

## ***Passionate about liberty and justice? Join our Board of Trustees***

We are looking for people from a variety of backgrounds to join our Board of Trustees, helping to shape our future plans and strategy.

### About the opportunity

Bail for Immigration Detainees (BID) is an independent charity that exists to challenge immigration detention in the UK, by providing free legal advice, information and representation to thousands of people held in detention across the UK.

We are seeking new trustees for our board to help deliver our vision of a world free of immigration detention, where people are not deprived of their liberty or deported from their home.

If you have experience and skills that could bring strength and diversity to our current Board, or you have experience of the immigration system, we'd love to hear from you.

### Who are trustees

Trustees work collectively to ensure that BID is financially stable, solvent, well run and delivering its charitable objectives and outcomes. They meet every other month and have ultimate responsibility for the strategy and direction of BID.

To become a trustee, you do not need any previous experience of charities or to have served on a board before. Training and support for new trustees is available from both the current Board and from other sources.

# Trustee Application Pack

Voluntary/Probono  
March 2023

In this pack you will find:

- An outline of the opportunity
- Who trustees are
- What we are looking for
- The duties of a trustee
- Time commitment and expenses
- How to apply
- Helpful resources

Information on how to apply is available at the end of this pack.

**Closing date: 16th May 2023**



## Duties of a Trustee board member

The duties of a trustee board member are to:

- Ensure that BID complies with its governing document (its Memorandum and Articles of Association), charity law, company law and any other relevant legislation or regulations
- Ensure that BID pursues its objects as defined in its governing document
- Ensure BID applies its resources exclusively in pursuance of its objects, i.e. it must not spend money on activities which are not included in the objects, however worthwhile they may be
- Contribute actively to the board of trustees' role in giving clear strategic direction to BID, setting overall policy, defining goals, setting targets, and evaluating performance against them
- Safeguard the good name and values of BID
- Ensure the financial viability of BID
- Protect and manage the property of BID and ensure proper investment of funds
- Appoint and support the chief executive officer and monitor his/her performance.

In addition to the above, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve leading discussions, focusing on key issues, providing advice and guidance on new initiatives, evaluation or other issues in which the trustee has special expertise. For more information about the legal responsibilities of charity trustees we encourage you to read Reach Volunteering's guide [here](#)

## Helpful resources to find out more

[Reach Volunteering  
Guide to Becoming a  
Trustee](#)

[About US](#)

[BID's Annual Report](#)



## What are we looking for?

We are interested in hearing from you if you have a passion for our work, but are particularly looking for experience in one (or more) of the following areas:

### Experience of the immigration system

We want to make sure that the voices of those effected by detention, deportation and hostile immigration policy are represented on our board. We are therefore looking for applications from people with lived experience of these issues. This might be direct personal experience or through the experiences of your family, community or social group.

### Human Resources

We are also seeking trustees who can support the development of our staff team and help the board to work with the CEO on HR issues.

### Media, communications, policy and/or advocacy

BID's work includes working with the media and with policymakers in order to achieve our aims. If you have experience in campaigning, advocacy or communications, and would like to bring those skills to the board, please get in touch.

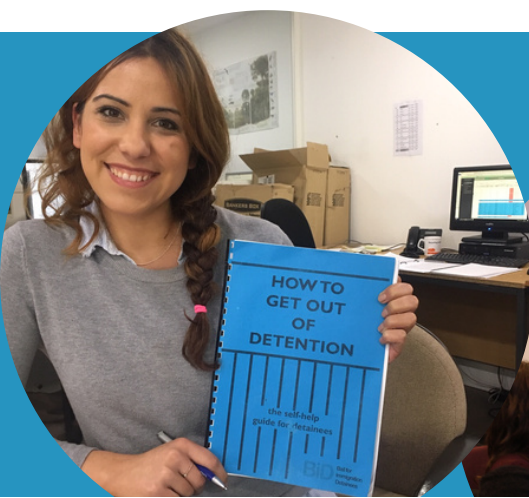
### Chairing skills

Whilst we are not looking for a new chair at the moment it would be good to have these skills on the board so that we are able to plan ahead

In addition to one or more of the above trustees must have:

- A commitment to the mission of BID
- A willingness to devote the necessary time and effort
- Integrity
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work as a member of a team and to take decisions for the good of BID.

BID particularly encourages applications from Black and minority ethnic candidates.



## How to find out more or apply:

For more information about our work go to: [www.biduk.org](http://www.biduk.org)

If you would like to talk to the current Chair, Maggie Pankhurst, before applying please email [enquiries@biduk.org](mailto:enquiries@biduk.org) to arrange a time to speak over the phone.

To apply to become a trustee of BID please send an e-mail to [enquiries@biduk.org](mailto:enquiries@biduk.org) and put the heading "Trustee application" in the email heading.

We'd like to know:

- Why you want to become a trustee of BID. What is it about our work that you think is important?
- What skills and experience you would bring to the board. If you have experience of detention, deportation or the immigration system, and you would like to tell us about this, please do.

If you have a CV, please include that too. If you don't have a CV, we may get back to you with a few more questions. If you are successful, we will ask you for the names and contact details of two references.

Please include your full name, address and phone number in your application. The closing date for applications is **Tuesday 16th May**.

If you are shortlisted for the role, you will be invited to an informal interview with two of the trustees, followed by a second interview with our Chair and the director of BID. This will take place in person if possible, or online.

If you have any accessibility requirements, we would be happy to make accommodations to ensure that the application process is accessible to you. For further discussion, please email Maggie:

[enquiries@biduk.org](mailto:enquiries@biduk.org)

## Time Commitment & Expenses

Being a trustee is a voluntary role and is not remunerated but trustees may claim expenses incurred in travelling to meetings.

If appointed you will need to attend an induction session when first appointed and board meetings every two months.

Board meetings are held five times a year on weekday evenings, between 6pm and 8pm and alternate between online meetings and in person meetings in London.

We also have a sixth meeting to review and determine strategy and trustees also attend the Annual General Meeting in January. There are no formal board committees, but trustees are asked to contribute their expertise to ad hoc working groups.

***"The Home Office withdrew the deportation order. We won thanks to you. We are together as a family & we are very happy."  
-S, Former BID client***