



Board of Trustees
Recruitment Information Pack 2024

A Welcome from the Chair

Thank you for your interest in joining the Board of Trustees of The Rainbow Project (TRP). TRP has been working in the LGBTQIA+ community in Northern Ireland since its establishment in 1994. Established specifically to stem the spread of HIV among gay, bisexual and other men who have sex with men (MSM), the organisation has developed significantly beyond this into a charity that provides services to, and advocates with and on behalf of lesbian, gay, bisexual, transgender people and others who do not identify as heterosexual or cisgender.

Now in our thirtieth year TRP's service provision includes health and wellbeing support, counselling, rapid HIV testing, youth services and we operate from two locations in Belfast and one in Derry-Londonderry with a number of services delivered throughout Northern Ireland.

In tandem with the range of services we provide to our community, TRP advocates and represents their interests through a range of consultative fora; campaigns for change and improvement of statutory services and has been a significant influence in changes to domestic legislation that has improved the opportunities for the LGBTQIA+ community in Northern Ireland to grow and flourish.

While we continue to witness ongoing change in the views and attitudes of society in Northern Ireland that might have been unimaginable ten or twenty years ago, we cannot be complacent. Homophobia, transphobia, biphobia and heterosexism are still alive and well in Northern Ireland.

TRP's income is derived from a range of contracts, grants and support through trusts and foundations. In the coming year our provision will be complemented by exciting new services as we re-introduce a significant training offer and embark on a new project with McMillan Cancer Support. In addition to these organizational developments TRP along with Here NI and Cara-friend are key partners in the new LGBT+ Hub with Belfast City Council.

TRP is a significant employer within the LGBTQIA+ community and our activities are driven through a Board of Trustees. In line with our governance arrangements a number of Trustees will step down at our next AGM and we are therefore now seeking to recruit people who will be able to bring their enthusiasm and commitment in supporting the LGBTQIA+ community with a particular emphasis on governance and risk, and health and wellbeing skills and experience.

This is a voluntary role but reasonable out of pocket expenses are available.

As a Trustee, you have an important role to play in the leadership and development of Northern Ireland's largest LGBTQIA+ organisation, as well as legal responsibilities for the operation of the organisation. As a company limited by guarantee, all trustees are registered as Directors of the company.

Your involvement in TRP is a really important link in that chain of how TRP delivers its services. As a Trustee, you will be responsible for setting strategy, ensuring that TRP delivers in an effective way, monitoring the work and impact of the organisation,

and ensuring that the organisation's proud tradition of changing the lives of LGBTQIA+ people and Northern Irish society continues.

If you believe you have the skills and experience to contribute to our continuing journey, please consider submitting an application. If you have any questions or would like to discuss how you might support our continuing work please contact our Director at scott@rainbow-project.org.

Trevor Wright
Chairperson

Background Information

The Rainbow Project was founded in 1994 in response to the HIV and Aids epidemic. Since then the organisation has developed into a leading LGBTQIA+ organisation working across Northern Ireland. We provide support services to mitigate the impacts of inequality and work to deliver full social and legal equality for LGBTQIA+ people.

We currently have 25 staff, and a number of sessional workers and volunteers, located at our offices in Belfast and Derry/Londonderry, and work across Northern Ireland. We work in partnership with a number of LGBTQIA+ organisations including Cara-Friend and HERe NI on our shared objectives.

The Rainbow Project is a value led organisation and all our work is underpinned by these values.

Volunteers Valued: The Rainbow Project values the individual contributions made by each of our volunteers and recognises the key role of volunteers in developing and delivering the strategic aims of the organisation.

LGBTQIA+ Affirmative: The Rainbow Project values all sexual orientations and believes that no one sexual orientation is better or worse than any other. We believe that all sexual orientations should be celebrated equally and that no person should face prejudice or inequality based on their sexual orientation.

Holistic: The Rainbow Project values a holistic approach to addressing the inequalities faced by LGBTQIA+ people. Our work is led by the treatment of the whole person, taking into account the impact of social factors, rather than just the individual's physical or mental health.

Innovative: The Rainbow Project values new and innovative approaches to addressing the inequalities experienced by LGBTQIA+ people.

Expert: The Rainbow Project strives to be a valued leading expert on LGBTQIA+ issues in Northern Ireland. Through continual study, research and consultation we work to increase our knowledge around issues relating to sexual orientation and gender identity and provide expert services to LGBTQIA+ people and those working with this group.

Rights Based: At its core, The Rainbow Project values the individual human rights of all within society. We believe that to ensure the rights of one you must ensure the rights of all and consequently, our work is carried out from a rights-based perspective.

Needs led: The Rainbow Project values the opinions and experiences of our community and society. We ensure that all our work aimed at addressing the inequalities experienced by LGBTQIA+ people is clearly evidence led and in response to the needs of our community.

Sex positive: The Rainbow Project values sex, and sexuality, as an important part of who we all are. We believe that understanding our sexuality and promoting openness

in our relationships leads to better sex lives, better health and well-being and better relationships.

Gender aware: The Rainbow Project values the diverse representations of gender within our society. We believe that people should not have to fit in with the gender roles assigned to us by society and we actively encourage free presentation of gender as a representation of our uniqueness.

Our commitments:

- We will be a passionate advocate for positive change which improves the lives of LGBTQIA+ people
- We will provide high quality services that meet the needs of LGBTQIA+ people and their families
- We will engage with and listen to LGBTQIA+ voices
- We will be a financially sustainable organisation demonstrating good governance and efficiency
- We will work in partnership and support the development of a strong, rights based and sustainable LGBTQIA+ Sector
- We will work collectively with statutory, community, voluntary and private sector organisations to promote the visibility and inclusion of LGBTQIA+ people and their families

Role Description

Role Title: Trustee

Responsible to: Chair of the Board of Trustees

Overall purpose of role

All trustees are responsible for the governance and strategic direction of the organisation, and there are certain roles and responsibilities that all trustees are legally required to undertake.

You can find out more from the Charity Commission for Northern Ireland [here](#).

As an overview, our trustees need to:

- ensure the Rainbow Project is carrying on its purpose for public benefit
- comply with our charity's governing document and the law
- act in the charity's best interests
- manage the charity's resources responsibly
- act with reasonable care and skill; and
- ensure the charity is accountable.

Trustees are unpaid roles; however reasonable travel and out-of-pocket expenses are paid.

A trustee of the Rainbow Project is jointly and severally responsible for the overall governance and strategic direction of the charity. This means we are liable, as trustees, together as a Board but also individually. There are certain roles and responsibilities that all trustees will be required to undertake (although some may be delegated by the Board) to specific trustees.

These are:

Leadership and ethos

- To set, maintain uphold and regularly review the vision, mission and values.
- To lead and direct tin fulfilling charitable objects and strategic aims.

Governance

- To evaluate the performance of the trustee board.
- To attend trustee meetings and read all relevant papers in advance.
- To participate in committees and working parties as necessary.
- To declare any conflict of interest while carrying out the duties of a trustee.

Constitutional & Legal

- To ensure that The Rainbow Project complies with the Memorandum and Articles of Association, and pursues its stated charitable objects.
- To ensure compliance with the requirements of funders of The Rainbow Project's work.
- To ensure that legal, insurance and procedural employment requirements are met.
- To be aware of and carry out any statutory obligations relating to a company limited by guarantee and registered charity.

Financial

- To agree the annual budget, and review income and expenditure in relation to quarterly and annual management accounts.
- To contribute to the fundraising strategy of the organisation.
- To ensure compliance with appropriate financial procedures and regulations.
- To act where appropriate as a counter-signatory for banking payments, funding applications and reports.
- To ensure the Rainbow Project is properly insured against all reasonable liabilities.
- To appoint appropriately experienced independent auditors, subject to approval by the Rainbow Project's membership at the AGM.

Strategic Development

- To use knowledge, skills or experience in which they have special expertise to help develop the organisation's strategy and work.
- To actively contribute in developing a firm strategic direction for the organisation, formulating annual plans and longer-term strategies.
- To monitor and review performance in meeting the objectives and priorities.

Representation

- To promote the work of the Rainbow Project to external parties such as to statutory service providers, funders and the broader voluntary sector.
- To safeguard and promote the values and reputation of the Rainbow Project.
- To represent the Rainbow Project at functions, events and meetings (as appropriate).

Personnel

- To undertake appeals relating to disciplinary and grievance procedures.
- To promote and adhere to the Equal Opportunities Policy.
- To offer advice and support to the staff team in areas of particular skill/expertise.