



**FASHION
REVOLUTION
FOUNDATION**

**Trustee Pack
2021**

Dear Candidate,

Thank you for your interest in the role of Trustee at Fashion Revolution Foundation.

Fashion Revolution Foundation was founded alongside Fashion Revolution Community Interest Company in the wake of the Rana Plaza disaster in 2013, Fashion Revolution has become the world's largest fashion activism movement, mobilising citizens, industry and policymakers through our research, education and advocacy work.

I have supported Fashion Revolution since its inception and am proud to be part of the team that is raising awareness of the endemic issues found in the fashion industry. I am proud to now sit on the Board of Trustees as the Foundation as we begin to develop its work to support the wider movement.

Becoming a Fashion Revolution Foundation Trustee will provide you with the opportunity to build on your existing strategic and leadership skills, learn from other members of the board and support and guide the wider Fashion Revolution team to make a real and lasting change to thousands of lives around the world.

I hope you will consider bringing your valuable skills and experience to Fashion Revolution Foundation to help us achieve this.

We are particularly seeking candidates from black and minority ethnic groups, who are currently unrepresented at Board level. We especially welcome applications from people with lived experience of issues within and because of the fashion industry, either through frontline work or direct personal experience.

Lucy Shea

Chair of Board of Trustees

Our Mission

We want to unite the fashion industry and ignite a revolution to radically change the way our clothes are sourced, produced and purchased so that what the world wears has been made in a safe, clean and fair way. We believe that collaborating across the whole supply chain; from farmer to consumer; is the only way to transform the entire industry. Fashion Revolution brings everyone together to make that happen.

Our Objectives

- Raise awareness of the true cost of fashion and its impact at every stage in the process of production through to consumption and disposal.
- Show the world that change is possible by showcasing and celebrating those proving that fashion can be made with respect to people and the planet.
- Bring people together the length of the value chain, from farmers to factory workers, brands to buyers, consumers to campaigners, to ask questions, challenging how fashion is made and by whom, and to work towards re-connecting the broken links between those who produce, sell and buy fashion.
- Work towards long-term industry-wide change so that fashion becomes a force for good and that all business is conducted in a safe, healthy, fair way.
- To ensure that a tragedy like Rana Plaza never happens again.

Our history and work today

On 24 April 2013, the Rana Plaza building in Bangladesh collapsed. More than 1,100 people died and another 2,500 were injured, making it the fourth largest industrial disaster in history.

That's when Fashion Revolution was born.

We have seen some positive change across the industry with recent years. However, human rights abuses and environmental degradation remain rife. While vast numbers of the public have become more aware of these problems, many people remain in the dark, unaware that their clothes may be contributing to the climate crisis and human exploitation.

We believe that no one should die for fashion and that's why we need a fashion revolution. The Foundation funds Fashion Revolution's education, research and awareness-raising activities.

Appointing new trustees

We currently have a small but committed board of trustees who bring a range of experience and expertise to the organisation. We are looking for new Trustees to join this group to further extend the range of trustees skills and experience and to make sure we have continuity as and when trustees retire.

Over the last two years the Foundation has updated its business plan and is seeking to pilot/introduce some programme activity. We are committed to making the Foundation's work efficient and effective in responding to the scope of the need.

We are looking for Trustees who have experience of or an understanding of the needs of our campaign. We welcome trustees who can add to the board's existing management and

financial skills particularly in the areas of marketing and fundraising.

How we are organised

The Foundation funds two part-time CIC staff to oversee the finance and governance of the charity. There is currently one member of staff and one regular contractor, who oversee the governance of the foundation, who also work with Fashion Revolution CIC.

We are a fully remote organisation but try to get together (if possible) face to face at least once per year.

Process for recruiting new trustees

We want to attract a broad group of people and will be advertising widely over the next few months.

Interested parties who contact us will be invited to a video call with one of our existing Trustees alongside our Head of Operations & Governance in the first instance so that we can answer any questions about the trustee role and the organisation.

The board of Trustees will then agree whom they wish to invite to the second stage. If all are then in agreement our prospective trustees would be invited to attend the next trustee meeting to observe. This meeting will be taking place in December 2021 online. Following this meeting you will be formally appointed and sit as a full member of the Board of Trustees.

What is required of all charity trustees

Trustees have ultimate responsibility for directing the affairs of their charity, ensuring it complies with the law, is solvent and well-run and is delivering the outcomes for which it was set up and which have been agreed with funders. For more detailed information see the Charity Commission's website below and in particular the publication *CC3 The Essential Trustee*. A small number of people are barred from serving as charity trustees and applicants will be asked to confirm their eligibility. Information on this can be found on the Charity Commission website www.charitycommission.gov.uk/detailed-guidance/trustees-staff-and-volunteers/the-essential-trustee-what-you-need-to-know-cc3/

Strategic Direction and oversight

- To ensure the Foundation fulfils its objectives set out in its governing documents and complies with regulations issued by the Charity Commission, charity law and any other relevant legislation or regulations.
- To contribute actively to giving strategic direction to the Fashion Revolution Foundation.

Decision making

- To ensure that funding received is used for purposes agreed with funding bodies.
- To review and approve the annual audited accounts

- To manage the organisation's assets responsibly.
- To contribute to management decisions as and when they are required.

Responsibilities

- To ensure that the Foundation is managed efficiently by monitoring performance.
- To keep informed about the work of the Foundation and the issues that affect our work.
- To raise the profile of the Foundation and foster our excellent reputation.

Trustee Person Specification

Trustees are the people responsible under the governing document of Fashion Revolution Foundation for controlling the management and administration of Fashion Revolution

The role of a trustee is:

- to ensure that Fashion Revolution complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations
- to ensure that Fashion Revolution pursues its objects as defined in its governing document
- to maintain proper financial control and ensure that Fashion Revolution applies its resources exclusively in pursuance of its objects i.e. the charity must not spend money on activities that are not included in its objects, no matter how worthwhile or charitable those activities are
- to set and maintain vision, mission and values
- to develop strategy, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- to ensure accountability
- to set up employment procedures and respect the roles of staff/volunteers
- to support the operational management of the organisation
- to draw up and monitor the implementation of internal policies, which must include equality and diversity as well as health and safety policies and grievance and disciplinary procedures
- to ensure that risk assessments for all aspects of the business are carried out
- to safeguard the good name and values of Fashion Revolution
- to maintain effective board performance and ensure the effective and efficient administration of the charity including funding, insurance and premises
- to promote Fashion Revolution
- to fundraise and market the work of Fashion Revolution Foundation
- to act in the best interests of the charity, never in the interests of yourself or another organisation

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience s/he has to help the board reach sound decisions. These may involve scrutinising board and focus group papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives and other issues in which the trustee has special expertise.

A trustee is required to act reasonably and prudently in all matters relating to the charity and must always bear the interests of Fashion Revolution in mind.

Trustees need to be:

- People of integrity with good judgement and an ability to think strategically.
- Able to work constructively as part of a small team.
- Open minded with a strong commitment to diversity and equality of opportunity.
- Able to access the internet and to receive and send emails

Terms

Trustees will serve an initial three-year term to be eligible for re-appointment for two additional terms of three years each.

To be considered for the role

To express an interest in the role and to be considered, please submit the following:

- A detailed and up-to-date CV.
- A supporting statement that addresses all criteria in the Person Specification and outlines your motivation for applying.
- Details of your availability on the dates provided in the indicative timetable. Completed expressions of interest should be submitted to:

- Email: gloria@fashionrevolution.org

Please also ensure you have also completed and submitted the equal opportunities monitoring form. The information on the form will be treated as confidential, and used for statistical purposes only. The form will not be treated as part of your application.

The closing date for applications for the Trustee role is 5th November 2021

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion then please contact gloria@fashionrevolution.org with the subject header: Foundation Trustee Role.

Our Current Trustees**Lucy Shea (Chair of the Board of Trustees)**

Lucy Shea is the CEO of [Futerra](#) – the change agency. She joined the company in 2003 and has since grown the business from a start-up of five to a global agency with teams in London, New York and Stockholm. She has long experience in persuading people to take up sustainable lifestyles. She was a founder member of the UN's Sustainable Lifestyles Taskforce in 2005, when she authored *Communicating Sustainability*, today one of the UN's most read reports.

A firm believer in the power of business to create change, she regularly provides trusted advice to Fortune 500 companies including H&M, Coca-Cola and L'OREAL, on how to build billion-dollar businesses by imagining a better world – then helps them make it happen.

Carry Somers

Carry Somers is co-founder and Global Operations Director of Fashion Revolution. Inspired to act after the Rana Plaza factory collapse in Bangladesh, Fashion Revolution has now

become the world's largest fashion activism campaign. In 2020 she sailed 2000 miles from the Galapagos to Easter Island to investigate microplastic and toxic chemical pollution. Previously, Carry set up her multi-award winning fashion brand Pachacuti in 1992 after a Masters in Native American Studies, supporting sustainable, rural livelihoods for women in the Andean region. Pachacuti pioneered radical supply chain transparency and was the world's first Fair Trade Certified company. Her collections were shown at London, Paris and Milan Fashion Week and sold in the world's foremost luxury stores. Carry has won numerous awards for her work and met the Queen in recognition of her significant contribution to British business. She is currently writing a book about her ancestors and their textile heritage.

Orsola de Castro

Orsola de Castro is co-founder and Global Creative Director of Fashion Revolution as well as an internationally recognised opinion leader in sustainable fashion. Her career started as a designer with the pioneering upcycling label From Somewhere, which she launched in 1997 until 2014.

Her designer collaborations include collections for Jigsaw, Tesco, Speedo, and 4 best selling capsule collections for Topshop from 2012 to 2014. In 2006, she co-founded the British Fashion Council initiative Estethica at London Fashion Week, which she curated until 2014. In 2013, with Carry Somers, she founded Fashion Revolution, a global campaign with participation in over 100 countries around the world. Orsola is a regular keynote speaker and mentor, Associate Lecturer at UAL, as well as Central Saint Martins Visiting Fellow.

Vanessa Arelle

Vanessa Arelle is a London-based contributor for Vogue Mexico and Vogue Latin America. She has served on boards of various non-profit organizations in the United States, United Kingdom and Mexico.

Vanessa has been an advisor, board member and collaborator with various non-profits supporting sustainability, equality, human rights and culture. (Leading Culture Destinations Awards 2015). Those groups include London Business School's Out of Business Club; Art Production Fund; Women for Women International; David Roberts Art Foundation; Six Degrees Citizen Space, Common Action Forum and the Legatum Institute