

Fairbeats!

Chair of Trustees

Role description and application information February 2025



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About Fairbeats

Fairbeats is a small, grassroots music charity working with young refugees, asylum seekers and new migrants. Fairbeats began in 2009 and became a charity (Charitable Incorporated Organisation, CIO) in 2014.

Our **vision** is for a society where all refugee, asylum seeking and new migrant children and families have the opportunity to participate in musical activity to the extent they wish to. In doing so, they can experience transformative benefits of music and creativity, and their right to artistic experiences and expression is upheld.

Our **mission** is to provide relief and respite to refugee, asylum seeking and new migrant children and families through music. In doing so, we aim to be an anchor in a challenging world. We offer space and time outside the challenges of everyday existence – a safe and nurturing place for children to build friendships; express themselves and regulate their emotions; and gain skills and experiences that help them overcome adversity.

We deliver **long-term music programmes** for children and young people, in partnership with organisations including Action for Refugees in Lewisham, the Katherine Low Settlement in Battersea, and a range of music and arts organisations.

At Fairbeats we value



Care that recognises the needs and lives of all those across the Fairbeats community

Safe spaces grounded in trauma-informed and anti-oppressive practices

The **voices, choices, leadership and experience** of everyone across the Fairbeats community, particularly children, young people, their families and those with lived experience of forced displacement

Opportunities for **creativity and joy**

Support for **self-expression and emotional regulation**

Time, space and steadiness that allow us to reflect deeply and act with intention and care

Summary of role



The **main purpose** of the Chair of Trustees role is to provide **inclusive leadership** to the Board of Trustees; ensure that Fairbeats is fulfilling its charitable purpose, mission and vision; ensure that each trustee fulfils their duties and responsibilities; and to provide support to the senior management team (CEO and three Directors).

Ultimately we are aiming for a **Co-Chair model**, to reflect our ethos of collaboration and shared power. We are also working towards involving more people with lived experience of forced displacement in running Fairbeats. In the first instance though we are looking to appoint one Chair, who will then be involved in the recruitment of a Co-Chair.

The role is a **voluntary position** but Fairbeats will **reimburse expenses** including travel and dependent care if required.

Main commitments as Fairbeats' Chair



- Chair **4 x two-hour meetings** per year (these are currently held at Lewisham Music in Bellingham, 6.30-8.30pm every three months with the option of attending online where necessary)
- Attend a **30 minute phone/video call catch-up with the CEO** a maximum of once every two weeks
- Respond to **occasional emails or requests for support** from the CEO and Directors in a timely manner
- Lead the process of trustees approving the annual **Charity Commission accounts** and ensure Fairbeats is complying with Charity Commission requirements
- Attend an annual **away day** with Fairbeats core team and trustees, and support the CEO in planning and facilitating this
- Chair/attend **occasional committee task-and-finish group** meetings
- **Sign funding applications** and agreements where required (recently this has only be required two to three times per year)
- Lead the **induction of new trustees** and facilitate an annual review with each trustee
- Facilitate the **CEO's annual review**

About you

As an organisation committed to social justice, anti-racism, anti-oppression and decolonisation, we are looking for someone who:

- Is excited to work with the Fairbeats core team and trustees on creating systemic change in line with this ethos
- Shows a strong desire to support music-making with children and young people experiencing challenging circumstances
- Is interested in democratic and collaborative models of leadership, including co-Chaired Boards of Trustees
- Centres care for and wellbeing of everyone at Fairbeats in their approach to leading the Board of Trustees, drawing on trauma-informed practice in doing so
- You don't need to have prior experience as a Chair or trustee, and as a friendly, supportive Board it is a great place to build experience of charity governance. Finding someone with the right qualities who shares our values is most important to us, and we welcome anyone interested in being part of the Fairbeats team to express their interest.

We particularly want to encourage people to apply from the refugee, asylum seeking and new migrant communities we serve.



How to apply



To express your interest in this role, you can either:

- complete [this short expression of interest form](#)
- or send a short video/audio recording of no longer than 5 minutes to Jenn Raven: jenn@fairbeats.co.uk , outlining what you could bring to the role of Chair of Trustees.

Closing date: Thursday 20th March, 12pm

Applications will be shortlisted and interviews held after the deadline, with a view to the successful applicant observing the next meeting on Tuesday 29th April if possible.

If you have any questions or would like an informal chat about the role with one of the team, please contact Jenn Raven: jenn@fairbeats.co.uk