

woman's Trust

recovery from domestic abuse

Chair Recruitment

Candidate Pack

September 2023



Our history at a glance

26
Years in operation

18,000
Women helped

59,000
Counselling sessions delivered

WELCOME FROM SALLY FIELD, CHAIR

Thank you for your interest in becoming the next Chair of the Woman's Trust, a specialist mental health charity that provides free counselling and therapy for women who have experienced domestic abuse. Our vision is to support women to have the resources to stop domestic abuse damaging their future and that of their children.

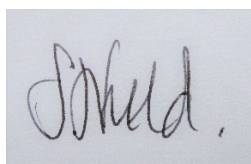
Over the last 26 years, we have supported more than 18,000 women and delivered over 59,000 sessions of free mental healthcare. Recruitment to the role of Chair represents an amazing opportunity to join a dedicated and high-performing team, all of whom are incredibly proud of our work and its impact.

You will be joining us at a significant time in our history. We have set ourselves a five-year challenge to double the number of women we help, extending our service into more London Boroughs. We want to become known as the leading charity on domestic abuse and mental health, increasing our profile and influencing policy at a national level. To do this, we will need significantly to increase donations from corporate giving, high-net-worth individuals, community fundraising and from our regular donors.

You will share our passion and commitment to our work. Working with our Board and Heidi Riedel, our CEO, you will help shape a long-term sustainable future for the charity. Working closely with the whole team, you will ensure that the Board functions as a highly effective unit and achieves our goals. You will be driven – as we are – by the need to offer women experiencing domestic abuse, access to our specialist help and support.

If this appeals to you and you'd welcome the opportunity to apply your skills and expertise, please read on.

Yours sincerely



Sally Field
Chair

DOMESTIC ABUSE

Domestic abuse is a silent epidemic. In the UK, 1 in 4 women will experience domestic abuse in their lifetime, and two women a week are killed by their partner or ex-partner. It is the single biggest cause of mental health difficulties amongst women, causing depression, post-traumatic stress, and suicidal feelings.

Domestic abuse takes many forms and occurs across every social and cultural group. A great deal of shame and stigma is often felt by women experiencing abuse and many cases go unreported, it is likely that there are many more women and children affected than currently known.

WOMAN'S TRUST

Woman's Trust is a women-only vibrant and energetic charity. We were founded in 1995 to address the long-term mental health consequences of domestic abuse through providing free, high-quality counselling and support services.

Our counselling is person-centred, enabling women to make their own choices in their own way. It is open to all women regardless of race, religion, class or culture, and is rooted in a specialist understanding of the dynamics of domestic abuse, its effects on mental health and on women's and children's lives.

We are recognised by domestic abuse and other agencies as a provider of high-quality mental health services, and of training for front-line workers. We have strong links with the London Violence Against Women and Girls Consortium, Women's Aid, the Metropolitan Police, healthcare providers and the Domestic Violence crisis line. All these agencies refer to Woman's Trust.

Our employed and volunteer counsellors include Black, Asian and Muslim counsellors, who can offer counselling in Bengali, Urdu, Hindi, and Spanish. We provide specialist domestic abuse training and supervision for our counsellors, and opportunities for further professional development in this field. We also greatly benefit from a number of volunteers involved with aspects of management support, all of which helps build our capacity.

Last year we helped over 800 women – due to a lack of resource, we turned away more than 1,000 women.

Woman's Trust remains one of the few specialist domestic abuse mental health services offered to women in London.

OUR BOARD

Our Chair and trustees are involved in all aspects of the organisation, advising on operational leadership, business, strategy development, fundraising and financial management. Our trustees have a range of professional skills and bring knowledge of domestic abuse, counselling, finance, fund raising and management: all are highly committed and play an active role in our work.

Board Members also are company directors of Woman's Trust and registered as such with Companies House.

For more information, please visit our website, www.womanstrust.org.uk, where you also will also find our latest Annual Report and Accounts.

WHAT WOMEN SAY ABOUT WOMAN'S TRUST:



“Woman’s Trust is providing excellent and much needed service for women fleeing from domestic abuse because it is there at that moment when we need help to take control of our lives again and begin to regain our self-esteem and confidence lost after years of abuse. The counselling sessions were very useful for me.”

“Woman’s Trust are a unique service. I’ve used other services before, GP, welfare, non-specialist counselling but only Woman’s Trust has met my specific needs & enabled me to move on. An excellent much needed service.”

“I think the help they give is invaluable. Incredibly worthwhile and to be cherished. They deserve every support and financial assistance for crucial work which changes people's lives.”

“I found counselling from Woman's Trust very, very helpful. Don't know if it's the particular method of counselling but after five counsellors over 42 years this is the best. Just a pity I found her in the circumstances I was in.”

ROLE PROFILE

The role of Chair is about balancing persuasion and diplomacy with executive-style decision-making when needed. It is never straightforward and there rarely are easy solutions to the challenges we face.

INDICATIVE RECRUITMENT TIMETABLE

Deadline for Applications	Monday 9 th October 2023
Panel Interviews	Thursday 2 nd November 2023

PURPOSE

Our Chair is responsible for providing effective strategic leadership to the Board of Trustees, enabling the Board to fulfil its responsibilities for the governance and strategic direction of Woman's Trust and to deliver the objectives of our Governing Document.

The role of chair includes being a highly visible spokesperson and engaging ambassador for Woman's Trust with national and London bodies, and local statutory and voluntary sector organisations.

You will be expected to hold firm to Woman's Trust's ethos, ensuring that the Board works within our values and our constitution. You will help the Board, in this most challenging of financial environments to find creative ways to deliver our vision and our strategic priorities.

THE MAIN DUTIES AND RESPONSIBILITIES OF THE CHAIR ARE TO:

1. Provide strategic and inclusive leadership to Woman's Trust and its Board, shaping strategy, framing and reviewing policies, and ensuring we achieve our strategic ambition and vision.
2. Demonstrate a commitment to equal opportunities and the promotion of diversity across all aspects of our work.
3. Ensure that trustees fulfil their duties and responsibilities for the effective governance of the charity and that the Board and its sub-committees have the right balance of skills, knowledge, and experience to govern effectively.
4. Safeguard the financial sustainability of the charity through the application of appropriate financial controls and policies, with regular reviews.
5. Encourage active discussion at Board meetings, ensuring decisions are made, and work with Board sub-committees and the CEO on governance and the setting of priorities.
6. Actively promote Woman's Trust, acting as a spokesperson and ambassador and representing Woman's Trust at events, conferences, receptions and other public functions.
7. Develop a strong working relationship with key stakeholders, thought leaders, national policy leaders and funders.
8. Establish a strong and constructive working relationship with the CEO, ensuring that she and her senior team are held accountable for achieving Woman's Trust's strategic objectives.

9. Lead an annual appraisal and remuneration review for the CEO in consultation with other trustees, ensuring she has the opportunity for professional development and has appropriate external professional support.

The above list is not exhaustive. As Chair, you will be expected to perform all duties that are reasonably commensurate with the role.

TERMS

The role is offered on a voluntary basis; however, Board members are eligible to claim reasonable expenses for attending meetings and events on behalf of Woman's Trust.

The time commitment is approximately 2/3 days per month. You will be expected to serve at least one and encouraged to serve two three-year terms.

PERSON SPECIFICATION

Experience

- Possess senior strategic leadership experience and bring a successful track record of achievement throughout your career.
- Have chaired or served as a trustee or executive officer on a Board(s).
- Worked in collaboration with a range of statutory and/or voluntary sector stakeholders at a senior level.
- Have the ability to successfully navigate strategic, financial, operational and reputational challenges.

Knowledge & Skills

- Understand the legal duties and governance responsibilities of being a Chair.
- Possess high-level critical thinking skills, including the ability to analyse complex situations and work with/lead others to develop a range of options.
- Have strong leadership and people management skills with the ability to motivate and bring people together.
- Demonstrate fairness and promote equality and inclusion.

Attributes

- Demonstrate a strong and visible commitment to supporting women experiencing domestic abuse, and to tackling associated mental health issues.
- Possess the personal gravitas, integrity and credibility to build on Woman's Trust's important role in the domestic abuse sector in London.
- Understand the impact of inequalities in women's lives and recognise the intersectional effects of ethnicity, poverty and mental illness.
- Can commit the necessary time and effort, including attending events outside of office hours.

Candidates must be legally eligible to serve as a registered Company Director and Charity Trustee.

HOW TO APPLY

Please note this role is open to female applicants only (pursuant to the Equality Act 2010, Schedule 9, Part 1).

If you would like to apply, please forward the following:

- A CV or an extended biography outlining your professional and non-executive appointments, achievements, and academic and professional qualifications.
- A supporting statement (maximum 2 x A4 pages) demonstrating why you are interested in applying for the role, how your skills and experience are relevant to the role, how you can add value to the Board, and any other relevant information.

Please also provide us with the details of two referees, though these will not be contacted without your prior approval and at offer stage. Please let us know if you require any special provisions should you be offered an interview.

Your application, including your completed equal opportunities monitoring form, should be sent to talent@wig.co.uk or via the WIG website: <https://www.wig.co.uk/external-vacancies/chair-of-womans-trust>

For an informal and confidential discussion, to ask a question on any aspect of the appointment process, or for additional information, please contact Katy Crothall or Cezanne Ritchie-Hutchinson on 0203 179 4760.

