

Join the Protection Approaches board of trustees

Protection Approaches

Summary

Protection Approaches is looking for 2 trustees to support, challenge and inspire us at a critical time in the UK and internationally, when the threat of identity-based violence is growing, but also the recognition that action to prevent and protect against it is possible and necessary. With the launch of Protection Approaches' new strategic plan that positions the organisation to respond to this moment, it is an exciting time to be joining the Board.'

The deadline for applications is 23.59 on 15th November 2026. The initial appointment will be for a renewable term of three years.

About Protection Approaches

Founded in 2014, Protection Approaches is a UK charity working to prevent and protect people from identity-based violence. We seek a world that is safer for all because everyone accepts and respects each other, regardless of identity.
At a time of growing division, democratic backsliding and rising identity-based hostility, we work with communities, civil society, governments and institutions in the UK and internationally to understand emerging risks, strengthen resilience and prevent harm before it escalates.

Our values and principles

We know that

- Identity-based violence exists in varied forms in all societies.
- Identity-based violence against one group ultimately increases the insecurity of all.
- Understanding the roots and causes of identity-based violence helps unlock solutions.
- Everyone has the power to, individually and collectively, respond to and help prevent identity-based violence – but the responsibility to do so is not equal.

We commit to

- Work in solidarity and with reciprocity with community partners.
- Remain flexible so we can respond to the needs of those at risk and maximise our ability to contribute to prevention and protection.
- Remember that the scale of this moment requires us to be brave, take risks, and pursue meaningful impact that others are not.
- Put our mission before our sustainability and so we will do what is right, not what is easy.


Hate crime & Our Communities

What we do

We are living through a period in which grievance is being mobilised, difference weaponised and division deliberately deepened. Authoritarian actors, political extremists and transnational hate networks are exploiting identity, eroding trust and taking advantage of a disrupted information environment in which hostility and falsehood can spread faster and further than ever before.

These dynamics are not peripheral to the challenges defining our time. They sit at the heart of democratic backsliding, social fragmentation and growing insecurity.

Protection Approaches exists to meet that challenge. For more than a decade, we have worked from the conviction that identity-based violence is not inevitable — but that without early and serious action, its impacts deepen, touching more lives and fracturing societies. Our role is to raise warning where risks are being ignored, work alongside communities experiencing rising threats, and help build the policies, partnerships and systems capable of preventing harm before it escalates.

At this moment, that means being ambitious. It means strengthening the social fabric that allows diverse societies to function, supporting those closest to emerging risks, and advancing the ideas, evidence and institutional change needed to protect people and democracy. We believe prevention is possible, but it requires action before crisis takes hold.

We demonstrate why identity-based violence is central to the crises defining our world. We analyse how identity, grievance and division are exploited; build understanding of why and how individuals, groups and states commit identity-based violence; track how contemporary forms of discrimination, division and oppression are changing; and raise warning of emerging and future risks. We work with and amplify the insights of those closest to those risks so that their experience helps shape how threats are understood and how societies respond.

We transform the prevention of, and response to, identity-based violence. We work from communities through to national and international systems to turn understanding into action. This means strengthening community-led prevention; providing training, knowledge and practical support; building partnerships across communities, civil society, government, academia and funders; advocating for greater investment in prevention; and developing the policy, strategic analysis and practical solutions needed to meet changing threats. Our ambition is to help create earlier, better-resourced and more coordinated prevention, in which communities are genuine partners and responsibility for preventing harm is shared across society and its institutions.


besea.n
Protection Approaches
Active bystander training

What we are looking for

Over more than a decade, PA has grown from an idea into a dynamic organisation that is playing a critical role in redefining how the UK and the rest of the world understand and prevent identity-based violence. We are looking for board members to help our organisation grow our impact to meet this historical moment. In this round, we are prioritising candidates who can help maximise the impact of our thought leadership or community-based programmes, ideally based on direct experience of working with communities or organisations affected by identity-based violence. We are looking for two new board members during this recruitment round.

The below table sets out some of the knowledge, experience and qualities that we are looking for; however, **no one individual is expected to have all of the knowledge, experience or qualities set out below.**

Experience: Working with communities affected by identity-based violence	**Knowledge:** How to grow an organisation's impact	**Knowledge:** Expertise in scaling-up training programmes for greater reach and impact	**Knowledge:** Political judgement to inform strategy in the current UK context
Quality: Deep commitment to the values of Protection Approaches	**Quality:** Enjoys working collaboratively and bringing challenge with empathy	**Quality:** Willing to commit the time and attention the support PA's impact and operational excellence	**Quality:** Interested in doing charity governance differently

The PA board expectations

The Protection Approaches board is expected to:

- Ensure that PA is being run effectively and efficiently
- Ensure that the executive directors have the support they need to lead the organisation effectively and efficiently
- Ensure that PA is delivering its strategic goals, including by positioning and adapting itself, i.e. change in understanding / action
- Ensure that the way PA operates is in alignment with its mandate and values (i.e. accountability to purpose)

Trustees will be required to make a significant time commitment of up to 12 days a year to Protection Approaches, including but not limited to: attendance at four annual Board meetings, participation in sub-committees, and willingness and availability to be consulted by fellow Trustees and members of the executive team, as required. Attendance at Protection Approaches' events is highly desirable. A willingness to publicly advocate for the charity is a pre-requisite.

All Trustees must comply with their statutory duties (as set out in the Charity Commission's The Essential Trustee) to ensure that Protection Approaches complies with its governing documents, the law, and statutory reporting and accounting requirements, and adheres to its charitable purpose.

Application Process

We encourage people interested in becoming a Trustee of Protection Approaches to discuss the role informally before applying. If you would like to do so please contact recruitment@protectionapproaches.org

To apply for this position, please email a copy of your CV with a short covering letter or short video to recruitment@protectionapproaches.org by **23.59 on 15th November 2026.**

In your application, please outline your motivation for joining our Board and how your professional, lived and/or vocational experience is relevant to the role.

Our selection process will consist of a thorough review of all applications followed by two rounds of remote interviews: one with trustees and another with the executive team. All applicants will be informed of the outcome of their application.

We know our work will be better if we as an organisation design and lead our work based on a broad, diverse and inclusive understanding and experience. For that reason, we want to particularly encourage people who might think twice before applying, including people of colour, LGBTQ+ applicants, applicants with disabilities, and anyone who brings talent and relevant experience in ways that we might not have considered.

Published in October 2026 by Protection Approaches,
Edinburgh House, 170 Kennington Ln, London SE11 5DP.

Registered charity 1171433.

Further information can be found at protectionapproaches.org

© Copyright Protection Approaches.

Protection Approaches