

**#Justice4
Windrush**

TREASURER

**CANDIDATE
INFORMATION
PACK
2025**

WELCOME

Dear Candidate,


Thank you for your interest in joining Justice4 as a Trustee Treasurer. Justice4 is an umbrella organisation dedicated to securing justice for communities affected by systemic discrimination and institutional racism – our inaugural campaign being achieving justice for those affected by the Home Office scandal. We hold institutions accountable, and empower victims and survivors through strategic storytelling, advocacy, education, and support Services.

As Trustee Treasurer, you will play a pivotal role in overseeing the organisation's financial health, ensuring robust governance, and helping guide strategic decisions that enable Justice4 to deliver impact and sustainability. This is an exciting opportunity to bring your financial expertise, passion for social justice, and commitment to ethical stewardship to a dynamic and mission-driven organisation.

We are looking for someone who can collaborate with our board, support innovative financial planning, and help us continue building a sustainable platform for justice. Your skills and experience will directly contribute to advancing systemic change and supporting the communities we serve.

We look forward to learning more about you and working together to educate the nation.

Best,
Justice 4 Team

A portrait of actor Laurence Fishburne, who is bald and has a serious expression. He is wearing a dark blue blazer over a white t-shirt. He is holding a white rectangular sign in front of his chest with both hands. The sign has the text "#Justice4Windrush" printed on it in a bold, sans-serif font. The background is a mottled blue-grey.

**#Justice4
Windrush**

OUR MISSION

Justice4 is a registered charity and umbrella organisation dedicated to tackling systemic injustices through advocacy, education, and radical storytelling. Justice 4 Windrush, our inaugural campaign, is committed to exposing the ongoing Home Office scandal that continues to impact the Windrush generation and other Commonwealth communities, while driving systemic change to combat the hostile and racist attitudes towards immigration embedded in Britain's history and perpetuated through its policies and practices today.

Through powerful storytelling and multi-faceted campaigns, we aim to inspire action and keep these injustices in the public consciousness. From film, television, music, and live events (theatre, concerts, debates) to exhibitions, podcasts, and digital campaigns, we are building a movement to educate the nation and demand justice.

At a time when divisive rhetoric and polarisation are being wielded as powerful tools, Justice 4 offers a hopeful counterpoint. Our work invites people, regardless of background, to approach conversations about racism, systemic injustice, and human rights with empathy and reflect on the broader consequences of ignoring such inequities.

We seek to remind the nation that a threat to justice for one community is a threat to justice for all. The erosion of humanity, empathy, and accountability is a danger to the values that underpin an inclusive and fair society, and we aim to reignite a collective commitment to those principles.

Through campaigns that engage people across diverse communities, we emphasise that this is not only a 'Black' issue but a universal human rights issue. We aim to inspire those who may not feel directly impacted to recognise the broader implications of systemic injustice and reflect on why messages about inequality might resonate differently depending on who delivers them. We are building partnerships with activists, journalists, and broadcasters to amplify our message and reach diverse audiences.



Our focus is on inspiring people to reflect on how historical and systemic injustices shape our society today and galvanising them to join the call for a fairer, more inclusive Britain. At the heart of our work is the commitment to centring the lived experiences of victims and survivors. By listening to their voices, we are shaping initiatives that directly address their needs.

Our ultimate goal for Justice 4 Windrush is to secure justice for the Windrush generation swiftly and comprehensively. We will foster a collaborative environment where community, coalition, and co-creation are central to achieving meaningful and lasting change. Aligning with like-minded organisations amplifies our collective voice, ensuring that no aspect of this injustice is overlooked.

To maintain momentum, we will continue to roll out innovative campaigns every 2-3 months, addressing the deeper histories of slavery, colonialism, and the institutional racism that underpin immigration and citizenship policies today. This is just the beginning. Justice 4 Windrush is the first 3 step in a broader mission to confront systemic racism and injustice wherever it persists.

FUTURE PROJECTS

In the coming year, Justice 4 Windrush will continue to build on its successes with several major initiatives:

- Expanding the nationwide tour of Helpline, a stage play inspired by the real experiences of Windrush victims.
- Launching the Justice4 Ambassadors Scheme in partnership with the University of Lincoln, empowering students across the UK to lead on racial and social justice initiatives.
- Developing a Windrush TV drama in collaboration with Kudos (production company) to bring our story to national audiences.
- Hosting a large-scale fundraising concert in partnership with artists and organisations including Jorja Smith, London Community Gospel Choir, and Southbank Centre.
- Working in collaboration with The Black Curriculum to deliver our campaign films into schools.

Through these efforts, we remain committed to raising awareness of the ongoing Home Office Scandal and the broader implications of racial discrimination in the United Kingdom.



OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Justice4 is an equal opportunities employer, committed to equal opportunities policies. We welcome applications from all backgrounds so that our Board mirrors the community we serve. We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background and political beliefs.

Justice4 is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.

If there is anything else you are concerned about or think we could provide, please let us know.

ABOUT THE TREASURER ROLE

Key Responsibilities

The statutory duties of all Trustees are to:

- Contribute actively to the Board in giving firm strategic direction to Justice4, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Ensure that Justice4 complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensure that Justice4 pursues its mission, as defined by the objects in its governing document and uses its resources exclusively for the delivery of that mission.
- Safeguard the good name and values of Justice4.
- Ensure the effective and efficient administration of Justice 4 Windrush.
- Ensure the financial stability of Justice4.
- Protect and manage the assets of the charity and ensure the proper investment of the charity's funds.
- Appoint the CEO and monitor their performance.

Key duties as Treasurer:

- Guide and advise the Board on the approval of budgets, annual accounts and financial statements, within the relevant financial framework and current legislation.
- Support other board members to exercise top-quality financial governance.
- Review and develop Board financial reporting practices.
- Keep the Board informed of its statutory financial duties and responsibilities.
- Advise the Board on the financial implications of Justice4's strategic plans.
- Monitor and assess whether the financial resources are sufficient to meet Justice4's present and future needs.
- Oversee the preparation and drawing up of the Annual Statutory Accounts.

PERSON SPECIFICATION

Essential

- Recognised experience in financial management, accounting, or charity finance.
- Strong understanding of financial governance, including charity accounting standards and regulatory requirements (e.g. Charity Commission, Companies House).
- Ability to interpret and present financial information clearly to non-financial Trustees and stakeholders.
- Commitment to the mission, values, and objectives of Justice4.
- Understanding of the legal duties and responsibilities of charity Trustees.
- Proven ability to work collaboratively as part of a board or senior team, offering strategic and financial insight.
- High level of integrity, accountability, and sound judgment.
- Willingness to dedicate sufficient time to board duties, including preparation, meetings, and financial oversight.

Desirable

- Membership of a professional accounting body (e.g. ACA, ACCA, CIMA, CIPFA).
- Experience in charity or nonprofit financial management and funding/reporting processes.
- Knowledge of investment management, risk assessment, and financial sustainability strategies.
- Experience using financial software or digital accounting tools (e.g. Xero, QuickBooks).
- Understanding of social impact measurement and aligning financial planning with mission outcomes.
- Understanding or experience of fundraising / income generation.

ADDITIONAL INFORMATION

Time Commitment

Participation in quarterly board meetings, along with monthly 1-1 financial reviews with the senior leadership team.

Location

Board meetings are typically held in person in central London.

Remuneration and expenses

The Treasurer role is a voluntary position. Reasonable expenses incurred during the course of carrying out your duties will be reimbursed.

Conflicts of Interest

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.



HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of Justice 4 Windrush. If you wish to apply for this position, please supply the following by

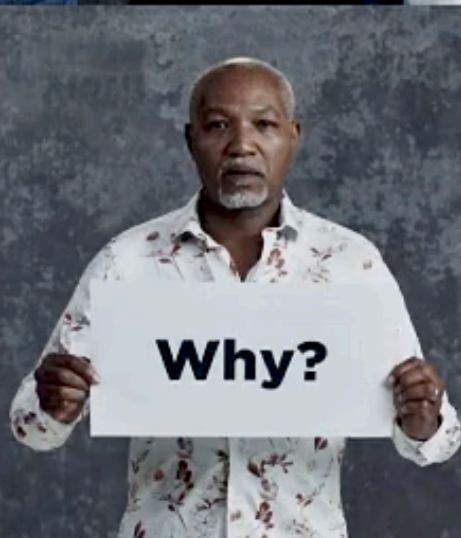
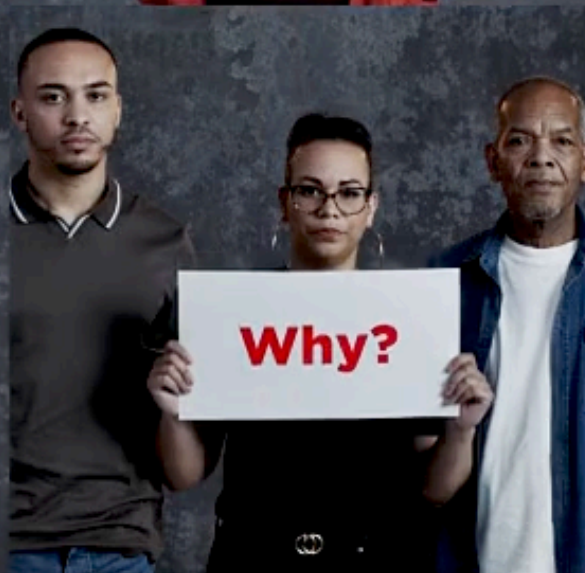
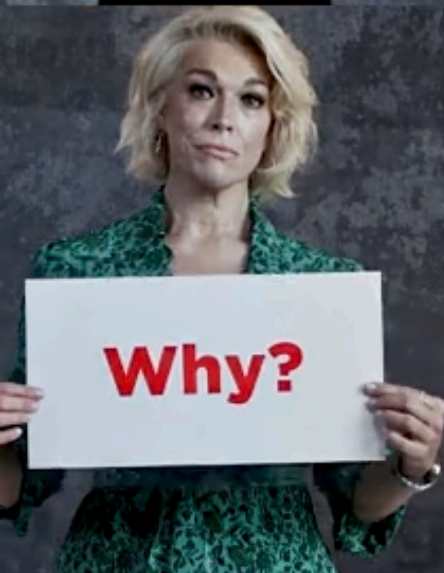
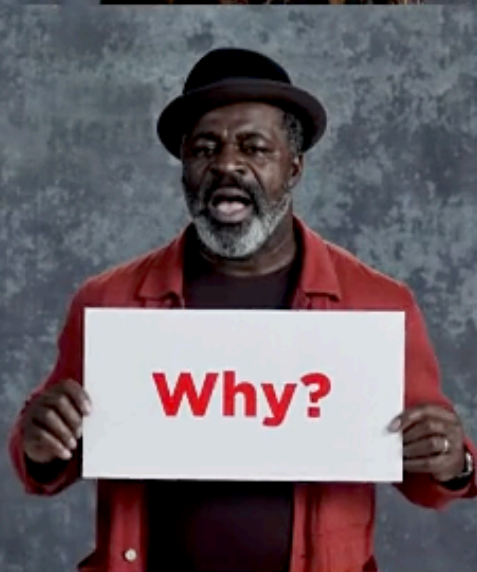
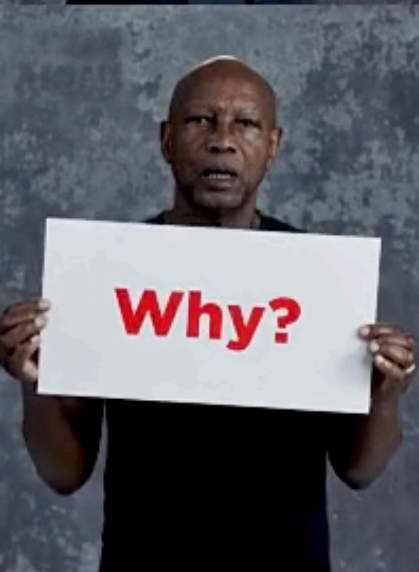
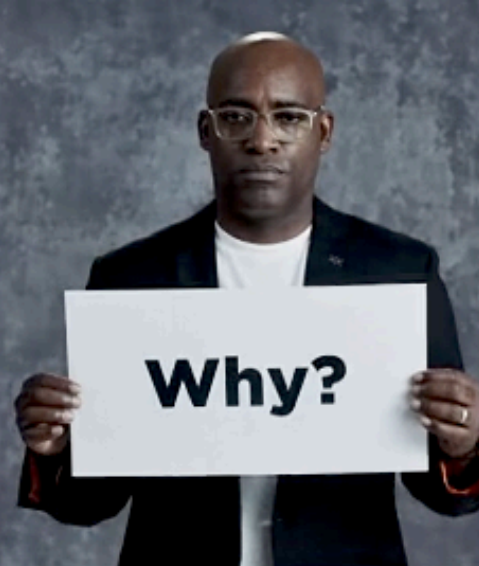
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- A detailed CV, setting out your career history, with responsibilities and achievements.
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you are applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

Please also complete our diversity monitoring form found [here](#). The information you provide will stay confidential, and will be reviewed and processed separately from the application you make.

If you have further questions after reading this pack, please email Justice4@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to Justice4@inclusiveboards.co.uk.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



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