

## Recruitment information for Board of Trustees

Woman's Trust is a specialist mental health charity, providing free counselling and therapy for women who have experienced domestic abuse.

Over the past 27 years, we have saved the NHS £8.8m by delivering free mental healthcare, to 19,600 women

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### Applying for the role of Trustee

We hope that you will be interested in joining us to help tackle domestic abuse and support women's mental health recovery.

- Please forward a CV and personal statement (max 2 pages) to [recruitment@womanstrust.org.uk](mailto:recruitment@womanstrust.org.uk)
- **Deadline for applications: 7<sup>th</sup> April 2024**
- Interviews to be held between 22 to 26 April 2024
- For an informal discussion prior to application, please contact the Chair, Niki Scordi at [niki.s@womanstrust.org.uk](mailto:niki.s@womanstrust.org.uk)

# woman's Trust

recovery from domestic abuse

## Introduction from the Chair

Thank you for your interest in joining the Board of Trustees at Woman's Trust.

Woman's Trust is a charity that has, for almost three decades, been one of the leading advocates and providers of person-centred support to women affected by domestic abuse in safe, women-only spaces. We enable women to rebuild their lives, by providing counselling and therapeutic support, to address the psychological harm and long-lasting impact of domestic abuse and related forms of abuse on women's mental health and well-being. The impact of our support has positive outcomes for our clients. We are supported in work by our funders and commissioners, our dedicated staff and volunteers, who share our commitment to women's recovery from domestic abuse.

In one of the most challenging economic climates which disproportionately affects women and girls, we are determined to continue to meet increasing need and offer our high-quality, life-changing services to the women who desperately need them. This means building relationships across all sectors, developing diverse sources of funding whether statutory, charitable or individual donation, and taking a strategic view of development and growth. We continue to seek ways of improving and measuring the quality and added value of our services and provide inspirational leadership to the body of dedicated staff and volunteers who deliver our services. Our Trustees are actively involved in steering, advising and leading the charity's strategy development, fundraising, financial management and governance. You will be an integral part of a vibrant and energetic team.

If you are a woman with experience at senior strategic level in one of the following areas, looking for an interesting role working with inspirational people and providing high levels of personal fulfilment, we hope you will join us:

- **Counselling and safeguarding**
- **Human resources and employee relations**
- **Legal and company secretary**
- **Financial accounting reporting and audit**
- **Fundraising from foundations, major donors and individual giving**

We encourage applications from all women from diverse backgrounds, particularly those from Black, Asian and minoritised communities, young women under 30 and those from the deaf, blind and neurodiverse communities.

We would look forward to **your application no later than 7<sup>th</sup> April 2024**. Please forward a CV and a personal statement outlining your experience that is relevant to the role specification as outlined in the pack, to [recruitment@womanstrust.org.uk](mailto:recruitment@womanstrust.org.uk). **Interviews will be held between 22 and 26 April 2024.**

Should you wish to discuss this further, please do contact me directly at [niki.s@womanstrust.org.uk](mailto:niki.s@womanstrust.org.uk).

We look forward to hearing from you and working to tackle the impact of domestic abuse on women's mental health.

Yours sincerely,

*Niki Scordi*

Chair, Board of Trustees

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## About Woman's Trust

Welcome to our information pack and to some background on this exciting role.

Domestic abuse is a silent epidemic. According to government figures, 1 in 4 women in the UK will experience domestic abuse in their lifetime. 2 women a week are killed by their partner or ex-partner. Domestic abuse is the single biggest cause of mental health difficulties amongst women, causing depression, post-traumatic stress, and suicidal feelings. It takes many forms and affects women and girls from every background.

Woman's Trust is a leading woman-only woman-led charity, founded in 1995 to address the long-term mental health consequences of domestic abuse, by providing high quality, free counselling and support services. Woman's Trust counselling is person-centred, enabling women to make their own choices in their own way (this is crucial for victims of abuse); it is open to all women regardless of race, religion, class or culture; and it is rooted in specialist understanding of the dynamics of domestic abuse and its effects on women's lives.

Our work positively impacts women's lives and also their children:

- 70% of our clients report a reduction in stress levels and feeling more in control of their future
- over 50% leave an abusive partner as a result of using our services
- 50% of women report they enjoy healthier relationships with their children, following our support

Woman's Trust services are delivered in diverse community, family, health and voluntary sector programmes led by Woman's Trust team. The charity places great importance on an intersectional approach and improving access for women who might otherwise not have easy access to counselling and support services, including those on low incomes and women from black and minority ethnic communities.

## What women say about us

*"When you have experienced abuse or violence you are unsure about everything, love, life, friends, who to trust- feel so alone- and weak and easily intimidated no matter how strong a character you are. Coming to Woman's Trust has helped me immensely- being able to talk in confidence, and to share my innermost thoughts has enabled me to listen to myself and be honest and be able to look at my faults! I feel very lucky to have been offered these counselling sessions and although at times I did not want to come because it hurt to talk about "me" I am so glad I did.... Thank you."*

*".....the counselling I received from Woman's Trust helped me get back on my feet and feel that I had survived and now I work 16 hours a week and pay my own bills. Without places like Woman's Trust I don't think I would be the person I am today so it is very important that Woman's Trust gets the support it needs because without it I don't know what would happen to people. "*

You may also be interested in the following links:

- Woman's Trust website: [www.womanstrust.org.uk](http://www.womanstrust.org.uk) (Annual Report and Accounts; Our services)
- Women's Aid Federation: [www.womensaid.org.uk](http://www.womensaid.org.uk) (information about domestic abuse)



## About the role of Trustees at Woman's Trust

Trustees, as Company Directors and members of the Board, form the ultimate decision-making body for Woman's Trust. Trustee/Directors are required to make a commitment to:

- Join the board for **an initial minimum term of 3 years** and serve as an active, supportive, well-informed Board member
- Attend trustee meetings including
  - In person full Board meetings every 2 to 3 months (at least 5 in total per year, for 2 hours),
  - At least one Sub Committee meeting every 2 months (6 in total per year, for 1 hour remotely)
  - The annual Board Strategy Day (an in person full day on Saturday)
- Attend relevant training and induction sessions as requested by Woman's Trust and to ensure that they gain a full understand of their role as a Board member
- Learn in depth about at least one aspect of the organisation's work or management, building on their professional expertise, as part of the sub committee and Board work as a trustee
- Ensure Woman's Trust is carrying out its purpose for public benefit, supporting the development and delivery of its strategy, work and deliverables in line with its purpose and objectives, and that it complies with its governing document and the law
- Act at all times in the best interest of Woman's Trust clients/beneficiaries, making balanced and informed decisions that will best enable the charity to carry out its purposes
- Take an active role in promotional activities developing links with individuals and organisations, and encouraging support or donations for Woman's Trust
- Protect Woman's Trust public image and reputation. Represent Woman's Trust in public meetings, conferences and raise awareness of its work and campaigns as appropriate
- Manage the charity's resources responsibly, exercising sound judgement and ensuring it complies with any restrictions on spending funds, with appropriate procedures and safeguards in place, including managing its finances and reserves
- Maintain absolute confidentiality about all confidential and sensitive information as a Board member
- Disclose any conflict of interests to the Board should the issue arise and to refrain from taking part in discussions or decisions about the matter
- Act with reasonable care and skill, and ensure the charity is accountable and well-governed, assessing and managing risk effectively
- Ensure the work of the board and the charity are in line with its policies and procedures, including but not only relating to Safeguarding, Equal Opportunities, Diversity Equity and Inclusion, Financial and Fundraising, Recruitment and Terms of Employment, Health and Safety

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For more information see “The essential trustee: what you need to know, what you need to do (CC3)”  
<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

## **Induction and Information**

All trustees are offered an induction to get to know the organisation and the Board when appointed. On appointment as a Woman’s Trust Trustee you will be invited to join the Board as a co-opted Trustee, until the following AGM when your name will be put forward for a permanent appointment.

You will review with the Chair any additional needs for professional Induction Training to ensure that you have sufficient information and support in your new role. An existing Board member can act as a ‘buddy’ during the first few months to introduce you to our work and provide any information and support that you feel you need.

## **Staff Support**

Woman’s Trust offers the support of a professional, committed and skilled staff team plus an extensive resources bank of information and contacts on domestic abuse and related issues.

## **Existing Trustees**

Woman’s Trust existing Board is made up of Trustees who bring a range of professional skills, from in-depth knowledge about domestic abuse, counselling and support to central teams, including development and fundraising, evidence and insights, finance and human resources, and operations. Existing trustees are highly committed and play an active role in the work of Woman’s Trust.

## **Skills**

Woman’s Trust offers Trustees opportunities to gain skills and experience, where appropriate, in areas such as fundraising, strategic planning, project management, policy development, and communications. Trustees will also have access to Woman’s Trust existing training programme on domestic abuse issues. The programme includes sessions such as the effects of domestic abuse, domestic abuse and the law, and good practice guidelines for those working with women affected by domestic abuse. Training in this area is not widely available so this is an excellent opportunity to develop new skills.

## **Working at the Cutting Edge**

Woman’s Trust offers you the opportunity to be involved in innovative work at the forefront of service enabling women affected by domestic abuse to rebuild their lives. The services we offer are unique and much is being learnt from the work we undertake, both in the area of effective support and working practices and increasing awareness and understanding of domestic abuse as an issue within the community.

We hope that you will join us and give us your support in the important work that Woman’s Trust undertakes.