

Face Equality International LBG: Governance 2020-21

Face Equality International LBG (FEI) is constituted in Guernsey as a company limited by guarantee (LBG) and a charity registered in Guernsey with number 65374 and with registered address at Mouliere, La Banquette, Albecq, Guernsey, GY5 7EQ.

FEI is an alliance of Non-Governmental Organisations (NGOs), charities and support groups – its Members – which are working at national, regional or international levels to promote the campaign for ‘face equality’. The campaign aims to improve the life prospects of any person anywhere in the world who has a disfigurement, an unusual-looking, scarred or asymmetrical face (or body), from any cause.

Mission and vision

The **mission** of FEI is to mobilise the many groups and organisations, big and small, national and international, which support and represent people with disfigurements and thereby to create the critical mass and solidarity needed to gain global attention for the campaign for face equality. FEI will raise the profile of disfigurement and put the issues people with disfigurements experience on the agenda of the UN Convention for the Rights of People with Disabilities (CRPD), international bodies, companies and social media outlets.

FEI enable the sharing of best practice and be an incubator (capacity-builder) for NGOs to campaign for face equality in their own settings. It will be a learning exchange and set global standards on how to challenge disfigurement discrimination (eg: at work) and promote face equality (eg: in schools). It will also co-ordinate an International Face Equality Day in May 2019 and in future years.

The alliance will make common cause with organisations and alliances representing other equality issues and diversity strands.

The **vision** of FEI is that societies across the world accept, respect and value people who have unusual-looking faces or bodies (ie: disfigurements) who can then lead the lives they wish unaffected by prejudice, low expectations and stigma.

The formal Objects of FEI

1. The Company shall pursue objects which are exclusively charitable more particularly:
2. to support those charitable organisations and institutions wherever in the world established or operating that help those who have a facial (or other physical) disfigurement from any cause (and their families) to advocate and campaign in any

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- way for better health care, inclusive education and workplaces, fair portrayals in the media, effective anti-discrimination legislation, human rights;
3. to promote knowledge on a worldwide basis of the special problems associated with disfigurement through all types of educational media;
 4. to enable and support charitable organisations and institutions wherever in the world established or operating to raise awareness and further the cause of Face Equality;
 5. to provide a platform for such charitable organisations and institutions to share knowledge, data and other information and to work together in liaising with multi-national bodies and organisations and to cooperate on international issues affecting those with facial or other physical disfigurement or to further the cause of Face Equality;
 6. to promote healthcare for those who have a facial or other physical disfigurement, and
 7. to otherwise relieve those who have a facial or other disfigurement.

The Governance structure

FEI is managed by a Board of Trustees who are the formal guarantors of the charity's existence and probity as a company limited by guarantee (LBG) under Guernsey law. The Board meets regularly to oversee the integrity of the organisation, its governance, membership, financial stability and staffing.

The Trustees are:

- Jill Clark, Chair, non-exec director of Channel Islands Co-operative Society
- Graham Beveridge, Hon Secretary, retired CA and company Director
- Charlotte Venter, senior head teacher and daughter of the Founder
- Tony Pickford, Hon Treasurer, FICA and company Director
- Karlene Wright, FCCA and company Director

The Board has appointed a Chief Executive Office ("CEO"), Phillida Swift who is accountable to the Board for the work and financial management of FEI. She is responsible for agreeing its strategy, developing its activities, website and influence, encouraging NGOs to join the alliance, supporting its Members and arranging the Forum and Council meetings.

The CEO will chair and convene a Council to advise the Board on strategy and plans. The Council will consist of 1-2 Trustees and up to 8 representatives of NGOs, charities and groups which have volunteered to be Members of FEI. For the period up to the end of April 2021, the Council will be composed of representatives of the founding NGOs.

The Terms of Reference of the Council are:

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1. To consider and recommend on the strategy and activities of FEI.
2. To support the CEO in developing the website, campaigning and other work of FEI
3. To support the CEO to arrange the annual Forum.
4. To encourage the involvement of and information-sharing with Member NGOs.
5. To review and recommend approval of applications for membership of FEI.

Election to the Council:

1. Frequency of election: Elections to the Council will be conducted every second year commencing in 2021.
2. Term of service: All Council members will stand for re-election every second year, if they wish. Any NGO can serve for three consecutive two-year terms if re-elected but would then be required to stand down for two years.
3. Continuity: Five seats of the eight on a new Council will be reserved for ‘current’ members with the other three seats being available for ‘new’ members.
4. Council membership obligations: It is expected that all Council members demonstrate regular attendance, are properly informed and read the papers submitted (ideally a week before each meeting), and adopt a collegiate approach to Council business.

The Forum will be the “general assembly” of FEI at which Members will discuss issues and processes, propose goals for the alliance and elect the Council. With each Member having one vote (including by proxy voting), the Forum will elect the Council. The Forum is likely to meet annually for the first three years and possibly less frequently thereafter. There could also be regional Forums for Members in particular regions or countries in the future.

The CEO will be supported by a multi-disciplinary Advisory Panel of individuals chosen by and/or recommended to the CEO to provide advice, challenge, networks and a sounding board on a regular, ad hoc and usually virtual basis on all matters affecting FEI.