

Wen Trustee Application Pack

October 2026

**Different voices.
Shared power.
Bigger change.**



Bring your expertise to Wen's Board and help shape environmental change.

www.wen.org.uk

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Wen.

WOMEN'S ENVIRONMENTAL NETWORK

About Wen

Environmental change affects us all. It doesn't affect us equally.

Wen (Women's Environmental Network) is an environmental charity working for feminist climate justice. We work alongside women and communities to build a healthier, fairer and more sustainable world.

The climate crisis affects us all, but not equally. Where we live, the work we do, our income, health and caring responsibilities can shape our exposure to environmental harm and our ability to respond. Gender intersects with poverty, racism and other forms of inequality to deepen these risks.

Environmental challenges, including pollution, global heating and toxic chemicals, affect our everyday lives, from the homes we live in and the food we eat to the products we use and our access to nature.

Women and communities are not simply experiencing environmental injustice.

They are leading change.

For over 35 years, Wen has worked alongside women and communities to build power, develop practical solutions and campaign for environmental justice through local projects, national campaigns, partnerships and networks. We believe those most affected must be at the heart of shaping change.

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What Wen does

We connect women's lives with environmental change

Wen's 2025–2030 Strategy brings together environmental justice, women's experiences and community-led change through six strategic priorities:

- 1 Climate and Environmental Justice**
Putting gender and intersectional equity at the heart of a green economy and climate policy.
- 2 Feminist Climate Leadership**
Strengthening women's leadership and increasing the influence of racialised and marginalised women in environmental decision-making.
- 3 Feminist Food Justice**
Building movements for sustainable, women- and community-led systems, with a focus on a just food system.
- 4 Feminist Toxic-Free Futures**
Informing and enabling women to access safe, healthy, toxic-free and sustainable ways of living.
- 5 Nature for Health**
Improving women's lives through a deeper connection to nature for health.
- 6 Strengthening Wen**
Growing a healthy, values-led and participatory organisation.

And **Policy & Influencing** runs through all of this work - connecting community experience, evidence and campaigning with wider change.



Climate Sisters bring their voices and experiences to Parliament.

Why become a Wen trustee?

Help shape what happens next

Wen is entering an important next phase, and we are looking for six new trustees to bring additional expertise, perspectives and connections to our Board.

Trustees have overall responsibility for Wen's strategic direction and play an important role in its decision-making, governance, financial stewardship and organisational development.

But trusteeship at Wen is about more than oversight.

We want trustees who can bring their knowledge, experience and networks into the organisation - asking good questions, contributing ideas, offering constructive challenge and helping Wen increase its impact.

The Network in Wen matters

Joining the Board means becoming part of a wider network of communities, campaigners, partners, funders, practitioners and allies working for environmental justice.

Different voices.

Bring new perspectives and expertise.

Shared power.

Help make strong, thoughtful and accountable decisions.

Bigger change.

Strengthen Wen's reach, resilience and influence.



The strength of Wen's network: women coming together to connect, collaborate and drive change.

Who we're looking for

Could your expertise shape what comes next?

We are looking for six new trustees and particularly want to strengthen the Board in the following areas:

Digital & AI

Digital strategy, technology, data, transformation, AI or responsible technology.

Finance

Financial leadership, charity finance, accounting, audit, investment or financial risk.

Fundraising & Income Generation

Fundraising, philanthropy, trusts and foundations, major donors, corporate partnerships or other income generation.

Governance & Strategy

Organisational strategy, governance, leadership, transformation, public sector or social impact.

Legal

Charity, employment, governance, regulatory, commercial or related legal expertise.

People & Culture

Leadership, organisational development, human resources, staff wellbeing, inclusion or managing organisational change.

PR & Communications

Strategic communications, marketing, media, reputation, brand or audience development.

You don't have to have been a trustee before or have experience in every area.

And you don't need to come from the environmental sector.

We are interested in the expertise and perspectives you can bring, your connection to Wen's purpose and your willingness to contribute to its future.



What we're looking for in a trustee

You could be right for Wen if you...

- share Wen's commitment to environmental justice and gender equality
- can contribute your expertise and perspective constructively
- are willing to ask questions, listen and challenge appropriately
- can work collaboratively with fellow trustees and Wen's leadership
- understand, or are willing to learn about, the responsibilities of charity trustees
- are willing to contribute time and expertise between meetings when appropriate
- can act as an advocate and ambassador for Wen
- are willing to use relevant networks and relationships to strengthen Wen's reach
- can contribute to oversight of organisational performance, finance and risk
- are committed to equality, inclusion and responsible leadership

What being a Wen trustee involves

As a Wen trustee, you'll share responsibility for the governance and strategic direction of the organisation. You'll use your experience, judgement and perspective to help the Board make sound decisions and support Wen's long-term direction.

As a trustee, you will:

- read and scrutinise Board papers
- contribute to discussions and collective decision-making
- help identify and focus on key strategic issues
- provide guidance on new initiatives and areas where you have relevant expertise
- support and constructively challenge Wen's leadership
- maintain the distinction between the Board's governance role and the day-to-day management of the organisation



Wen and allies campaign for safer period products.



Campaigners deliver Wen's petition to Downing Street, London.

Key information

Board meetings

The Board meets four times a year to review Wen's finances and organisational progress, consider strategy and policy, oversee risk, and make key decisions about the organisation's direction.

How meetings work

Wen's main office is in Bethnal Green, in the London Borough of Tower Hamlets, East London, around a four-minute walk from Shoreditch High Street station. We also have bases in Manchester and Glasgow. Trustees can participate in meetings remotely as well as in person and are expected to prepare for all meetings by reading and considering Board papers in advance.

Beyond Board meetings

Trustees are encouraged to use their skills, knowledge and experience to support Wen beyond formal Board meetings. This might include advising on specific areas of work, contributing expertise when needed, attending training, supporting key events or representing Wen externally.

Time commitment

Four Board meetings each year, plus time to prepare for meetings and occasional involvement between meetings, depending on your role, expertise and Wen's needs.

Term

Trustees serve a three-year term and are eligible for reappointment.

Remuneration and expenses

Trustee roles are voluntary. Reasonable expenses incurred in the course of the role may be claimed.

Accessibility

We want Wen trusteeship to be accessible. Please let us know if you need any adjustments or support during the recruitment process or to participate fully as a trustee.



Who we want Wen's Board to include

Different voices matter

Environmental inequality is shaped by gender, race, income, disability and other forms of structural inequality.

The people helping govern organisations working for environmental justice should reflect a breadth of perspectives, experiences and expertise.

Wen therefore particularly welcomes applications from people currently underrepresented in environmental and charity governance.

We welcome both first-time trustees and experienced Board members.

Wen takes an intersectional feminist approach and is inclusive of trans, non-binary, and gender-nonconforming people.

Women and allies who share Wen's purpose are encouraged to apply.



Exploring women's health and environmental justice through art and exhibitions.



Women come together to share skills, build connections and get creative.

How to apply

Interested?

We want the application process to be straightforward and accessible.

Please send:

1. Your CV or a short summary of your experience

and

2. A short expression of interest

Tell us and include:

- why you would like to become a Wen trustee and whether you are a first-time trustee.
- your relevant work history, what experience, expertise or perspective you would bring.
- which of the expertise areas we're recruiting for best matches your skills and experience, and how could you contribute as a Wen trustee? (You don't need experience in every area.)
- what interests you about Wen and its work?

You can submit your expression of interest as a written statement of up to 750 words. We welcome shorter responses and are interested in your experience, perspective and motivation, not how formally you write.

Applications close: Tuesday 10 November 2026 at midnight

Interviews: week commencing Monday 16 November 2026

Meet the Board: Wednesday 25 November 2026

Send applications to: wentrustee@wen.org.uk

with 'Trustee Application – [Full Name]' as the subject.

For an informal conversation about becoming a trustee, email: wentrustee@wen.org.uk with 'Request for informal conversation' as the subject up until Friday 6 November.

If you require any adjustments during the recruitment process, please let us know.



Women harvest the food they've grown together in community growing spaces.

Environmental change needs different expertise.

Could yours shape what comes next?

Different voices.
Shared power.
Bigger change.



Communities coming together to connect, grow and build collective power.



Women sharing their experiences and shaping conversations on environmental justice.



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