



CANDIDATE PACK

Trustees

Location: North East

Date: September 2025

Empowering black and minoritised
woman to empower themselves



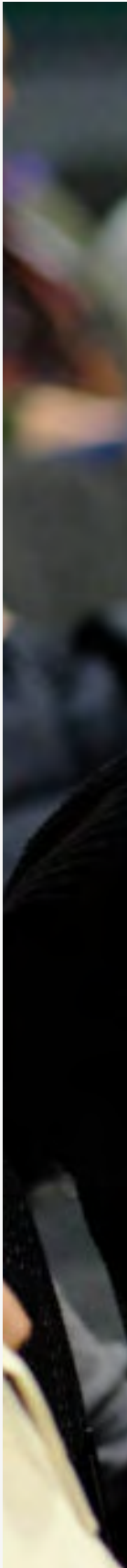
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Welcome Letter



Thank you for your interest in joining the Board of the Angelou Centre.

The Angelou Centre is a Black-led feminist organisation based in Newcastle, dedicated to supporting Black, minoritised, and migrant women and children. For over three decades, we have provided specialist refuge, counselling, employability, and advocacy services, while working locally and nationally to challenge racism, gender-based violence, and structural inequalities.

Over the past year, we expanded our refuge provision, enhanced our specialist support to children & young people and continued to deliver frontline services that have transformed lives. Alongside this, our research and advocacy projects such as Stories of Colour and our national policy work

continue to amplify the voices of women too often silenced, shaping more inclusive responses across the UK.

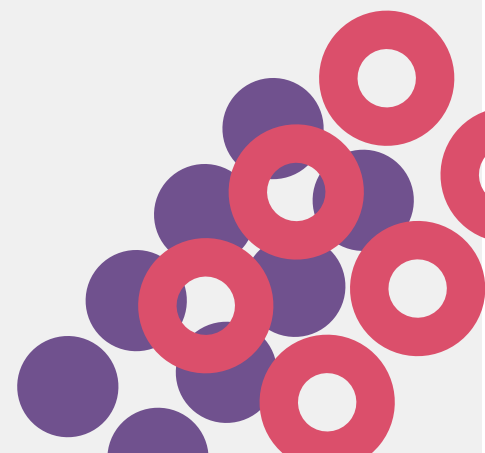
This is an exciting yet challenging time for our organisation. Demand for our services is growing while the wider voluntary sector faces unprecedented pressures. As a trustee, you will play a vital role in helping us navigate this landscape, bringing your expertise, strategic insight, and commitment to feminist and anti-racist values to strengthen our governance and support our mission.

We are seeking trustees from a range of professional backgrounds, including finance, housing, communications, employability, counselling, HR, and children and young people's services. Whatever your area of expertise, your contribution will help ensure that the Angelou Centre remains a strong, sustainable, and values-driven organisation that continues to deliver life-changing impact.

I hope you will consider joining us at this pivotal moment. Together, we can build on the resilience and achievements of the women we work alongside, and shape a more just and inclusive future

With gratitude and solidarity,

Faty Kane
Executive Director
Angelou Centre



About Us

We are the Angelou Centre. A safe, inclusive, and empowering space run by and for Black and racially minoritised women in the North East of England.

For over 30 years, we have stood at the intersection of race, gender, and justice, championing the rights, voices, and healing of women and children who have survived violence, abuse, poverty, and exclusion.

Our Centre is proudly Black-led and rooted in Black feminist principles. We understand that the issues our communities face whether domestic abuse, immigration injustice, or structural racism are complex, overlapping, and deeply ingrained. That's why our services are not only trauma-informed and culturally responsive; they are also holistic, long-term, and designed to meet each woman and child where they are.

We provide the largest independent, specialist "by and for" refuge and move-on accommodation for Black and racially minoritised women in the UK outside of London. Our support reaches beyond emergency refuge encompassing counselling, legal and immigration advocacy, education and training, youth services, creative therapies, and wellbeing programmes. From one-to-one casework to community events, from campaigning to capacity-building, we are committed to restoring hope, safety, and opportunity.

Our Five Core Services

At the heart of our work are five integrated, culturally grounded service areas, designed to meet the complex and evolving needs of the women and families we support:

1. Safe Accommodation and Refuge Services

We provide emergency and long-term refuge for Black and racially minoritised women and children fleeing domestic abuse and harmful practices. Our accommodation is safe, confidential, and supported by a specialist team offering wrap-around support, outreach, and "move-on" housing to enable lasting independence.

2. Violence Against Women and Girls (VAWG) Support

Our trauma-informed services respond to all forms of gender-based violence, including domestic abuse, sexual violence, so-called 'honour'-based abuse, FGM, trafficking and forced marriage. Each service is shaped by and for Black and minoritised women, ensuring safe, dignified and empowering support.



3. Counselling and Therapeutic Services

We offer free, multi-lingual, culturally sensitive counselling and emotional wellbeing services, including one-to-one therapy, group sessions, and creative therapeutic interventions. These are delivered by multilingual practitioners with specialist experience supporting women who have experienced trauma, abuse and exclusion.

4. Education, Learning and Wellbeing

To promote economic independence, we provide accredited training, ESOL, digital and financial literacy, and employment readiness programmes. These build confidence, open pathways to opportunity, and help break cycles of disadvantage.

5. Children, Youth and Parenting

Our services for children, young people and families include mentoring, parenting support, youth engagement activities, group trips and residential. We foster healing, resilience and connection in safe and inclusive environments.

Our approach is grounded in trust.

We listen without judgement. We support without condition. Our multilingual, multi-ethnic staff team brings lived experience, professional expertise, and deep cultural knowledge to every aspect of our work.

Everything we do is informed by the voices of survivors. Our programmes have been co-created with the very women who use our services reflecting their needs, experiences, and aspirations. Whether it's shaping our services or influencing policy, we believe Black and minoritised women must lead the way.



Trustee Roles

1. Trustee Role: Treasury / Finance

The Role

You will play a key role in supporting the Board of Trustees to discharge its duty to ensure the financial health and sustainability of the Angelou Centre. Working closely with the Treasurer, CEO, and senior management team, the Finance Trustee will bring strategic financial expertise to guide decision-making and risk management.

Key Responsibilities

- Contribute to Board governance and compliance.
- Support review of management accounts, budgets, and forecasts.
- Provide guidance on financial strategy, sustainability, and risk.
- Ensure robust systems and controls are in place.
- Advise on implications of strategic and operational plans.

Person Specification

- Experience in finance, accountancy, or audit (qualified accountant desirable).
- Strong understanding of financial reporting and controls.
- Ability to explain financial issues clearly to non-finance trustees.
- Commitment to feminist and anti-racist values.

Time Commitment

- Quarterly Board meetings.
- Finance Sub-Committee meetings (bi-monthly).
- Advice during budget/audit periods.

2. Trustee Role: Refuge and Safe accommodation

The Role

You will bring knowledge of housing, property management, or supported accommodation to the Board, ensuring our refuge provision remains safe, high-quality, and sustainable.

Key Responsibilities

- Provide insight into supported housing/refuge management.
- Ensure compliance with safeguarding and housing regulations.
- Support strategy for expanding/improving refuge provision.
- Advise on housing policy, tenancy management, and sector trends.

Person Specification

- Experience in housing, property management, or supported accommodation.
- Understanding of housing within the VAWG sector.
- Awareness of safeguarding and regulatory frameworks.
- Commitment to feminist and anti-racist values.





3. Trustee Role: Strategic Communications

The Role

You will help guide our communications and media engagement, ensuring that our work and the lived experiences of women and children are communicated effectively, ethically, and powerfully.

Key Responsibilities

- Provide advice on media, messaging, and campaigns.
- Support ethical storytelling and survivor voice amplification.
- Guide use of digital platforms, social media, and PR.
- Strengthen reputation with stakeholders and public.

Person Specification

- Experience in journalism, PR, or communications.
- Knowledge of media/public engagement.
- Ability to translate complex issues into clear messages.
- Commitment to feminist and anti-racist values.

4. Trustee Role: Training & Employability


The Role

You will bring insight into adult learning, workforce development, or employability support, helping shape programmes that meet the real needs of the women we serve.

Key Responsibilities

- Provide advice on training and skills development.
- Support partnerships with employers and providers.
- Help shape evaluation of employability outcomes.
- Guide strategic development of education and employment programmes.

Person Specification

- Experience in adult education, employability, or workforce development.
 - Understanding of barriers faced by Black and migrant women.
 - Knowledge of labour market/employment policy desirable.
 - Commitment to feminist and anti-racist values.
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Trustee Roles

5. Trustee Role: Counselling

The Role

You will bring clinical or counselling expertise to the Board, ensuring our wellbeing services remain ethical, effective, and sustainable.

Key Responsibilities

- Provide advice on counselling practice and supervision.
- Ensure services meet safeguarding and ethical standards.
- Support development of culturally competent counselling.
- Strengthen links with counselling networks and services.

Person Specification

- Background in counselling, psychotherapy, or psychology.
- Accreditation (BACP, UKCP, HCPC) desirable.
- Knowledge of counselling ethics and supervision.
- Commitment to feminist and anti-racist values.

6. Trustee Role: Human Resources

The Role

You will bring insight into people management and HR best practice, helping us to be a supportive, resilient, and values-driven employer.

Key Responsibilities

- Provide advice on HR strategy and workforce planning.
- Support development of inclusive HR policies.
- Guide recruitment, retention, and staff wellbeing.
- Ensure compliance with employment law and safeguarding.

Person Specification

- Experience in HR, people management, or organisational development.
- CIPD membership desirable.
- Knowledge of equality and inclusion frameworks.
- Commitment to feminist and anti-racist values.

7. Trustee Role: Children & Young People

The Role

The CYP Trustee will bring expertise in early years, youth services, or education, helping ensure our services for children are safe, high-quality, and impactful.

Key Responsibilities

- Provide advice on early years/youth services and safeguarding.
- Support development of a crèche and childcare provision.
- Guide partnerships with schools, nurseries, and youth providers.
- Advise on CYP funding and policy developments.

Person Specification

- Experience in children/young people's services or education.
- Knowledge of safeguarding and regulatory standards.
- Experience establishing youth or childcare services is essential.
- Commitment to feminist and anti-racist values.

How to apply

Please apply with a full cv and cover letter to our retained consultancy Castle Peak Group via email:

James.carss@castlepeak-group.com

Closing date: Monday 13th October.





james.carss@castlepeak-group.com

www.castlepeak-group.com

