

# Beyond ‘them’ and ‘us’ to “a Bigger Us” ...

## Poverty Truth Network Strategy (2025-2030)



### Our Dream

Our dream is of a UK where poverty is a thing of the past.

### Our purpose

Poverty is wrong and it isn't inevitable. If poverty is to become a thing of the past in the UK, then the wisdom of those impacted by it must be at the heart of a movement to end it. PTN exists to enable people with that wisdom to collaborate with those with the responsibility for alleviating poverty at a local, regional and national level. “Nothing about us, without us, is for us.” To achieve real and sustainable change we passionately believe that we need to end the division of ‘them’ and ‘us’ – to strive instead for ‘a bigger us.’

### Our history

The roots of the Poverty Truth Commission are found in historical and global social movements. Civil rights, feminism and disability rights are all movements led by those who had suffered most. The UK's first PTC was launched in Glasgow in April 2009. Building upon the initial impact in Scotland, the model spread organically over the next decade. At the request of commissioners, the Poverty Truth Network was established as an independent charity in September 2019.

The Network has grown significantly over recent years, including during the COVID-19 pandemic. As of May 2024, Poverty Truth Commissions have now been established in over 27 locations across the UK, and in 6 of those places multiple commissions have taken place. A further 8 commissions are currently in the pipeline.

Over 800 people have served as Poverty Truth Commissioners and are now putting the lessons they have learned into practice in their communities and organisations, tackling both the symptoms of poverty and its underlying causes. This has happened – and continues to happen – enabling change for individuals, in communities, across organisations and in wider society.

Alongside supporting change through local Poverty Truth Commissions, the Network is also working nationally, bringing commissioners together to tackle some of the underlying challenges which require UK as well as local and regional solutions.

We are a Network that gathers around our values – Living Wisdom, Humanising Everyone, Paying Attention, Deepening Relationships, and Seeing More Clearly (see *Appendix 1* for their descriptions). These enable us to be clear about our approach, and authentic about how we negotiate the next phase of our development.

## **The context**

The UK context is one where there is great inequality, deep poverty, and too few examples of positive change. Too often, people who experience poverty are scapegoated and stigmatised in dialogue about poverty. Short term answers are sought that do not address the underlying conditions in which poverty flourishes. Despite this, the Poverty Truth Network chooses to resist the cynicism that change is not possible.

Indeed, social change is happening. There is a greater acceptance of the necessity to involve people struggling against poverty in the movement to overcome it. The #MeToo and #BlackLivesMatter movements have shone a bright light on ongoing injustice and the need to tackle it. There is an increased willingness for agencies and organisations within all sectors to work together to eradicate poverty. There is a growing appetite for devolution of power from Westminster with increased powers being given to regions, combined authorities, and nations. All these factors combine to create the climate where lasting change may be possible.

## **Our Practice of Change**

Relationships are at the heart of cultivating lasting social change. Our approach is grounded in developing relationships between those experiencing the struggle against poverty and civic and business leaders. This is what marks out Poverty Truth Commissions and the Network as unique. Together, we create a collaborative space to grapple with what needs to change and explore how this might be done. By testing these ideas in practice, we collectively work to integrate the insights gained into organisations, communities, and wider society.

## **Our tasks**

We believe that the momentum we have as a growing network means we are well placed to respond to the current context. To achieve our ambition, we have set out 6 key *programmatic tasks* and 1 *organisational task* to deliver on over this next period (2025-2030). They form our specific contribution to the wider generational change that is necessary if poverty is to become a thing of the past in the UK.

## **Programmatic Tasks**

### **Task 1: To build a Network of Poverty Truth Commissioners across the UK.**

We will strengthen the network of existing and former commissioners, enabling them to embed poverty truth ‘practices’ in their communities and workplaces. Through this network, opportunities to cultivate social change across a variety of sectors will emerge.

### **Task 2: To build the influence of poverty truth ‘practices’ nationally.**

We will continue to develop our amplify work enabling national solutions to be found to key issues that have arisen out of local PTCs. We will develop a politics alongside programme that brings the core of Poverty Truth into the way that politics is practised. Our goal is that the principle

of bringing together people with direct experience of poverty with key national decision makers to address core challenges will become the normal way of doing things.

**Task 3: To establish regional poverty truth hubs across the UK.**

The influence of local PTCs often spreads to surrounding areas. We will provide a mechanism for this organic group to develop by establishing regional hubs across the UK. These hubs will support the development of local PTCs and begin to ensure that the processes and practices of Poverty Truth Commissions (PTCs) are a core way of working for public and civil society bodies operating at a regional level.

**Task 4: To resource local areas to develop, deliver and embed poverty truth ‘practices’.**

We will continue to explore the potential for local Poverty Truth Commissions to exist across the UK making impacts upon local institutions and communities. Alongside this, we will support local places to embed the findings and practice of Poverty Truth beyond their time as a commission.

**Task 5: To learn as we develop and to share transparently the differences and challenges being discovered**

We will gather the impact of our work, ensuring that we remain a learning and teaching movement. We will effectively communicate the commissions and commissioner’s testimonies of change.

**Task 6: To contribute to a changed narrative about poverty in the UK, focused on the resilience and positive contributions of people struggling against poverty.**

We will work with other organisations to challenge narratives in the media/ academia/ politics that stigmatise those experiencing poverty by providing alternative frameworks, examples and experiences.

**Organisational Task**

**Task 7: To ensure that we have the organisational structures and resources to deliver effectively, efficiently and safely.**

We want to be an organisation guided by our values, operating within budget, led by Poverty Truth Commissioners who reflect the reality of poverty in the UK, which will enable change and contribute to a wider social movement to end poverty.

We have set out the planned operationalisation of these tasks within our Milestones Plan (see *Appendix 2*).

### **Staffing [updated May 2025]**

To deliver our tasks effectively, we anticipate a significant increase in staffing across the organisation, although most of this increase (5 Full Time Equivalent (FTE) posts) will happen as a direct consequence of the development of the regional hubs, where partner organisations will become the employer. In 2025-26, we anticipate an equivalent of at least 7 FTE posts, an increase from the current 3.6 FTE. By the end of the strategy, we are planning for an additional 10 FTE posts, focused primarily on growing our work regionally.

To date, the PTN has operated largely with a growing pool of part-time staff. To maximise effectiveness as the organisation increases, it is anticipated that key roles will move to being more full-time positions.

Identified roles are:

- Director (full-time) – with overall leadership responsibility
- \* Partnership Manager (full-time) – responsible for development and management of external partnerships, including regional hubs
- \* Operations Manager (full time) – responsible for day-to-day operations, including finance
- Support & Development Team (1 FTE) – responsible for supporting PTCs out with regional hubs
- Amplify Team (1 FTE) – responsible for the development and delivery of theme-based work at a national level
- \* Parliamentary Officer (0.4) – responsible for the development and coordination of Politics Alongside work
- \* Communications Officer (0.6) – responsible for internal and external communications
- Learning & Evaluation Officer (0.5) - responsible for the coordination of learning and evaluation
- Administrative Co-ordinator (0.5) – responsible for administrative coordination of the Network, working closely with the core leadership team

It is anticipated that an additional 10 (FTE) regional posts will be established in 2025-30, although though most, if not all, will be hosted by regional partners.

Posts marked with \* are new posts and will be recruited in 2025-26.

### **Funding [updated May 2025]**

We have set an indicative budget of £600,000 (2025-26), rising to £1,100,000 by the end of the strategy (2030-31). Staffing costs will continue to be the Network primary cost (£350,00 [2025-26], rising to £850,000 [2030-31]). In the early years of the strategy, our aim is £250,000 (31%) will resource regional hubs, rising to £500,000 (45%) of the Network's overall budget by 2030. As well as continuing to provide opportunities to bring commissioners together nationally, we will also aim to continue to provide seed funding (up to £100,000 per year) to support the establishment and embedding of 'poverty truth' practices. These figures are based on 2024-24 costs.

Our intention is to work with a relatively small number of national funding partners, learning alongside them in the development of the Poverty Truth Network, as well as regional funders focused on learning and impact regionally.

## **Appendix 1 (Values) [updated May 2025]**

### **Poverty Truth Network Values & Practices**

All our work is underpinned by a set of values that are worked out in our practices. At the same time, by expressing our practices in this work, we discover more of what we value.

#### **Living Wisdom**

We create environments where everyone participates so that a deeper wisdom may emerge.

- We know that people who know the struggle against poverty frequently have the missing wisdom and so their hopes and concerns set the agenda.
- We recognise that specific groups of people are much more likely to struggle against poverty and so we ensure they are included.
- We invite senior leaders and decision makers to offer their wisdom alongside those who struggle against poverty.

#### **Humanising Everyone**

We encourage and support one another, recognising that our conversations often require bravery and courage and include laughter and tears, hope and despair.

- We leave our titles at the door; meeting as people rather than professionals or service users; as human beings and not as labels or lanyards.
- We deliberately start with a check-in and end with a check-out so that we connect our time together with the rest of life.
- We try not to blame one another or others who aren't in the room for the problems we face. We do what we can rather than focus on what's outside our influence.
- We use creative exercises to enable participation that allows us to bring all of ourselves into the room.

#### **Deepening Relationships**

We encourage supportive relationships that focus on hearing rather than addressing each other's circumstances.

- We start by taking time with one another to build relationships and friendships; only when there is enough trust between us can we examine problems. We recognise that during our work *all* of us may experience significant life challenges.
- We ensure that the environment we meet in, and all our activities encourage flourishing relationships; food is often central to this.
- We make decisions together, encouraging each other to decide what we should focus on and how best to do it.

#### **Paying Attention**

We encourage a slow and deliberative approach so that we may listen with our hearts as well as our heads before we set our hands to action.

- We give everyone the opportunity to participate by creating brave and safe spaces for honest debate.
- We recognise that in grappling with deep issues we may experience discomfort and become aware of our prejudices. With humility, and respect for one another, we address them together.
- We are flexible in following where the energy of the conversation takes us, trusting each other to discover the right path.

### **Seeing More Clearly**

We are open to be changed by this work; our perceptions of people in power and people in poverty will not be the same again.

- We understand that the causes of poverty are systemic, it is not enough to be simply concerned with its symptoms. At the same time, the causes and symptoms are linked and so practical progress matters.
- We explore how poverty affects communities and society as well as individuals.
- We examine the local context, realising that whilst there are no quick fix solutions, we often discover signs of hope there.

### **Enabling Lasting Change**

We want to change how society understands poverty and those who experience it.

- We embed the changes we have discovered in organisations, institutions and communities trusting that these will ripple out to others.
- We allow each other to move on at the end of the work. Some of us may wish to continue to work together. Others will want to find ways of applying what they have learnt in other contexts.
- We will seek to be constantly learning through our work; recognising that we will never have the final word on a subject and that we should be curiously searching for new ways to tackle the issues.

## Appendix 2 (Milestones Plan, 2025 – 2030)

The development of the Poverty Truth Network will continue to be flexible, reacting to changed circumstances, opportunities and challenges. Nonetheless, we consider it important to lay out in some detail our plans over the next five years, in order that we (and others) can monitor our progress against these.

Poverty Truth Network Milestone Plan (2025 – 2030)				
Aim	Year One	Years Two & Three	Years Four & Five	Notes
<b>Task One: To build a Network of Poverty Truth Commissioners across the UK</b>				
We will strengthen the network of existing and former commissioners, enabling them to embed poverty truth 'practices' in their communities and workplaces. Through this network, opportunities to cultivate social change across a variety of sectors will emerge.	<p>To develop an active database of current (and where possible past) PTC commissioners, with an initial target of 350.</p> <p>To continue to host an annual in-person Commissioners' Gathering involving up to 120 commissioners.</p> <p>To develop a series of up to 3 bespoke online PTC Commissioners' events.</p> <p>To pilot an initial mutual mentoring programme for up to 20 commissioners.</p> <p>To develop and pilot a programme for PTC Commissioners embedding</p>	<p>To maintain and develop the database, sub-dividing into a range of geographical and topic specific groups.</p> <p>To pilot the development of PTN festivals at national (and regional) levels.</p> <p>To deliver a series of up to 5 in-person (and online) PTC Commissioners' events.</p> <p>To develop a mutual mentoring toolkit, available for PTC commissioners and across the anti-poverty networks.</p> <p>To review and update the training programme offered to PTC Commissioners and promote to the wider sector.</p>	<p>To review the PTN database, maximising opportunities for collaboration between PTC commissioners.</p> <p>To embed the learning from earlier festival pilots to inform the delivery of key opportunities for PTC commissioners to work collaboratively.</p> <p>To embed and grow the mutual mentoring programme for up to 50 additional commissioners.</p> <p>To deliver the mutual mentoring toolkit with up to 3 external partners.</p> <p>To fully consider the value of having PTC Commissioners' training accredited.</p>	<p>Whereas in the initial phase of the PTN the focus was on the establishment and delivery of PTCs, in the next phase additional emphasis will be on supporting commissioners to embed PTC practices in their communities and workplaces; and in building a movement of PTC commissioners across the UK to deliver lasting and sustainable change.</p> <p>Over a five-year period, this work will develop nationally and regionally.</p>



	the practices they experience as commissioners.			
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Task Two: To build the influence of poverty truth ‘practices’ nationally				
<p>We will continue to develop our amplify work enabling national solutions to be found to key issues that have arisen out of local PTCs. We will develop a politics alongside programme that brings the core of Poverty Truth into the way that politics is practised. Our goal is that the principle of bringing together people with direct experience of poverty with key national decision makers to address core challenges will become the normal way of doing things.</p>	<p>To maintain up to 6 Amplify (theme) groups, maintaining a balance between concluding established work and developing new areas of activity.</p> <p>To support up to 2 new partnerships with national agencies to influence broader policy with Amplify themes.</p> <p>To involve up to 50 PTC commissioners in national work, with a target of 30% being civic &amp; business commissioners.</p> <p>To conclude the initial partnership with Carnegie UK Trust on measuring wellbeing.</p> <p>To establish a cohort of up to 20 parliamentarians operating within the UK and devolved administrations developing Politics Alongside approaches.</p>	<p>To demonstrate policy and practice impact nationally in at least 3 activity areas per year, including the production of national resources.</p> <p>To work with new national partners to effect policy change, increasing the number of partnerships annually.</p> <p>To increase the number of PTC commissioners involved in national activity by a further 50% annually.</p> <p>To model the work of Politics Alongside at the UK Parliament, the Scottish Parliament, the Welsh Senedd and to establishing work within the Northern Ireland Assembly.</p>	<p>To review the influence of Amplify work within the broader policy environment; and to seek to embed learning more broadly across the sector.</p> <p>To work with up to 10 national organisations over the five-year period to influence the way anti-poverty work is developed &amp; delivered, including in the fields of health, education, social security and public service reform.</p> <p>To support up to 3 external organisations to establish Amplify groups to shape policy and practice change within their specific spheres of interest.</p> <p>To have established Politics Alongside structures in all four nations (Westminster, Holyrood, Cardiff and Belfast), as well as within regional/combined authority settings.</p>	<p>This work builds upon some of the initial Amplify work which has been undertaken by the PTN over recent years, bringing people together to work of issues which require to be addressed nationally whilst maintaining the relational approach at the heart of the PTC model.</p> <p>As part of this, the aim is not only to influence specific issues but to develop a more relationally focused process.</p>

Task Three: To establish regional poverty truth hubs across the UK				
<p>The influence of local PTCs often spreads to surrounding areas. We will provide a mechanism for this organic group to develop by establishing regional hubs across the UK. These hubs will support the development of local PTCs and begin to ensure that the processes and practices of Poverty Truth Commissions (PTCs) are a core way of working for public and civil society bodies operating at a regional level.</p>	<p>To develop up to 5 regional PTN hubs, including up to 2 within combined regional authorities.</p> <p>This includes to support at least 3 regional partners to take on the leadership and coordination of a regional hub.</p> <p>This includes to incubate up to 2 regional hubs, working to transfer responsibility to a regional partner within two years.</p> <p>To support the establishment, delivery, repeating and embedding of PTCs within the region, including helping them to embed policy and practice change.</p> <p>To host regional PTC events and ensure good links between PTCs &amp; the PTN.</p> <p>To establish Commissioner-led relationships with key regional partners.</p>	<p>To develop up to three additional regional hubs.</p> <p>To support at least 1 regional partner to take on the leadership and coordination of a regional hub.</p> <p>To establish 'incubated' hubs as self-standing organisations, managed and delivered regionally.</p> <p>To pilot a variety of schemes enabling PTC commissioners to collaborate across the region.</p> <p>To host at least 2 regional events within each of the hubs on an annual basis.</p> <p>To establish at least 1 key external partnership within each regional hub.</p>	<p>To grow over a five-year period up to 10 regional hubs, all of which are being managed and delivered regionally.</p> <p>To deliver agreed schemes, connecting to national work, in at least 75% of regional hubs.</p> <p>To host at least 2 regional events within each of the hubs on an annual basis.</p> <p>To establish at least 3 key external partnerships within each regional hub.</p>	<p>This work has two main roots: (a) responding to the appetite for greater devolution to regions, and; (b) the growth of PTCs within particular regions over the last five years.</p> <p>Regional PTN hubs have four main tasks: Developing PTCs; bringing past &amp; current commissioners from across the region together; building collaborations with key regional partners; and engaging with local regional authorities and healthcare trusts.</p> <p>Whilst functioning within agreed broad parameters, each region will function differently, dependent upon the regional context.</p>

<b>Task Four: To resource local areas to develop, deliver and embed poverty truth ‘practices’</b>				
<p>We will continue to explore the potential for local Poverty Truth Commissions to exist across the UK making impacts upon local institutions and communities. Alongside this, we will support local places to embed the findings and practice of Poverty Truth beyond their time as a commission.</p>	<p>To support up to 8 places to establish PTCs in areas out with regional hubs.</p> <p>To develop and deliver a bespoke programme and tools to support local facilitation teams to host effective PTCs.</p> <p>To provide support to a cohort of PTCs to embed good practice after the conclusion of their PTC(s).</p>	<p>To support annually up to 10 new PTCs in areas out with regional hubs.</p> <p>To develop and deliver a series of national facilitation tools to support PTCs and regional hubs.</p> <p>To support 10 places to lead further commissions and/or embed PTC practices.</p>	<p>To support, over a five-year period, up to 40 new PTCs.</p> <p>To develop a series of good-practice resources, providing support to a range of partner organisations.</p> <p>To support PTC commissioners to engage effectively with the wider PTN community; to learn together and to effect change locally and nationally.</p>	<p>Whilst the new strategy is focused on growing regional capacity, at least during the initial years there will continue to be a requirement for the PTN to support areas seeking to develop and deliver PTCs.</p> <p>As the numbers grow, the increasing emphasis will be on embedding best practice and learning in areas which have hosted PTCs; and in supporting commissioners to continue to effect change.</p>

<b>Task Five: To learn as we develop and to share transparently the differences and challenges being discovered</b>				
<p>We will gather the impact of our work, ensuring that we remain a learning and teaching movement. We will effectively communicate the commissions and commissioner's testimonies of change.</p>	<p>To develop best practice advice to PTCs to support them to monitor and evaluate their impact.</p> <p>To refine how we articulate our practice of change and our values and explore how we might ensure these are practised across the Network.</p> <p>To undertake an internal evaluation of the Amplify work of the PTN.</p> <p>To recruit an external evaluation partner to work with the PTN over the five-year cycle of the strategy.</p> <p>To explore the potential of a cohort of post graduate students to accompany key elements of the PTN's work.</p> <p>To contribute at least 2 articles to journals, highlighting learning emanating from the work.</p>	<p>To provide regular online and in-person learning events for local and regional partners.</p> <p>To develop the necessary safeguards that ensure our practice of change and values are embedded across the network.</p> <p>To develop the next phase of Amplify work based on the learning from internal evaluation.</p> <p>To carry out and publish an interim evaluation, pivoting the work based on interim findings and recommendations.</p> <p>To work with at least two post graduate students per year, focused on key areas of internal and external interest.</p> <p>To have co-authored a series of articles around the work and learning emanating from PTCs and the PTN</p>	<p>To provide regular online and in-person learning events for local, regional and national partners.</p> <p>To undertake external evaluation of Amplify work as part of wider development of future PTN strategy.</p> <p>To publish external evaluation with core recommendation for future strategy.</p> <p>To deliver a national conference, in collaboration with PTN external evaluation partner, bringing together academic learning about the work undertaken by PTCs and the PTN.</p>	<p>The experimental nature of the PTN means that it is essential to be constantly learning and sharing that learning with others.</p> <p>A distinction should be made between: monitoring – assessing against agreed quantitative targets; evaluation – judging the impact of work; and, learning – responding to what is happening and changing to achieve the overall vision.</p>

**Task Six: To contribute to a changed narrative about poverty in the UK,  
focused on the resilience and positive contributions of people struggling against poverty**

<p>We will work with other organisations to challenge narratives in the media/ academia/ politics that stigmatise those experiencing poverty by providing alternative frameworks, examples and experiences.</p>	<p>To contribute effectively to key alliances challenging the misrepresentation of people struggling against poverty (e.g. Let's End Poverty).</p> <p>To scope regional and national partners focused on delivering change.</p> <p>To identify key creative partners to work alongside in highlighting the resilience and efforts of people struggling against poverty.</p> <p>To develop a series of at least 3 individual and issue-based case studies demonstrating positive change and outcomes.</p>	<p>To support PTCs, as well as regional hubs and Amplify work to contribute impactfully to anti-poverty alliances.</p> <p>To work with at least 3 national partners in multi-year change programmes; and to support at last 3 regional hubs to do likewise.</p> <p>Working with creative partners to host, at least annually, creative industries events highlighting the brilliance and creativity of people struggling against poverty.</p> <p>To produce, in a variety of formats, at least 3 case studies per annum demonstrating positive change and outcomes.</p>	<p>To provide key leadership – led by commissioners – in at least 1 national alliance highlighting the positive impact of people struggling against poverty to national renewal.</p> <p>To work with at least 2 additional national partners in multi-year change programmes; and to support at last 3 regional hubs to do likewise.</p> <p>Working with creative partners to host creative industries events highlighting the brilliance and creativity of people struggling against poverty.</p> <p>To bring together, in a variety of formats, the case studies in previous years to highlight to potential for, and reality of, change.</p>	<p>This is the most speculative element of the strategy. The work locally, regionally and nationally is designed to contribute to a wider narrative which encourages attitude change.</p> <p>It builds upon the creativity evident within PTCs (and amongst commissioners) but will require collaboration with a range of creative partners and working across a broad alliance.</p>
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<b>Task Seven: To ensure that we have the organisational structures and resources to deliver effectively, efficiently and safely.</b>				
<p>We want to be an organisation guided by our values, operating within budget, led by Poverty Truth Commissioners who reflect the reality of poverty in the UK, which will enable change and contribute to a wider social movement to end poverty.</p>	<p>To develop a set of national standards and processes for PTCs, regional hubs and PTC Commissioners.</p>	<p>To ensure that all elements of the PTN are following agreed standards and processes whilst encouraging local and regional flexibility.</p>	<p>To review and refresh standards and processes to ensure that they continue to support and serve the work.</p>	<p>To achieve its vision and ambition, the PTN needs to be well led and managed; and operate in line with the values and principles of the social movement it is nurturing.</p>
	<p>To secure the necessary funding to secure a balanced budget over the five-year budget.</p>	<p>To set balanced budgets on an annual basis, whilst identifying additional resource requirements as necessary.</p>	<p>To begin, during year four, to identify the necessary resources and partners to deliver future financial sustainability.</p>	<p>It requires to secure the necessary resources, financial, staffing and relational, to build and support the wider movement.</p>
	<p>To explore social enterprise models to maximise income generation.</p>	<p>To grow the income generation arm of the PTN by up to 10% annually.</p>	<p>To ensure that income generation represents up to 20% of future budget.</p>	<p>It requires to build sustainable ways of working for the long term, including through income generation.</p>
	<p>To recruit additional staff roles to implement regional and national plans within a balanced budget.</p>	<p>To recruit new regional roles and to TUPE (transfer) existing staff to regional hubs as appropriate.</p>	<p>To shape future staffing structure to maximise resources being deployed regionally and locally.</p>	<p>Income generation will help to seed new initiatives, giving ongoing capacity for innovation over the course of the strategy delivery.</p>
	<p>To refresh and deliver an effective grants programme to support the development and embedding of PTCs across the UK.</p>	<p>To evaluate the effectiveness of the PTN grants programme in helping PTCs to secure other resources; and in guiding its activity.</p>	<p>To agree the best ways to support financially future 'poverty truth' ways of working as they develop locally, regionally and nationally</p>	
	<p>To update the PTN constitution to reflect refreshed priorities and structure.</p>		<p>To review and refresh the PTN constitution as it develops more fully as a social movement.</p>	
	<p>To embed the racial diversity recommendations approved</p>	<p>To review the extent to which the PTN reflects the lives of people</p>	<p>To continuously ensure that the intersectionality of poverty is</p>	

	<p>by trustees (2024) across the PTN.</p> <p>To refresh trustee body, ensuring key skills are maintained to deliver planned work in ways consistent with PTN values and practices.</p>	<p>living in poverty within its membership, staff and trustee body; and to make changes as required.</p> <p>To ensure an appropriate turnover of trustees to maintain the correct level of skills and experience, providing training and mentoring as appropriate.</p> <p>To support, as appropriate, regional hubs in the development of their trustee bodies, ensuring that these reflect PTN values and practices.</p>	<p>reflected in the work of the PTN, and its support of PTCs and regional hubs across the UK.</p> <p>To maintain the development of the trustee body, ensuring appropriate turnover and the maintenance and development of skills and expertise.</p>	
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