



## Trustee Role Description

**About the role and who we are looking for**  
Sept 2025

We all deserve to live free from discrimination, poverty, and exclusion. However, many Disabled people experience structural inequalities. Are you keen to support work pushing for social change? Join our award-winning board and help to create a fairer and more inclusive community.



**Role:** Trustee

**Reporting To:** Chair (see picture below)

**Hours:** We usually meet for two hours every 3 months

**Location:** Hybrid (a mixture of online and in person meetings and tasks)

This post is subject to a satisfactory DBS (Disclosure and Barring Service) check.



**About Merton Centre for Independent Living (Merton CIL):** At Merton CIL, we work hard to address the marginalisation of Deaf and Disabled people and make a real difference in Merton and the wider community. By joining us, you would be part of a team that are passionate about pushing for a fairer society where Deaf and Disabled people can take control over their lives and

achieve full participation. We provide a holistic service, with all work feeding into our three aims:

1. Promoting Independence and Inclusion.
2. Identifying and Challenging Discrimination.
3. Working with local Disabled people to Achieve Change Locally.



You can find out more about Merton CIL visiting our [website](#) or by watching this [short film](#).

### **About our Board of Trustees**

In 2023, our board won the Equity, Diversity, and Inclusion' award at The UK Charity Governance Awards. See our Chair Estifanos and DCEO David in the picture below.



Our board is made up of 9 individuals with lived experience of disability and a range of skills. Our board are dedicated and passionate about supporting the organisations growth and development to ensure that we can support as many Disabled people as possible and further our charitable aims.



## About the Role

### Key Tasks and Responsibilities

- To inform and set the strategic direction of Merton CIL based on the lived experience of Disabled people and member, service user and staff feedback.
- To help Merton CIL achieve its charitable and strategic aims.
- Attend 4 board meetings each year (April-April) and our Annual General Meeting, in person or online.
- Ensure policies and procedures are followed within the organisation.
- To get involved with supporting one area of governance outside of board meetings.
- To ensure risks are identified, managed, and mitigated.
- Keep up to date and comply with regulations and legislation.
- Support with the line management of the CEO.

### We can offer:

- A passionate and dedicated team of trustees who work well together.
- Supportive CEO and Senior Managers.
- An informative induction period and 121s
- Travel and out of pocket expenses reimbursed.
- Free lunch at quarterly board meetings - if you attend in person.
- Annual Governance refresher workshops.
- Exciting opportunities to build leadership skills.
- Training and development opportunities.
- Personalised support with your access needs.
- Opportunities to represent Merton CIL at forums and events.
- A diverse team. Merton CIL is committed to equality, diversity and reflecting the communities we serve.

## Person Specification

We are looking for a passionate Disabled person that is open to learning and being creative to join our board. We would like you to:

1. Work effectively and compassionately as a member of the board.

2. Be committed to working within the Social Model of Disability.
3. Be committed to principles of inclusion and equity.
4. Have a strong personal commitment to supporting people across the spectrum of disability and supporting people from a variety of ethnic and social groups.



**If you are interested but do not feel you have the skills or confidence needed, please get in touch. We may be able to help.**

Merton CIL is committed to equality, diversity, inclusion, and equity and reflecting the communities that we serve. We particularly welcome applications from Deaf or Disabled people from Black, Asian, and Global Majority communities.