meetings per year, 6 full trustee meetings, and 6 smaller committee meetings. There are currently 2 committees: the Fundraising and Engagement Committee, and the Grant Giving Committee. Trustees can choose which to join.
- Meetings are held on Zoom, apart from one full trustee meeting in London every 4 months which is an in person/online hybrid meeting. Meetings usually last between 1-2 hours. Trustees should spend additional time reviewing any papers that are sent out in advance.
- Between meetings trustees may be asked to comment or advise on any matters that arise that relate to their particular area of expertise or knowledge or the Article 11 Trust as a whole.
- Emergency issues rarely arise, but if they do, there may be a need for an emergency board meeting in between regular board meetings.

As Board members become more familiar with the operation and needs of the Article 11 Trust they are encouraged to take on additional roles and responsibilities such as helping to:

- Publicly represent and communicate on behalf of the trust
- Conduct fact finding and due diligence around new grant applicants
- Scrutinise new grant applications
- Draft and approve budgets
- Draft funding applications
- Recruit new staff and volunteers
- Participate in internal processes

All trustees must also fulfil the following statutory duties:

- Ensuring that the Article 11 Trust pursues its stated objectives: The advancement of human rights with a particular emphasis on rights to freedom of assembly and association under Article 11 of the European Convention on Human Rights.
- Ensuring that the Article 11 Trust complies with its memorandum and articles of association, charity law, company law and any other relevant legislation or regulations.
- Ensuring that the Article 11 Trust applies its resources exclusively in pursuance of its charitable objects.
- Ensuring that the Article 11 Trust develops and agrees a long-term strategy, defines its goals and evaluates performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the effective and efficient administration of the Article 11 Trust, including having appropriate policies and procedures in place.
- Ensuring the financial stability of the Article 11 Trust, protecting and managing the property of the Article 11 Trust and ensuring the proper investment of the Article 11 Trust's funds.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of any staff.

Time Commitment

The amount of time required to meet the requirements of trustees varies according to issues that arise and the responsibilities that individual trustees choose to take on. As a guide, incoming trustees should expect and commit to spend between 2 and 4 hours a month on Article 11 Trust business.

General Person Specification

- Acceptance of the legal duties, responsibilities and liabilities of trusteeship. (Training can be provided to deepen understanding)
- A commitment to the principles of the Article 11 Trust.
- Knowledge of the general area of work of the Article 11 Trust.
- Ability to devote the necessary time and effort.
- Comfortable working autonomously
- Ability to think creatively and strategically
- Ability to work effectively as a member of a team.
- Comfortable working with or learning how to use Zoom, Signal and Tresorit (our primary document storage and collaboration tool)

Particular Skills We Are Looking For:

We already have a strong team representing a diverse skill set, but as volunteers it is important that no-one is taking on too much individually. We also want to make sure we always have capacity to rise to external challenges as the organisation grows. We are therefore looking for candidates with a wide range of skill sets, including:

- Charity law
- Accounting & financial reporting oversight

Inclusion Commitment

Article 11 Trust is committed to equitable, fair, and inclusive hiring and recruitment practices. We understand that there are institutional and structural barriers that prevent many people from holding positions in the charity and activism sector.

We ask all our applicants to fill in our Equality & Inclusion form with their applications. This is so we can identify any gaps in our recruitment processes. The form is optional, and any data shared will be held in compliance with GDPR requirements.

Participation

We recognise that participation in activist and NGO spaces is much harder for marginalised people, and that the most difficult work frequently falls upon their shoulders. Our objective is to create an inclusive environment in which everyone feels able to contribute as much as they are capable, without being expected to make unfair commitments.

We achieve this through:

- Recognising and respecting each-other's skills and abilities, whether gained through life experience, education or career
- Accepting that we all have more to learn and embracing opportunities to do so
- Maintaining an understanding of our real priorities,
- Encouraging honesty about our capacity to take on work
- Being supportive of decisions to step back or take breaks
- Communicating and checking in with each-other, both collectively and individually

- Taking feedback on board and being open to making changes

Accessibility

We strive to create an accessible and inclusive environment that is rooted in solidarity and supports the social model of disability. We believe that society creates barriers that prevent people from participating equally and that it is our responsibility to remove those barriers. While our society utilises the medical model of disability, we do not believe in asking any disabled applicant or team member to medically prove their disability.

We are committed to supporting disabled members of our team with 'reasonable adjustments', auxiliary aids and services, support provisions and beyond, that are within our capabilities.

To apply: Cover Letter, CV & Equal Opportunities Form

If you're interested, please email recruitment@article11trust.org.uk to express your interest and attach:

- A short cover letter (1 page maximum) telling us about yourself, your relevant experience and outlining how you meet the person specification criteria (word or pdf file).
- Your CV (2 page maximum) (word or pdf file).
- A completed Equal Opportunities Form (voluntary)

Successful applicants will be invited to an interview via Zoom.