

Advisors:
**Community Co-Production for
Advancing Racial Justice Fund**

Leadership Group
Information Pack

**The
Robertson
Trust**

Background

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Despite leading vital grassroots work, organisations led by Black people and People of Colour (BPoC)* are routinely underfunded, undervalued, and excluded from decision-making spaces.

The Advancing Racial Justice (ARJ) Fund was created to shift power and resources toward BPoC-led groups that hold community trust, lived expertise, and practical knowledge of how racism operates in everyday systems. Central to this approach is the ARJ Fund Leadership Group.

This group of grassroots community leaders in Scotland will have shared responsibility with The Robertson Trust for strategic decision-making in the fund. The group will play a major part in community outreach and the fund's learning and evaluation process.

The Community Leadership Group will not be involved in assessment of applications or funding decisions, which will instead be carried out by staff members and a separate panel of BPoC community members.

*This guidance document refers to Black people and People of Colour, or BPoC. Other terms often used to refer to people affected by systemic racism include Black and Ethnic Minority (BAME), Global Majority, BIPOC, racialised communities or people affected by racism - each covering different communities, different understandings of race and ethnicity, or relevant to different contexts.

This Fund chooses to use the term BPOC due to its origins as a term of self-identification arising from racial justice movements. It aims to build solidarity between diverse groups and draw attention to the experiences of racialised communities, while acknowledging the vastly different experiences and identities this includes.

We acknowledge that for some groups and individuals who become involved with the Fund this will not be a meaningful or familiar designation. Our hope is that it can be useful, and that groups and individuals will feel comfortable to identify otherwise alongside a shared use of BPOC within the Fund's activities. We welcome ongoing conversation around this and are open to feedback.

What does it involve?

We are seeking Advisors to form an ARJ Fund Leadership Group. This group will play a key part in shaping and guiding the Fund. Its remit includes:

- Ensuring the ARJ Fund remains rooted in the lived experiences, priorities, and leadership of BPoC communities in Scotland.
- Upholding the mission and principles of the ARJ Fund.
- Making strategic and long-term decisions about the ARJ Fund, in partnership with the Enabling Group (senior representatives from The Robertson Trust and other sector representatives).
- Supporting outreach, engagement, and community leadership activities connected to the ARJ Fund, including an annual systems change event.
- Providing challenge and support to The Robertson Trust's internal anti-racism journey, particularly around bringing learning from the ARJ Fund into broader practice*



*The Community Leadership Group will not be responsible for carrying anti-racism accountability within The Robertson Trust. The Robertson Trust is part of a wider collaborative of funders committed to anti-racist practice, with Ten Years' Time acting as an external accountability partner.

About the Advancing Racial Justice Fund

The Advancing Racial Justice Fund is a 3-year initiative co-designed by The Robertson Trust and BPoC community leaders in Scotland.

It aims to support BPoC-led groups and charities working to dismantle systemic racism and drive long-term, community-led change.

The fund prioritises:

- Redirecting funding to BPoC communities historically excluded from charitable funding
- Investing in systems change, not just frontline support
- Collaborative approaches to funding, decision-making, and learning

It will offer multi-year grants of £10,000–£40,000 per year for three years, plus an initial £10,000 for project design. The fund supports work rooted in anti-racism, intersectionality, and community leadership with a focus on systemic change.

It will be open to registered charities and unconstituted groups with annual incomes under £200,000.

You can learn more about how we built the Advancing Racial Justice Fund [here](#) and find our Theory of Change [here](#).

The fund is one element of an ongoing journey The Robertson Trust is on to deepen our understanding of power, justice, and equity, which you can read more about [here](#).

The Leadership Group will be central to ensuring the ARJ Fund remains rooted in the lived experiences, priorities, and leadership of BPoC communities in Scotland.

By shaping strategic direction, supporting outreach, and contributing to holding The Robertson Trust to account in its anti-racism journey, the group will help ensure the Fund delivers meaningful, long-term change.



Time Commitment

ARJ Leadership Group participation involves a commitment of **24 days** between appointment and the end of the fund, anticipated to be December 2029.

Meetings and activities may take place weekdays, weekends or evenings depending on the availability of those involved.

These days will be distributed across the Fund's three phases in response to its evolving needs:

1. Connect and Engage

(Dec 2025 -
Aug 2026)

2. Nurture

(Sept 2026 -
Dec 2026)

3. Action and Learning

(Jan 2027 -
Dec 2029)

Please note: The day allocations outlined are intended as a guide and may be adjusted over time to reflect the needs of the fund and the Leadership Group's contributions.

1. Connect and Engage

(Dec 2025 -
Aug 2026)

Focus: Outreach, engagement, and building connections with BPoC-led organisations active in anti-racism and/or supporting racialised communities in Scotland.

Leadership Group Contributions: (approximately 5.5 days):

- Relationship building within the group and with stakeholders
- Outreach and engagement with eligible community groups
- Design and delivery of a systems change event

2. Nurture

(Sept 2026 -
Dec 2026)

Focus: Supporting funded groups in planning their systems change projects.

Leadership Group Contributions (approximately 1 day):

- Engagement with the funded cohort

3. Action and Learning

(Jan 2027 -
Dec 2029)

Focus: Ongoing support, learning, and collaboration with funded groups.

Leadership Group Contributions (approximately 17.5 days):

- Quarterly engagement with funded groups
- Quarterly Leadership Group meetings
- Engagement with the Enabling Group
- Annual systems change event

Payment and Responsibilities

Payment for your time: You will be paid for 24 days at £280 per day, total £6720 to cover meetings, workshops, and agreed activities.

How you'll be paid: Payments are usually made by bank transfer, but we can discuss other options if needed.

Impact on benefits: We will provide clear information about payments, but it is your responsibility to check how receiving money may affect any benefits or entitlements you receive.

Access: Please let us know about any access needs, and we'll work with you to put the right support and adjustments in place.



Other ways to get involved with the ARJ Fund

We are also seeking a **Decision-Making Panel**, which will codesign the ARJ Fund assessment criteria and be responsible for reviewing applications and making funding decisions. You can find out more about this project on our website.

You are welcome to apply for both the Leadership Group and the Decision-Making Panel, but successful applicants will only be able to participate in **one** of these groups.

If you are part of an organisation, your organisation may want to apply for the ARJ Fund itself.

To maintain fairness and transparency, and avoid conflicts of interest:

- Members of the Leadership Group **can** apply for the ARJ Fund.
- Members of the Decision-Making Panel **cannot** apply for ARJ Fund.

If you are unsure whether your circumstances present a conflict of interest, or you have enquiries related to applying to the Fund, please get in touch with the Advancing Racial Justice Funding Officer, Martha Williams:

arj@therobertsontrust.org.uk

What we are looking for

These criteria outline the skills and experience we believe will support the development of the Fund. We are not looking for a single individual to meet every aspect of the criteria, and we encourage you to highlight the skills, experiences, and perspectives you bring.

While the criteria will guide the process, please feel free to share any additional expertise or lived experience you believe is relevant, even if it's not explicitly mentioned.

Lived Experience and Community Insight

- Lived or professional experience that provides a deep understanding of systemic racism and its impacts on communities, institutions or funding systems
- Deep understanding of issues affecting BPoC communities in Scotland.
- Commitment to centring lived experience in decision-making.
- Lived experience of poverty and/or trauma, and an awareness of how this informs your perspective and approach.

Anti-Racism and System Change Expertise

- Understanding of systemic racism in Scotland, with the ability and willingness to engage in meaningful conversations about it.
- Experience in community leadership, activism, or movement building, particularly in anti-racism or social justice contexts.

Intersectional Approach

- A commitment to working in equitable, inclusive and non-discriminatory ways, acknowledging how race and racism intersect with other forms of marginalisation.
- Commitment to applying intersectional thinking to funding decisions and outreach.

Collaborative Decision-Making

- Ability to work collaboratively in a group setting, valuing diverse perspectives.
- Willingness to engage in co-design processes with multiple stakeholders.

Organisational Capacity Building

- Understanding of challenges faced by grassroots and unconstituted groups.
- Ability to contribute to long-term strategic decisions and support the development of governance, finance, and networks.
- Openness to challenge and support organisations in their anti-racism journey.
- Confidence engaging with senior stakeholders and funders.

Commitment to Accountability and Learning

- Openness to shared learning, reflective practice and continuous improvement.
- Commitment to evaluation and strategic reflection.

How to apply

If you are interested in this project, please send:

A short statement (no longer than one page / 8 minutes) explaining:

- Why you are interested in the project
- What you hope to get out of being part of the Leadership Group
- What skills, attributes and experiences you would aim to contribute

A CV or list of any relevant or transferable experience you have

Please send this as a written document or a video/audio file of you speaking.

The closing date for applications is **Wednesday, 17th December 2025 at 10am.**

Please email this to arj@therobertsontrust.org.uk.

If you are not sure if you meet the criteria, have questions, or would like to have a conversation about this project, please contact the Advancing Racial Justice Funding Officer, Martha Williams:

arj@therobertsontrust.org.uk.