



Chair of the Board of Trustees

November 2025

Introduction from the Board of Trustees

Thank you for your interest in joining Birthrights as our next Chair of Trustees. This is an extraordinary opportunity to join a values-driven, passionate community of changemakers who are transforming the maternity landscape across the UK. Together, we are reimagining what it means to deliver care rooted in human rights, equity, and justice – so that every woman and birthing person can experience dignity, safety, and respect during pregnancy and birth.

Since our beginnings in 2013 as a small, volunteer-led initiative, Birthrights has grown into the leading national authority on human rights in maternity care. Our reach and impact continue to deepen – from delivering trusted advice and information to thousands of women and birthing people, to training professionals across hospital trusts and in communities to embed rights-respecting practice.

But our purpose goes beyond individual change. We are reshaping the systems, policies, and power structures that define maternity care. We hold institutions to account, make visible the diverse realities of birthing experiences, and work shoulder-to-shoulder with community and grassroots organisations to build a powerful, collective movement for birth and reproductive justice.

We meet the scale of injustice in maternity care with courage, clarity, and conviction. Through rights-based advocacy, training, and policy change, we challenge harmful practices and create pathways for systemic transformation. In the past year alone, we have launched our ambitious Home Birth Restrictions campaign, called for legislative reform through the SAFE Maternity Care Act, and amplified the voices of those most impacted by inequality. Alongside this, we have strengthened our organisational foundations and set out a bold new 10-year strategic framework to guide our next decade of change.

Momentum is building – and we are ready for what comes next. With the leadership of our new CEO, Hazel Williams, a lifelong champion of anti-racist and anti-oppressive practice and an experienced charity sector CEO, we are embracing a new phase of transformation. We are deepening our collaboration with civil society and grassroots partners, co-creating a movement that demands a maternity system rebuilt from the ground up – one that truly centres justice, community, and liberation.

As Chair, you will play a pivotal role in shaping this next chapter. You will be joining a committed and values-aligned Board of Trustees

who will support you to hold this role with care, strength, and integrity. We recognise the responsibility and demands of chairing a charity of our size and ambition, and we are committed to creating the conditions for you to thrive – both personally and professionally.

Your growth matters to us. We will co-design a development journey with you that supports your leadership – whether through coaching, training, or other opportunities to strengthen your understanding of governance, liberation thinking, anti-oppression practice, and community-led change within the maternity landscape.

If you are energised by our mission, share our belief in a radically different maternity system, and are ready to help shape a more just and equitable future, we would love to hear from you. Even if you don't meet every single criterion, we encourage you to apply – we are interested in your values, vision, and commitment to transformation as much as your experience.

We look forward to welcoming you into our movement.

The Board of Trustees

About Birthrights

Birthrights is the leading authority on the fundamental human rights of women and birthing people during pregnancy and birth and our work has never been more urgent.

Birth justice exists when women and birthing people have the right to give birth with whom, where, when and however they choose and when laws, policies and practice enables all women and birthing people to access those rights. These rights exist in international human rights law and UK laws, but access to exercising these rights is under threat nationally for all women and birthing people and is particularly restricted for the most marginalised.

Our work is critical to transforming the experiences and outcomes for individuals, as well as in shifting wider policy, practice and systems. We do this by supporting the empowerment of women and birthing people, training healthcare professionals, doulas and other community advocates, holding systems and institutions to account and making visible the diverse experiences of maternity care.



Birthrights: Your Body, Your Birth, Your Rights

Our Mission: To champion the rights of women and birthing people during pregnancy and birth across the UK.

Our Vision: A world where women and birthing people can access safe maternity care that fully respects their right to bodily autonomy and self-agency, free from discrimination, coercion and violence.

What We Aim To Do

Our 10-year strategic framework, which was established in 2024, sets out our four strategic aims:

- Equip women and birthing people and their supporters with information and advice to advocate for their rights and navigate maternity systems, providing more intensive support and advocacy for those who are most likely to be marginalised and least likely to be heard.
- Increase awareness and understanding of how the law applies to maternity care and why this matters amongst women and birthing people and their supporters, and those who design, manage, deliver and regulate maternity care.
- Hold institutions to account and, using the law strategically, stand ever ready to take action where the law is not upheld in policy or practice.

- Work in community to catalyse systemic change through research and evidence, policy and advocacy, litigation and campaigns.

Our strategic framework centres our work to create systemic change for the most marginalised communities in all that we do as an organisation. We have translated this into the following key priorities:

- Open-sourcing our expertise and knowledge, through increased training for civil society organisations and developing an online hub of rights-based information.
- Sharing our power with communities and movements, through research, to both shine a light on inequities of experience and outcomes and propose radical solutions for change.
- Campaigning for radical and systemic change, through parliamentary engagement, policy influencing, strategic litigation and public awareness-raising.

How We Do It

Information and Support

Our email service, information resources and in-person sessions provide information, support and guidance to empower women and birthing people and their supporters through pregnancy and birth to understand and act on their rights.

Training

We deliver training to catalyse improvements in NHS practice and culture by working to ensure those managing and delivering care have a strong understanding of rights respecting care and how this is critical to safe care. Through training we also seek to empower birth workers, peer supporters and community advocates to champion the rights of women and birthing people.

Policy and Campaigns

We work collectively to transform experiences and outcomes for individuals and shift policy, practice and systems towards birth justice.

We seek to work in community to uplift the voices and experiences of the most marginalised communities.

In May 2022, we published *Systemic Racism, not Broken Bodies*, laying bare the systemic racism within maternity care.



Impact and Achievements

This year has been one of momentum, courage and purpose for Birthrights. We have strengthened our position as a trusted expert on how human rights law applies to maternity care, while pushing forward a powerful shift in the way maternity care is received, practised and governed. Through every facet of our work – from direct support to campaigning – we have remained rooted in the voices, rights and hopes of women and birthing people.

Some of the key highlights from 2024–25 include:

- **Our support services have remained a lifeline to many.** More than 2,000 unique visitors accessed our online factsheets, available in 16 languages, helping to make rights-based information accessible to a wider audience. Meanwhile, 599 individuals received one-to-one support through our email information and support service – a service grounded in empathy, trauma-informed care and deep legal knowledge.
- **We delivered 93 high-impact training courses across the UK,** reaching over 541 maternity professionals – including midwives,

obstetricians, anaesthetists, and others working across maternity settings. Our training continues to build understanding, shift practice and spark real reflection among those delivering care.

- **We secured major funding from to deepen our work in community power building.** This critical support enables us to work directly with grassroots civil society organisations that are trusted by their communities. Through free and subsidised training, we're equipping these community organisations with the knowledge and tools to challenge injustice and advocate for change – embedding rights-based care where it is needed most.
- **We launched our campaign for a new SAFE Maternity Care Act, calling for legislation that puts Safety, Accountability, Freedom of Choice and Equity** at the heart of maternity care. This campaign is underpinned by a strong theory of change and a multi-year strategy that spans public awareness, community activation, and parliamentary engagement. At its core is a commitment to centring the voices and radical visions of communities who have long been failed by the system.

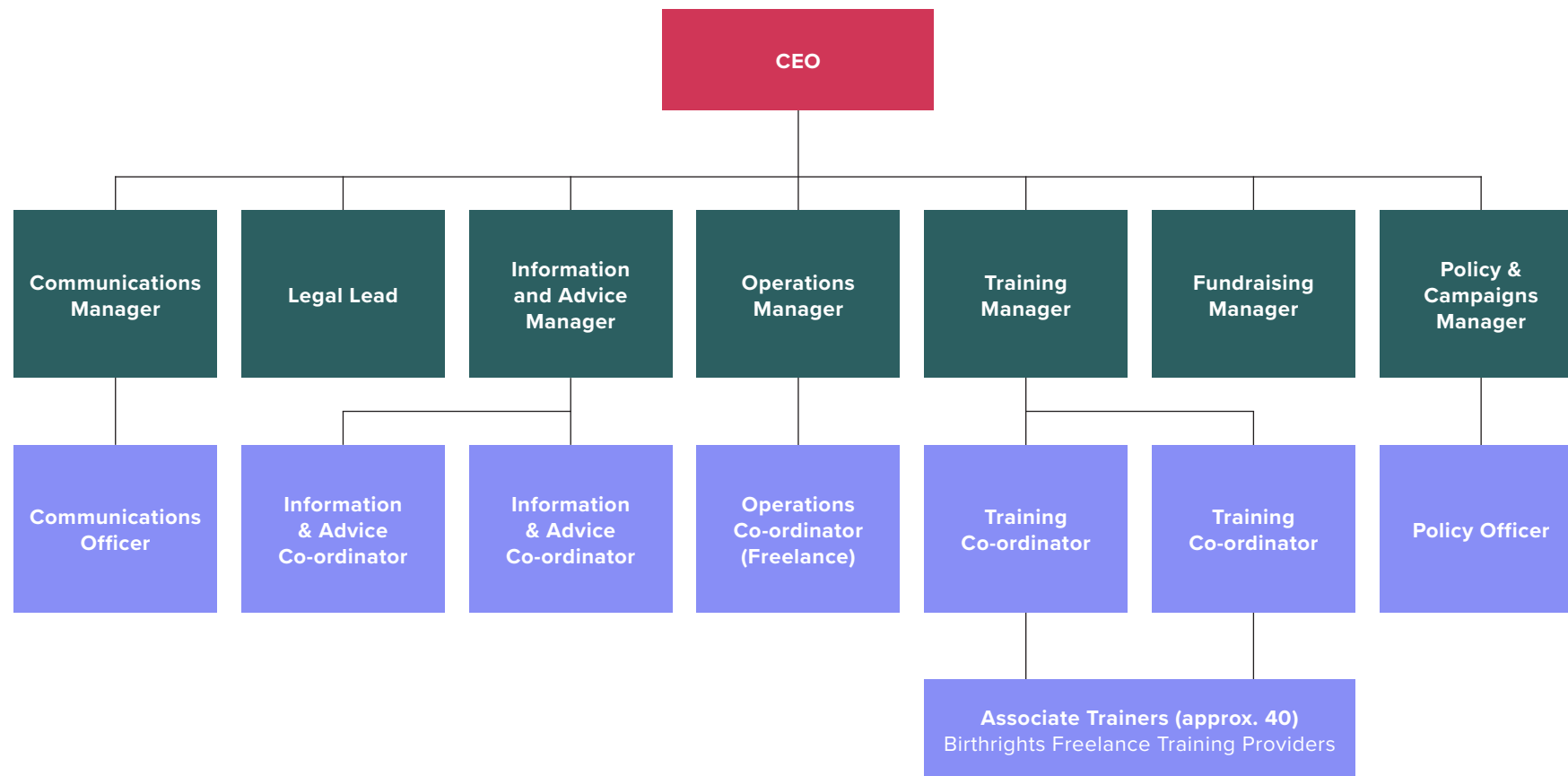
- **We secured funding for 'Communities Imagine',** our new multi-year, community-led programme building on the legacy of our 2022 Race Inquiry. Rather than only documenting systemic failures, this project creates space for communities to articulate bold, hopeful visions for the maternity care they want to see – care they want for their children and grandchildren – and supports them to organise and take action to bring that future closer.
- **In March 2025, we published our landmark report, *Access Denied: Restrictions to Home Birth in the UK*.** Drawing on data from our mass Freedom of Information request to every NHS Trust across the UK, alongside surveys from women, birthing people, healthcare professionals and birth workers, and insight from our support service and grassroots partners, this report provides the most comprehensive picture yet of the state of home birth services across the UK. It makes clear the impact of restrictions on autonomy and outlines what must change to protect the right to informed, meaningful choice – including where and how to give birth.

Our Team

We currently have a small, dedicated and passionate core staff team of 14 people, with additional freelance support for Operations and Training. We all identify as women or as non-binary and over a third of us are from racially minoritised communities. Most of us have lived experience of pregnancy and birth (most including experiences within the last five years). Together our team bring diverse expertise including from collective feminist movements, and as midwives, doulas, lawyers.

Our team are spread across England and Wales and all work part-time. We embrace flexible-working, and we are a completely remote working organisation. We create a supportive and inclusive organisational culture, and develop spaces and practices that support healing, solidarity, care and development for our people.

As a Board and staff team, we bring our diverse lived and professional experiences of pregnancy and birth, and of discrimination and oppression, and are united in the common belief that pregnancy and birth should be above all about your body, your birth, your rights.



Equity, Diversity and Inclusion (EDI)

Birthrights is committed to diversity, equity and inclusion in our organisation and our external work. We know that diversity in all its forms brings more perspectives, experiences and knowledge, and it makes us a better, stronger organisation. As an organisation, our employees have recently trained with the Queer Birth Club on LGBTQ+ competency and have undertaken extensive training with JMB Consulting on anti-racism.

We welcome applications from individuals from communities who have experienced and continue to experience multiple forms of oppression, including those from racially

minoritised, LGBTQI+, Deaf and disabled, migrant and neurodivergent communities.

We are committed to minimising barriers people may have through the application process, which is why we commit to paying for care and childcare whilst you are attending an interview and making any reasonable adjustments that you may require.

If there is anything you are concerned about or think we could support with to help you to apply, please let us know.

Our Recruitment Principles

Birthrights prides itself on respectful and inclusive recruitment practices, and it is important that we follow these practices in recruitment to all positions. These include:

- Always letting candidates know the outcome of their application, even if they are unsuccessful.
- Sharing information about the role and organisation in different formats (e.g. recruitment packs, videos).
- Encouraging applications in formats that enable candidates to shine (e.g. written, video, audio).
- Giving candidates at least a week's notice ahead of interview.
- Sharing interview questions with candidates in advance.
- Providing feedback to all candidates who have been offered an interview.





About our Board

Birthrights is a registered charity with the Charity Commission for England and Wales. We are governed by a Board of Trustees that currently comprises of eight women, most of whom have personal experience of pregnancy and birth. Together, we bring expertise from across healthcare, doula practice, human rights, governance, finance, campaigning and communications, fundraising, academia, and reproductive justice activism. We are a deeply engaged, values-led and empathetic board, united by a shared commitment to transforming the maternity system and advancing justice.

What We Are Looking For

Birthrights is seeking a Chair who leads with courage, compassion, and conviction — a leader with the energy, passion, and radical vision to guide us through this next phase of our journey.

You will bring integrity, authenticity, and courage, and understand how to draw the very best from a governing body. Whether your experience comes from community movements, charities, or the corporate world, what matters most is your ability to lead with

purpose, listen deeply, and inspire collective action grounded in justice and care.

As Chair, you will help Birthrights fulfil its mission by providing visionary leadership and strategic guidance, nurturing a culture that is values-driven, anti-oppressive, and rooted in community. You will champion human rights and accountability in every decision, ensuring Birthrights continues to be a powerful force for change across the maternity system.



Job Description

Role

Chair of the Board of Trustees

Key Responsibilities

- **Provide strategic leadership and support to the Chief Executive**, ensuring Birthrights is run in line with its charitable objectives, Articles of Association, and the collective decisions of the Board.
- **Lead and enable effective governance**, ensuring the Board fulfils its statutory and regulatory responsibilities and makes well-informed, balanced, and forward-thinking strategic decisions that centre the rights and wellbeing of women and birthing people.
- **Foster a supportive and inclusive team culture within the Board**, creating space for every trustee to contribute their lived and professional experience, insight, and networks to strengthen Birthrights' impact.
- **Cultivate mutual trust, openness, and collaboration** between the Board of Trustees and the Birthrights staff team.
- **Champion connection and influence**, working with Trustees and the Chief Executive to grow Birthrights' networks and

relationships in support of our strategic goals, fundraising priorities, and movement-building work.

- **Welcome, induct, and empower new Trustees**, ensuring they feel equipped, supported, and confident to contribute fully to governance, discussion, and collective decision-making.

Payment

Voluntary

Travel costs and other direct expenses related to the role will be fully reimbursed.

Time Commitment

Board meetings are held quarterly, with all papers circulated one week in advance. All meetings are held during office hours and are between 1.5 – 2 hours each.

Finance and Risk meetings (should you join this Committee) are also held quarterly. All meetings are held during office hours.

One in person all day strategy meeting is held annually.

We want to be really honest about the level of time this role will require. We believe that in order to do the role justice it will need 2 days per month dedicated time. However, in the beginning, this may be more intensive as you are learning about the organisation, meeting with people and developing your knowledge of the role.

Location

Remote, with occasional travel to London (mainly). The Board hold one annual strategy day, but you may also wish to/be required to travel for occasional in person meetings with the CEO, wider staff team, funders and stakeholders.

Term of Office

A trustee's term of office is for 3 years, and two terms may be served subject to Board approval of renewal.



Person Specification

Experience

- Proven experience in leading groups – professionally or within community settings – to achieve tangible results.
- Strong ability to engage, connect, and resonate with people from diverse social, cultural, and professional backgrounds.
- Significant experience in motivating, developing, and empowering others while building trusted relationships.
- Confidence and skill in facilitating and chairing discussions effectively.

Skills and Abilities

- Strategic and radical leadership: able to think boldly, act decisively, and embed anti-oppressive principles to create long-term systemic change, especially for the most marginalised communities.

- Dynamic collaboration: able to build trust, foster collective leadership, and unite multidisciplinary voices around shared purpose.
- Active listening: not only making space for others to speak, but hearing and honouring their perspectives, ensuring everyone feels valued and included.
- Powerful communication: able to articulate Birthrights' vision and inspire others to engage with our mission.
- Alliance-building: skilled at nurturing partnerships and navigating discussions centred on justice, discrimination, and oppression with confidence and empathy.
- Sound judgement and reflective practice: bringing humility, curiosity, and a willingness to learn and adapt.
- Capacity to support both Board and Executive growth and development.

Attributes

- A deep and passionate commitment to Birthrights' mission and values, with self-awareness and a willingness to examine one's own biases and beliefs.
- A justice-centred mindset – actively working to dismantle oppression and create equitable systems that centre racial and reproductive justice.
- A collaborative and relational leader who values inclusivity and ensures all voices are heard and respected.
- A dynamic, facilitative leadership style that inspires confidence and purpose across the Board and Executive.

How to Apply

Timeline

Closing Date: 5pm on Friday 5th December 2025

Interviews with Trustee Panel: w/c 12 January 2026

The final decision on the appointment of the Chair is subject to full Board approval.

Charity People Ltd. is acting as a recruitment agency adviser to Birthrights on this appointment.

To apply, please send a CV/Profile and a supporting statement answering the questions below (in text or video format) to tiku@charitypeople.co.uk by 5pm on Friday 5th December 2025. We are committed to making the application process inclusive.

1. As Chair/Trustee how would you ensure that the voices and expertise of marginalised women and birthing people are actively centered in the Board's decision making? (Up to 500 words or a 3 minute video)
2. How do you foster transparency and inclusivity in strategic decision-making processes, particularly during periods of transition/change? (Up to 500 words or a 3 minute video)

For further insights on joining our Board of Trustees, watch the video [here](#) where one of our current Trustees shares her experience and motivation for becoming involved.





Charity People

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