



The Girls' Network Chair and Trustees Candidate Information Pack 2026



Welcome message from our Co-founder and CEO

Thank you for your interest in becoming a Trustee of The Girls' Network.

I co-founded The Girls' Network 13 years ago while working as a teacher, having seen first-hand how many girls were being limited not by their potential, but by a lack of confidence, networks and access to opportunity. What began as a response to this inequality has grown into a national charity that has supported thousands of girls and young women from communities facing barriers to raise their aspirations and expand their sense of what is possible for their futures.

This is an exciting and pivotal time to join our organisation. Over the past 13 years, The Girls' Network has developed evidence-led programmes and built a strong track record of delivery. We have also grown a passionate community of mentors, partners and supporters who share our belief that no girl's future should be determined by her background.

At the same time, the challenges facing girls today are intensifying. Persistent gender, racial and socioeconomic inequalities, alongside rising mental health pressures and reduced access to opportunity, mean our work is more urgent than ever. These challenges are not experienced equally, and girls from minoritised and low-income backgrounds continue to face the greatest barriers.

While I am incredibly proud of how far we have come since those early days in the classroom, we know there is more to do. As an organisation, we are strengthening our strategy, governance and partnerships to ensure we can deepen our impact, remain sustainable and respond to the evolving needs of the girls and young women we serve.

By joining the Board of Trustees, you will play a vital role in guiding The Girls' Network through its next chapter. You will help steward the charity I co-founded into its next phase of growth, supporting an exceptional, values-driven team and ensuring we remain ambitious, accountable and true to our founding mission.

Thank you for considering bringing your skills, experience and perspective to The Girls' Network. I hope you will join us in shaping the future for the next generation of girls.

Becca Dean MBE
Co-Founder and CEO, The Girls' Network

About The Girls' Network

At The Girls' Network, we believe that no girl should have her future limited by her gender, ethnicity, background or parental income.

Young people from lower-income families are significantly less likely to go on to higher education than their wealthier peers, which can have a lifelong impact on opportunity and earning potential. Recent years have also seen inequalities deepen and young people's wellbeing adversely affected, particularly following the Covid-19 pandemic. These structural and social barriers disproportionately affect girls and young women from communities of least advantage.

We exist to challenge this inequality. Our mission is to inspire and empower girls and young women from underrepresented backgrounds to realise their ambitions, discover their self-worth, and develop the confidence and capacity to shape their own futures.

We work in communities of least advantage across England to deliver programmes that provide long-term, meaningful support.

[For more information, please visit our website.](#)

Our Values

Our values are central to how we work together, how we make decisions, and how we support the girls and young women we serve:

- **We are young-person centred**

Our work and our decisions are always centred around the girls and young women that we serve.

- **We are curious**

We listen, we learn, and we take action based on what we hear.

- **We believe in the power of connection**

We know we can achieve more by working together.

- **We are unashamedly ourselves**

We are authentic and celebrate each other for who we are.

- **We are ambitious and courageous**

We know this can mean doing things differently or taking risks. We acknowledge our strengths and ask for help when we need it.

Our Programmes

Mentoring Programme

Our mentoring programme connects young people who are under 18 with trained volunteer mentors who provide one-to-one support. Our mentors help girls to:

- Build confidence and self-belief.
- Explore future pathways and career options.
- Develop goal-setting and decision-making skills.
- Gain exposure to role models they may not otherwise encounter.



Workshops

Our workshop programmes give young people tools to identify their core strengths and chart actionable pathways towards their goals. Designed for schools and colleges, our suite of workshops directly address key issues impacting student confidence and future planning. Girls are encouraged to think about their key strengths, learn about the power of positive self-belief, and develop tools to support their well-being.



Ambassador Community

Young people who have participated in any activity with The Girls' Network are invited to join our ambassador community. This network gives girls and young women access to further careers advice, support and development opportunities, enhancing their employability skills. It supports them to:

- Build social, emotional, and practical skills to succeed.
- Explore new possibilities.
- Access education, career, and life opportunities.
- Amplify their voices to influence gender equality.
- Access in-person and online events.



Our commitment to equality, diversity and inclusion

The Girls' Network is an equal opportunities employer. We actively seek to build a team that reflects the diversity of the girls and young women we serve, and we believe that diverse perspectives, experiences and identities strengthen our work and our impact.

We strongly encourage applications from people of all backgrounds and identities, particularly those from communities that are underrepresented in the charity and youth sectors. This includes (but is not limited to) people from racially minoritised backgrounds, disabled people, LGBTQ+ people, people from lower socio-economic backgrounds, people with caring responsibilities, and those with lived experience similar to the girls and young women we support.

We are also keen to improve our representation from the North West, North East and West Midlands on our Board.

We are 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.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

Regardless of whether you have a diagnosed medical condition, or whether requesting an adjustment would simply help you feel more comfortable in the interview process, we strongly encourage you to make a request. We will always endeavour to accommodate reasonable adjustments.

If you are unsure what adjustments might be helpful and would like to discuss the interview ahead of the scheduled date, please reach out to Inclusive Boards, who will be happy to talk this through with you. We welcome conversations about reasonable adjustments at any stage of the recruitment process.

About the Chair role

We are seeking a new Chair of Trustees to lead and support The Girls' Network through our exciting next phase of growth, supporting an exceptional, values-driven team and ensuring we remain ambitious, accountable and true to our founding mission.

Chair Role Description

Key Responsibilities:

- Provide strategic leadership and ensure the effectiveness of the Board of Trustees, upholding the highest standards of governance and integrity.
- Set and monitor the strategic direction of The Girls' Network, balancing quality, financial sustainability with appropriate risk and innovation.
- Ensure business is conducted efficiently, effectively, and in accordance with legislation and charity governance requirements.
- Promote a positive, open, and collaborative Board culture, encouraging all members to contribute and build consensus.
- Encourage and facilitate Board development, overseeing the induction, development, and performance review of Trustees.
- Lead on the orderly succession and recruitment of Trustees, with a focus on inclusivity and diversity.
- Maintain positive working relationships with the CEO and Senior Leadership Team: provide support, challenge, act as a sounding Board.
- Lead the appointment (if required), development, and performance review of the CEO.
- Ensure efficient and effective use of charity resources, long-term financial viability, and safeguards against fraud.
- Act as an Ambassador for The Girls' Network, representing the charity at formal occasions and use personal influence and networks to support the charity.
- Attend all relevant meetings, induction, and training events.
- Lead by example: model the charity's values, promote an open, respectful culture, ensure constructive debate and robust and timely decision-making

Chair Person Specification

Experience/Background:

- Experience of strategic leadership and governance within a complex organisation.
- Experience or understanding of the education / schools landscape.
- Good understanding of voluntary sector governance, funding and finance management.
- Thorough understanding of the legal duties, responsibilities, and liabilities of trusteeship.
- Demonstrable financial and commercial acumen, including experience in financial planning, oversight, risk management, and the establishment and monitoring of systems of control and accountability.
- Proven ability to scrutinise and manage financial risk, ensuring long-term financial sustainability and safeguarding against fraud.

- A track record of driving innovation and organisational change, with the ability to apply insight to support the charity's achievement of its strategic objectives.
- Experience of working across sectoral boundaries, leveraging partnerships and opportunities.
- Experience of reviewing and monitoring the quality of the work of the Charity.

Skills:

- Excellent chairing and leadership skills, fostering effective decision-making and constructive debate.
- Ability to effectively chair meetings and ensure clear decision making in a thoughtful consensus building organisation and translation of decisions into action.
- Strong analytical skills, with the ability to weigh conflicting opinions, assimilate complex information quickly, and communicate decisions clearly.
- Ability to build positive relationships and a harmonious working environment, engaging openly with staff, service users, and stakeholders.
- High-level networking, negotiation, and advocacy skills, with the ability to influence and command the confidence of diverse groups.
- Comfortable using digital platforms for communication, decision-making, and accessing board materials.

Personal Qualities:

- Commitment to The Girls' Network's values of being young person centred, curious, authentic, ambitious and courageous, and believing in the power of connection.
- Commitment to The Girls' Network's mission to inspire and empower girls from the least advantaged communities.
- High degree of personal credibility and integrity, with a track record of openness and honesty.
- Good communication and interpersonal skills, tact and diplomacy.
- Ability to constructively challenge and hold space for compassionate and constructive conversations.
- Pragmatic, with sound judgement and a calm, measured approach to duties and responsibilities.
- Commitment to equality, diversity, and inclusion, and to engaging with the full range of stakeholders.
- Resilient, positive, and able to deal constructively with differences of opinion.

Desirable experience:

- Experience or understanding of youth programmes.
- Experience of understanding the quality of programmes and impact
- Fundraising / income generation experience.
- Previous non-executive and/or chairing experience.
- Lived experience of the adversities our service users have faced.

About the Trustee roles

We are currently seeking two talented and committed Trustees to join our Board. We are particularly interested in hearing from candidates with experience in one or more of the following areas:

- Fundraising
- IT and digital

We are also seeking Trustees from the North East, Merseyside, West Midlands who can bring their lived experience to add value to our Board.

We also encourage applications from young Trustees and will support first-time Trustees to bring their valuable perspectives to our Board.

Trustee role description

Main responsibilities:

- Ensuring that the charity pursues its stated objectives (purposes), as defined in its governing document, by developing, agreeing, and overseeing a long-term strategy.
- Contribute actively to the Board in giving firm strategic direction to The Girls' Network, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Ensuring that The Girls' Network complies with its governing document, articles of association, charity law, company law and any other relevant legislation or regulations.
- Ensuring that The Girls' Network applies its resources exclusively in pursuance of its charitable objectives (ie the charity must not spend money on activities that are not included in its own objectives, however worthwhile or charitable those activities are) for the benefit of the public.
- Ensuring that the organisation defines its goals and evaluates its performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- Ensuring the financial stability of the organisation.
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds.
- Ensure the effective and efficient administration of The Girls' Network.

In addition to the above statutory duties, each Trustee 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.

Trustee Person Specification

Experience:

- Demonstrated understanding of the legal duties, responsibilities, and liabilities of trusteeship;
- Understanding of the charity's field of work and the wider environment in which it operates;
- Ability to contribute to effective decision-making at a strategic level; with a focus on the quality and effectiveness of The Girls' Network.
- Experience supporting strategic delivery while contributing to forward planning and development.
- Experience leading or advising organisations through growth and change.
- Awareness of, and commitment to, equality, diversity, and inclusion.

Knowledge, skills and abilities:

- Strong communication skills, both verbal and written, with the ability to present ideas clearly and confidently.
- Understanding of charity or not-for-profit governance and strategic leadership.
- Ability to work effectively as part of a team, building positive relationships with fellow trustees, staff, and stakeholders.
- Awareness of financial management and budgeting, and the ability to interpret financial information.
- Strategic mindset with ability to focus on long-term direction and outcomes rather than operational detail.
- Proven ability to build consensus while contributing independent insight and alternative perspectives.
- Ability to maintain confidentiality and demonstrate integrity in decision-making.

Personal qualities:

- Commitment to The Girls' Network's values of being young person centred, curious, authentic, ambitious and courageous, and believing in the power of connection.
- Commitment to The Girls' Network's mission to inspire and empower girls from the least advantaged communities.
- Independent minded, with the courage to challenge constructively and ask difficult questions when required.
- Clear and succinct communicator; listens actively and responds with tact and diplomacy.

Desirable experience:

- Previous experience serving as a charity Trustee, Governor, or non-executive Director.
- Communications, marketing and branding experience.
- Experience of working within the charity sector.
- Lived experience of the adversities our service users have faced.

Additional information

Time commitment:

Board meetings are held 4 times a year; 3 remotely for approximately 2.5 hrs and 1 in-person away day for a full day. The Finance & Resources Committee meets 4 times a year for 2 hours.

- The time commitment for the Chair position is estimated to average at 1-1.5 days per month.
- The time commitment for the Trustee positions is estimated to average at 0.5 days per month. If invited to chair a committee, the time commitment is estimated to average at 1 day per month.

Location:

We typically hold 2 Board meetings a year in-person and 2 online. When held in-person, meetings are usually held in London.

Term of appointment:

The Term of appointment for the Chair and Trustee roles is three years.

Remuneration:

These are voluntary roles, reasonable expenses will be paid.

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 The Girls' Network. If you wish to apply for this position, please supply the following by 11.59pm on 29/03/2026

- 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're 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 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, will be reviewed and processed separately from the application you make, and is not assessed as part of your application.

If you have questions after reading this pack, please email TGN@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 TGN@inclusiveboards.co.uk.

Please note that successful applicants will be invited to join our Board away day on 14th July 2026.



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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