

Help Continue Jo Cox's Legacy

Trustee Recruitment Pack

We are looking for up to four new Trustees to support, challenge and inspire us, and help steer the charity through a time of exciting change and development as we continue to build a positive legacy for Jo Cox.

Application deadline 12th September 2021. Full application details included on page 7.

INTRODUCTION FROM OUR CHAIR OF TRUSTEES

We have grown quickly as a Foundation since we were set up after Jo's tragic death to build a positive legacy based around her priorities and her values. We are proud of what we've achieved in developing programmes, building our staff and income and gaining credibility, but we're ambitious to do even more.



We have recently recruited a new CEO and we are reviewing our structure and our strategy in the light of the Covid pandemic. The Foundation really rose to the challenge of the last year with the development of the Connection Coalition and holding our Great Get Together even as people were being warned to stay apart. We were determined that social distance wouldn't mean social isolation. Our work on a better public life has slowed during the pandemic, but it feels very important particularly after the Batley and Spenningsdale by-election to re-invigorate this and to tackle the hate and abuse that makes our democracy poorer. We work well with the government, but we will

challenge where necessary. Jo would definitely have joined the campaign to reverse international aid cuts!

We know that we need a diverse and energetic Board of trustees to guide the next stage of our development and that we haven't yet achieved that. We want to be challenged; we will welcome new ideas and we'll welcome you.

Please get in touch if this is a challenge you'd relish.

Best wishes

Jacqui Smith, Chair, The Jo Cox Foundation

ABOUT THE JO COX FOUNDATION

The Jo Cox Foundation (JCF) was established in 2016 by the friends and family of the late Jo Cox MP. The Foundation exists to build a positive legacy for Jo and to create something positive from the tragedy that was her murder.



Our vision

Our vision is for a kinder, more compassionate society where every individual has a sense of belonging, and where we recognise that we have more in common than that which divides us.

Our mission

The Jo Cox Foundation inspires and galvanises positive change at local, national and international levels. We do this by partnering with visionary individuals and organisations who share our commitment to the fairer,

kinder world that Jo dedicated her life to building. We have three main mission areas:

Stronger Communities

Locally we work to create compassionate, well connected communities where everyone has a sense of identity and belonging. We bring people and organisations together through The Great Get Together campaign, the national More in Common community and the Connection Coalition.



A Better Public Life

Nationally we work to build a better public life through tackling abuse and intimidation, encouraging cross-party work on important issues, and inspiring the next generation of women and young people.



A Fairer World

Internationally we support organisations and initiatives which champion the humanitarian causes Jo cared about.

Our impact

Over the last 5 years, our commitment to Jo's belief in a kinder, fairer world has enabled us to make a significant impact in Jo's name. Highlights include:

- Bringing **18 million people** together through Great Get Together events across the country.
- Supporting more than **35,000 women globally** through social and economic empowerment programmes funded by the Jo Cox Memorial Grants in partnership with FCDO.
- Growing a **national network** of More in Common groups, which aim to



strengthen communities, generate mutual respect and understanding and celebrate Jo's powerful 'more in common' message.

- Convening over 800 organisations through the Connection Coalition, working together with the aim of prioritising social connection during the pandemic.

"We became More in Common Darlington after meeting the group in Batley and Spennings. Rather than going at it alone, we really feel we're part of a movement of people with a shared vision for our communities." – Peter
 – More in Common Darlington

Our Board

The Jo Cox Foundation's Board of Trustees is responsible for the charity's strategy and financial security. While the day-to-day running of the organisation is delegated to the CEO, trustees are ultimately legally accountable.

The Board currently consists of seven Trustees. The Board has a Chair and Treasurer, chosen by the board. There are also two Board Committees: the Fundraising Committee and the HR and Remuneration Committee.

Our staff team

The Foundation is led by CEO Su Moore and currently has 13 members of staff across the country working in our two offices in London and West Yorkshire.

Our financial strength

Our projected turnover for the 2021 financial year is likely to be between £800,000–£850,000,

with income coming from a variety of sources:

- Grants from partner organisations and charitable trusts.

- Donations from individuals.
- Corporate sponsorship.

Our income has grown by 150% since 2018. Our challenge is to build up our reserves, and develop further income streams to increase our resilience to future income changes.

Our most recent Accounts and Trustee Report for 2019 can be downloaded [here](#).

THE OPPORTUNITY

We are looking for new Trustees to support, challenge and inspire us, and help steer the charity through a time of exciting change and development as we continue to build a positive legacy for Jo Cox.

What commitment is required?

- Attendance at quarterly Board meetings, and occasional strategy meetings. Board meetings take place in the evenings via Zoom.
- Availability via phone or email to the Chair or CEO for advice from time to time.
- In addition, Trustees will normally be expected to undertake membership of a Board Committee, requiring attendance at about four meetings each year.
- Attendance at some of our events (such as our 'Friends of The Jo Cox Foundation Get Togethers' and headline Great Get Together events) is encouraged.

We aim to be as flexible as possible to accommodate Trustees who may have different amounts of time to commit due to personal circumstances.

Trustees are appointed for an initial term of three years with the option to renew for a

further three years.

Who are we looking for?

We are looking to recruit up to four Trustees with a commitment to The Jo Cox Foundation and its mission, an appreciation of the legal duties, responsibilities and liabilities of trusteeship and a willingness to put time and energy into the trustee role. See the Charity Commission's guide on the role of a Trustee [here](#).

We are particularly interested in people with experience in the following:

- Grassroots community building.
- HR and organisational management/internal comms/change management.
- Government/public sector partnerships.
- Lived experience related to any of JCF's key mission areas.



We encourage people who might think twice to apply and particularly welcome applications from individuals taking their first steps to develop wider board level and governance experience. Previous charity Board experience is not as important as a passion for our work and a desire to make a positive contribution. We can offer training and support where necessary, as well as a comprehensive induction.

The Jo Cox Foundation is fully committed to equality of opportunity and diversity to ensure that we reflect the full breadth of people we aim to support and are able to fulfil our vision of a kinder, more compassionate society where every individual has a sense of belonging.

Our commitment to equality, diversity and creating a sense of belonging

We recognise that our Board of Trustees does not currently reflect a diverse range of life-experiences and perspectives. People from Black communities, people from minority ethnic communities, young people, people who identify as LGBTQ+ and people who have a disability are not currently represented on our board. We would therefore particularly welcome applications from these groups and anyone who brings talent and relevant experience in ways that we may not have considered. We are also committed to having representation from a breadth of political perspectives.

Over the past 12 months the Foundation's staff team have taken proactive steps towards establishing and acting on our anti-racist vision as an organisation, including undertaking a team-wide anti-racism training and coaching programme over a five month period with a Board representative.

Our expectations from new and existing Trustees

All Trustees are expected to:

- Be committed to the charity's overall mission and to achieving the purpose that we were set up for.
- Give the time and commitment that is needed to carry out their role well.
- Act with integrity and honesty.
- Think carefully about where we are going as a charity and how we can deliver our purposes effectively in the short and long term.
- Think for themselves and contribute to decisions that - trustees as a group - can show are good for the charities.
- Be willing to be creative and to think beyond how we do things today.

- Be willing to speak their mind in a way that is polite and respectful of others who have different ideas and opinions.
- Work well together as a team with the rest of the Trustees and our staff team, including when we have differing views on how to do things.
- Recognise that being a Trustee is an important leadership role that has specific responsibilities and legal duties, and take time to understand these.
- Understand that they can be liable for a loss to the charity if they don't act properly or abuse the role they have within the charity.
- Ensure that The Jo Cox Foundation complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensure that The Jo Cox Foundation uses its resources exclusively in pursuance of its charitable objects.

About you

We are looking for Trustees who have:

- Commitment to The Jo Cox Foundation and its mission.
- Understanding of the legal duties, responsibilities and liabilities of trusteeship.
- Willingness to put time and effort into the trustee role.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Good, independent judgement.
- A willingness to speak their mind.
- Tact and diplomacy.

- Respect for others.
- Willingness to learn new skills.

Benefits

- This role is voluntary.
- All reasonable out of pocket expenses will be reimbursed in line with JCF's Trustee Expenses Policy.
- JCF will support new trustees with any training that is required to support you in the role.

FURTHER INFORMATION AND APPLICATION

Further information

- To discuss the role ahead of applying, please contact our CEO Su Moore (su@jocoxfoundation.org).
- You can read more about The Jo Cox Foundation and our work here www.jocoxfoundation.org.

Application process

Thank you for your interest in The Jo Cox Foundation. To apply for this position, please send a CV and covering letter to chair@jocoxfoundation.org by midnight on the 12th September. Interviews will take place the weeks commencing 20th and 27th September.

In your application, please outline your motivation for joining our Board and how your professional, lived and/or vocational experience is relevant to the role.

We encourage applicants to address the following points in their application:

1. How you think the JCF is well placed to be a part of driving change to build a kinder, more compassionate society where every individual has a sense of belonging.
2. Some examples of how your distinct mix of (lived) experience, knowledge, skills and qualities would enhance our Board of Trustees Selection process.

Thank you for your interest.

The Jo Cox Foundation is a registered charity in England and Wales (no. 1170836).

Find out more at www.jocoxfoundation.org



