**Terms of Reference War on Want Governance Review**

**Introduction**

War on Want is a radical charity, formed over 70 years ago, whose charitable objects are:

* To relieve global poverty however caused through working in partnership with people throughout the world.
* To promote human rights and in particular such human rights which contribute to the relief of global poverty by all or any of the following means:

Monitoring abuses of human rights

Relieving need among victims of human rights abuse

Promoting respect for human rights among individuals and corporations and raising awareness of human rights issues

War on Want understands that the root causes of poverty to be political, the result of choices made by governments and corporate elites. Our history has also taught us that only by educating the public into the root causes of poverty and the solutions needed, alongside them taking collective action together can we bring about the change needed.

War on Want works in the UK and globally with in partnership with trade unions and grassroots social movement groups to challenge the structures of poverty and injustice. War on Want is a membership-based Charity with a memorandum and Articles of Association which historically stem from the formation of the organisation and are geared to membership election of the Council of Management (Trustees). The Council of Management (CoM) are nominated and elected for a period of 3 years with a maximum of two terms, without a break of a year. The maximum number of trustees is 12.

**Background**

The Council of Management of War on Want decided, in 2021, that a Governance Review be undertaken and that the external consultants should lead the review with the assistance of a steering Group made up of members from the Council of Management (CoM), Senior Management Team (SMT) and representatives from staff.

**Project Proposal**

The project is to undertake a Governance review following the 7 key principles of governance outlined in the Charities Code of Governance, with particular emphasis on Board Effectiveness, Accountability and Diversity and Inclusion. The aim of the review is to identify strengths and weaknesses of the current governance arrangements and how these can be strengthened.

The review must also look at the Articles of Association and Memorandum to ensure they are in line with our legal requirements and make recommendations on any proposals for change, taking into account that the Charity remains a membership-based charity with strong ethos of democratic participation in electing Committee of Management, balancing this with the need to ensure that our Trustees have the necessary skills, expertise and experience to manage the Charity.

**Methodology and Outputs**

The consultant will be responsible for the design and implementation of the project according to this methodology and reporting to the Steering Group.

The consultant to develop and draw up:

Initial online questionnaire survey based on the Charities Governance code to be sent to CoM, SMT and a list of key staff, as provided by War on Want.

Review the Articles of Association to ensure that they meet the legal requirements

Analysis of the survey results, and review of Articles of Association and, based on these results, to report to the Steering Group with design proposals to deliver a day workshop with CoM, SMT and selection of staff (names to be provided by War on Want)

To deliver the workshop and to present a final briefing presentation to the CoM with any key recommendations to strengthen the support and governance arrangements of the Charity and any recommended changes to the Articles of Association.

Regular check in calls for planning and updates to be confirmed with consultant.

**Timeline and Budget**

To start as soon as possible and report back in 12 weeks from Project start

The budget for this work will not exceed £6,000 excluding VAT, and included all related costs and expenses.

War on Want is inviting applications with CV and a covering letter briefly outlining skills and experiences in the following:

1. Previous relevant consultancy experience, especially of designing online questionnaire surveys and interviews and developing content and successfully running workshops/awayday sessions on governance issues.
2. Knowledge of and experience of working on charity governance issues, and of charities legal frameworks.
3. Experience of working with democratic membership charities.

Please also include a draft work-plan with timelines to indicate when you would be available to start the project, key milestones, and suggested allocation of days to tasks.

For further information or to apply, email: applications@waronwant.org