



Flourishing Lives - Anti-Racist Action Trustee

Role: Anti-Racist Action Trustee

Accountable to: Chair of the Board

Key relationships: Trustees and Flourishing Lives staff, David McDonagh (Programme Director) and Nichola Charalambou (Head of Engagement)

Grade: Governance/voluntary

Location: Online/London, United Kingdom

Time commitment: Approximately 10 hours per year (6 x Board meetings and 4 x ARAG steering group meetings, online via Zoom), with the capacity to offer occasional additional support between meetings.

About Flourishing Lives:

Flourishing Lives is the only London-wide body dedicated to older people, the arts, and wellbeing. We support a coalition of over 700 arts, health, and wellbeing organisations taking a creative approach to supporting richer, more independent lives for people over the age of 55. We believe that building quality relationships is the heart of our work - genuinely engaging with older people as unique individuals and forming close bonds with the dedicated staff and volunteers who work alongside them.

Anti-Racist Action:

Anti-Racist Action is core to our work. We are dedicated to ensuring that older people from racialised, minoritised and marginalised communities are empowered to both access and strategically inform aspirational arts and wellbeing services.

We are Co-Founders of the **Anti-Racist Action Group (ARAG) in Arts and Wellbeing**. ARAG is a group of representatives from arts, wellbeing and race equality charities, including Flourishing Lives, HEAR Network, Race Equality Foundation, Decolonising the Archive, and Southwark Culture Health and Wellbeing Partnership.

We partner with ethnically and culturally diverse organisations, facilitators, community groups, participants and people to share their knowledge, expertise, learning and lived experience to support the wider arts and wellbeing sector to explore anti-racist action, and develop wider engagement in the arts and mental health. The aim is to facilitate conversations, deepen understanding and identify opportunities for change.

Since 2020, we have delivered 25 Anti-Racist Action roundtables, workshops, forums and projects to over 1000 representatives from across the arts and wellbeing sector.

Anti-Racist Action Trustee - Role Purpose:

As a sector support and development charity, our role is to empower and uplift the frontline organisations and communities we serve. For 2026-29, we have an impactful vision that will place Older People Leaders and intersectional lived experience at the heart of older people's arts and wellbeing services.

We are seeking a champion for racial equity, guiding the Board in its collective responsibility to make anti-racism a lived reality that is embedded across our governance, planning, and operations.

Working in close collaboration with the other Trustees and Flourishing Lives staff, the Anti-Racist Action Trustee will act as a strategic driver for our work, ensuring that Anti-Racist Action underpins and guides our core mission as a charity.

Key Responsibilities:

1. Collective Strategic Leadership

- Work with the other trustees and Flourishing Lives staff to ensure representation and racial equity are at the heart of our work.
- Provide strategic guidance and critical insight to the Board to help align our long-term plans with anti-racist and inclusivity goals.
- Support the Board in its collective duty to identify and remove structural barriers that hinder equal opportunity for racialised communities.

2. Governance & Policy Guidance

- Contribute actively to the Board's role in reviewing internal HR, recruitment, and operational policies to ensure they reflect best-practice anti-racist frameworks.
- Help the Board foster an organisational culture of learning, transparency, and accountability regarding racial equity.
- Ensure the charity complies with its governance responsibilities and charity law.

3. ARAG Oversight & Advocacy

- Provide oversight for the Anti-Racist Action Group (ARAG) in Arts & Wellbeing programme, ensuring its development is aligned with Flourishing Lives' anti-racist goals.
- Act as an ambassador to help the charity continue to build sustainable, trusting relationships with Black and Global Majority-led networks.

Person Specification

- **Commitment:** A passionate commitment to racial equity and the mission of Flourishing Lives.
- **Lived Experience/Knowledge:** A deep understanding of the issues faced by racialised communities in the UK and an understanding of the ARAG programme's work.
- **Strategic Vision:** The ability to think long-term and help the Board translate anti-racism commitments into measurable outcomes.

- **Collaboration:** Strong interpersonal skills to work effectively as a "critical friend" within a team of trustees.
- **Governance (Desirable):** Previous experience in leadership or governance is welcomed, but we also encourage those new to trustee roles to apply.

What We Offer You

- A comprehensive induction and training to understand the legal duties of a charity trustee.
- The opportunity to drive systemic change within the arts and wellbeing sector.
- The opportunity to develop non-executive leadership and governance skills.
- Reimbursement for all reasonable out-of-pocket expenses.

How to Apply

We warmly welcome applications from people who have not served as Trustees before, as we want to ensure our Board represents the wider communities we serve.

To apply, please email your **CV** and a **short supporting statement (300-400 words)** responding to the following question:

"How can we ensure that Anti-Racist Action is embedded across the older people's arts and wellbeing sector?"

Please send your application to Nichola Charalambou (Head of Engagement) at nichola@flourishinglives.org.

If you have any questions or would find an informal chat useful before applying, please let us know to arrange a time with a member of staff or the Board.

Deadline for applications: 5pm on Wednesday 29th July 2026

Interviews will take place in September 2026 (dates tbc)