



free confidential counselling  
and therapeutic services  
for women affected by domestic violence

THE  
HIRING  
DEPT.

# woman's Trust

recovery from domestic abuse

## Chair

## Appointment Brief

April 2023

# Sally Field, Chair

Thank you for your interest in becoming the next Chair of Woman's Trust, a specialist mental health charity that provides free counselling and therapy for women who have experienced domestic abuse.

Over the last 25 years, we have supported more than 18,000 women and delivered around 60,000 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 to significantly increase donations from corporate giving, high-net-worth individuals, community fundraising, and our regular donors.

You will be expected to evidence and share our passion and commitment to our work. Working with our Board and CEO, Heidi Riedel, you will help shape the long-term sustainable future of the charity. You will act as an ambassador, support our CEO, ensure that the Board functions as a highly effective unit, and work closely with the entire team at Woman's Trust.

Above all, you will be driven – as we are – by the need to ensure that women in London experiencing domestic abuse have access to our specialist help and support.

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



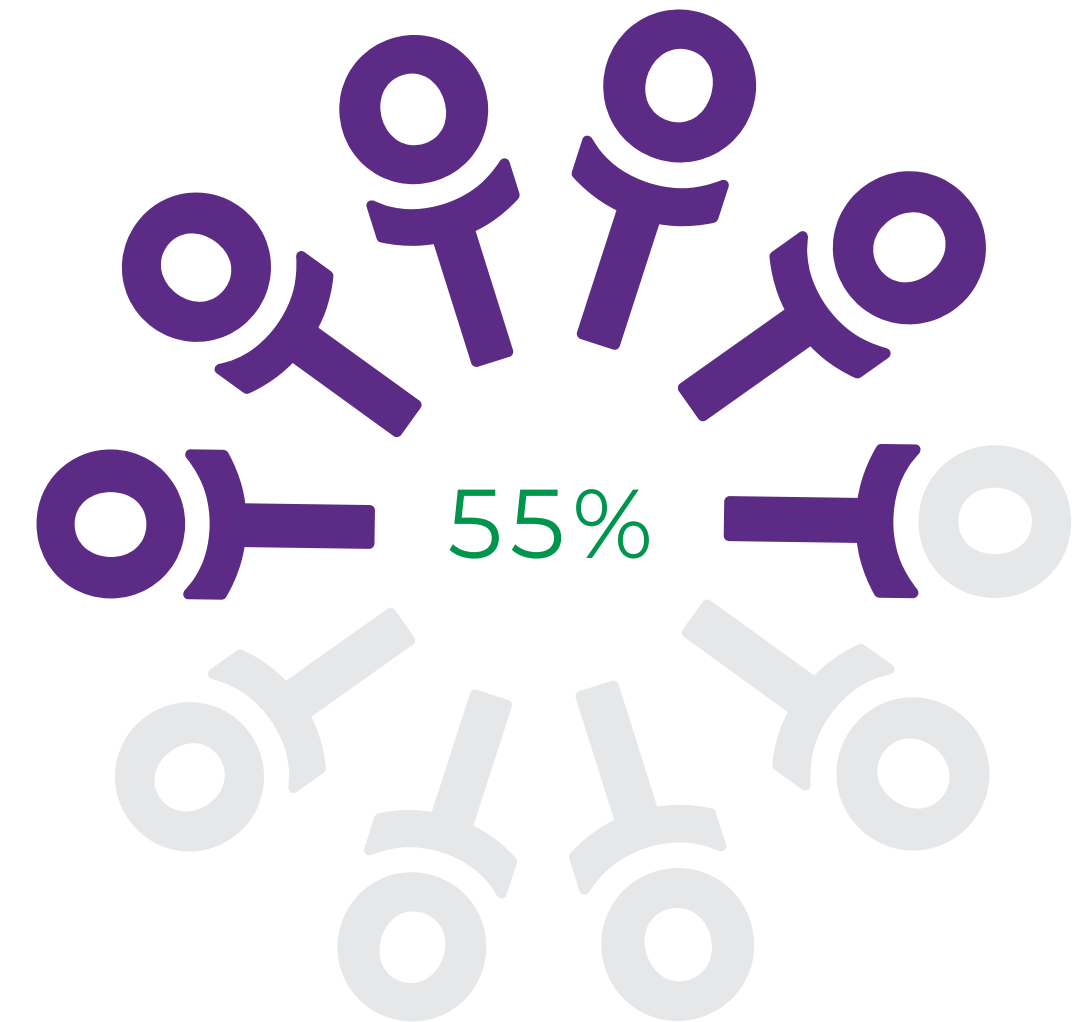
Woman's Trust is a specialist mental health charity, providing free counselling and therapy for women who have experienced domestic abuse.

## Domestic Abuse

Domestic abuse is a silent epidemic. According to government figures, 1 in 4 women in the UK 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. It takes many forms and occurs across every social and cultural group.

A great deal of shame and stigma is attached to domestic abuse, and many cases go unreported, it is likely that there are many more women and children affected than currently known.

Woman's Trust, Chair



of all women using mental health services are affected by domestic violence

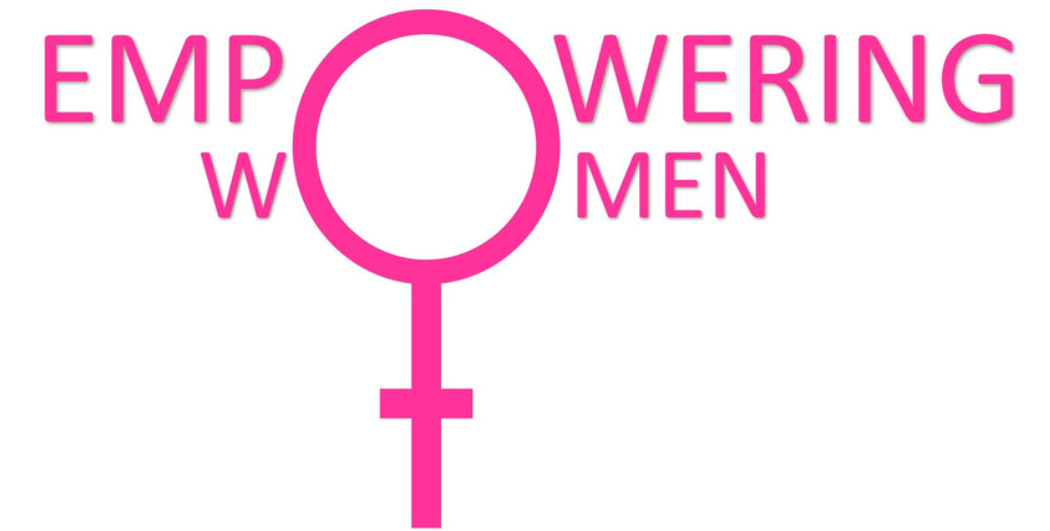


## About Woman's Trust

All aspects of our service are client-led, and this is central to the ethos of Woman's Trust. Working in a consultative and person-centred way helps promote positive messages about the capacity of women to take control over their lives and the lives of their children with the right support.



Woman's Trust, Chair



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

Our counselling is trauma-informed and 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 other domestic abuse 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 and other domestic abuse and women's service providers across London, including Women's Aid, the Metropolitan Police, healthcare providers and the Domestic Violence crisis line. All these agencies refer to Woman's Trust.





We currently have 37 (31 FTE) staff working in the office and providing our services. Our employed counsellors are supported by volunteer counsellors (some in training) and some sessional workers.

They include Black, Asian and Muslim counsellors offering counselling in Bengali, Urdu, Hindi, and Spanish. We provide specialist domestic abuse training, support and supervision for counsellors, and opportunities for further professional development in this field. We also benefit from a number of volunteers who are involved with administration and other aspects of management support, all of which helps to build our capacity.



Our turnover last year was £1.1m, and we helped over 800 women. Sadly, due to a lack of resource, we turned away more than 1,000 women.

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





"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."

Woman's Trust, Chair

# What Women Say About Woman's Trust

"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 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. Can't believe it's free."

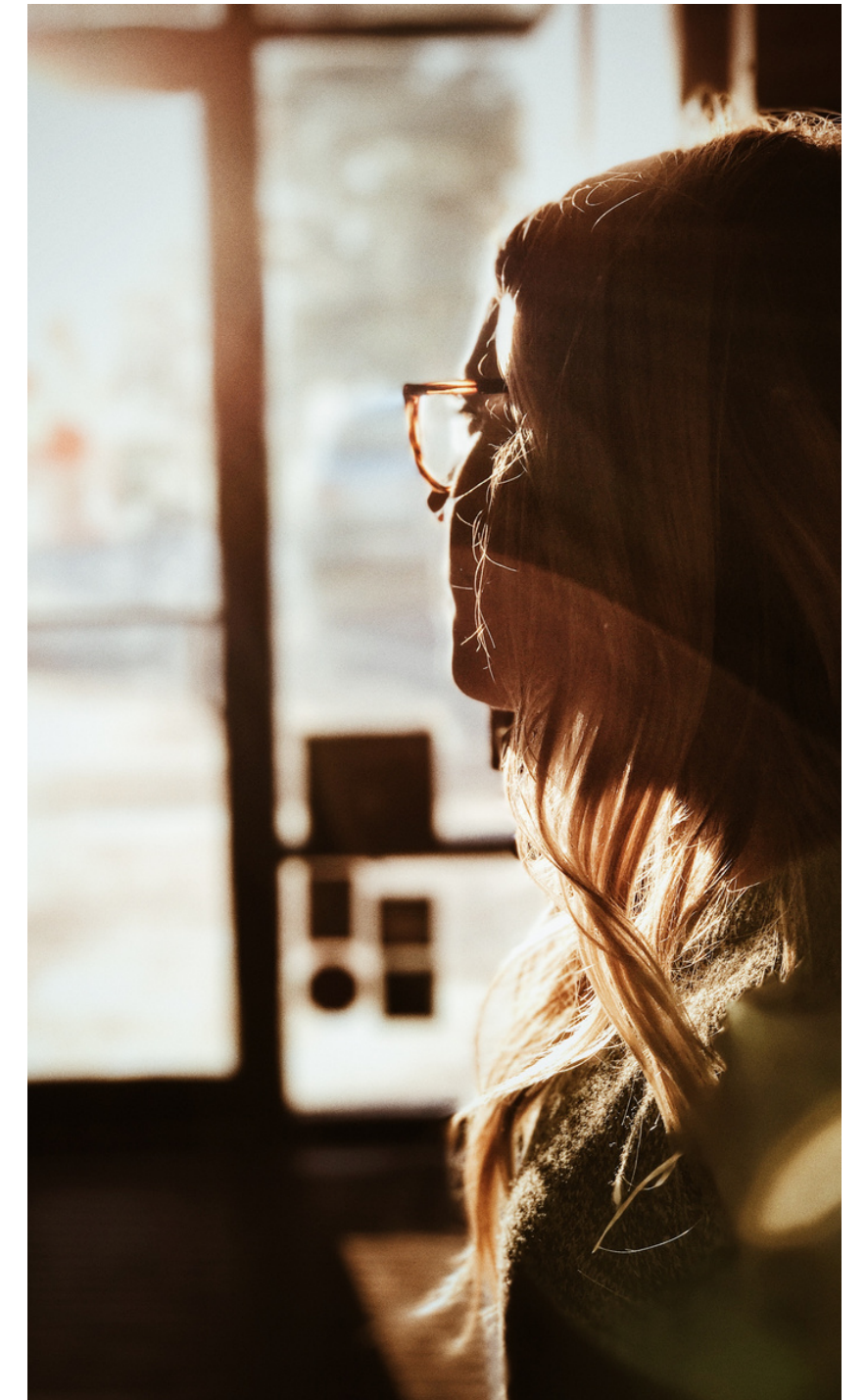
"Woman's Trust is providing excellent and much needed service for women fleeing from domestic abuse because it is there at that moment when we need help to take control of our lives again and begin to regain our self-esteem and confidence lost after years of abuse. The counselling sessions were very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

"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".

# Our Board

Our Chair and trustees are involved in all aspects of the organisation, advising on operational leadership, business, and strategy development, fundraising, and financial management. They bring a range of professional skills, from in-depth knowledge about domestic abuse, counselling, and support, to finance and administration: all are highly committed and play an active role in the work of Woman's Trust.

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





# Our Chair

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

## Terms

The role is not remunerated but Board members are eligible to claim reasonable expenses for attending meetings and events on behalf of Woman's Trust.

### Time Commitment

The time commitment is approximately 2/3 days per month.

### Term

As Chair, you will be expected to serve at least one and encouraged to serve two three-year terms.

Woman's Trust, Chair

## Purpose

Our Chair is responsible for providing effective strategic leadership and management 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.

You are, at all times, a spokesperson and representative of our organisation. This includes being an accessible and engaging ambassador for Woman's Trust with national 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 and help the Board, in this most challenging of financial environments, to find creative ways to deliver our vision of 'a world where women have the resources to stop domestic abuse damaging their future'.

This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

We would welcome applicants with past experience of domestic abuse within their family or friends, but please do not apply if you are currently experiencing abuse.

# Duties And Responsibilities

- 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.
- Demonstrate a commitment to equal opportunities and the promotion of diversity across all aspects of our service.
- 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.
- Safeguard the financial sustainability of the charity through the application of appropriate financial controls and policies, which are reviewed regularly.
- Encourage active discussion at board meetings, ensuring decisions are made appropriately, and work with board sub-committees and the CEO regarding governance and the setting of priorities.

- Actively promote Woman's Trust and act as spokesperson and ambassador, representing Woman's Trust at events, conferences, receptions, and other public functions.
- Develop a strong working relationship with key stakeholders, thought leaders, influencers, and funders.
- Establish and build a strong, effective, and constructive working relationship with the CEO, ensuring she and her senior team are held accountable for achieving the agreed strategic objectives.
- 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 indicative only and not exhaustive. As our Chair, you will be expected to perform all such additional duties as are reasonably commensurate with the role.



# Person Specification

Expectations are high. As our new Chair, you will need to evidence and demonstrate commitment and be fully engaged and motivated by our vision for Woman's Trust and bring the necessary experience, expertise, and energy to ensure we achieve our vision.

## Experience

- Possess significant senior strategic leadership experience and bring a successful track record of achievement throughout your career.
- Demonstrate experience of having chaired or having served as a trustee for another charity.
- Bring the experience of working in collaboration with a range of statutory and 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 responsibilities of being a Chair and the ability to chair a Board effectively.
- Bring a broad knowledge of the charity sector and current issues affecting it.
- Possess high-level critical thinking skills, including the ability to analyse complex situations and work with and lead others to develop a range of options.
- Bring strong leadership, people management, and organisational skills, with the ability to motivate staff and volunteers, bring people together and deliver on strategic objectives.
- Demonstrate a commitment to fairness and to promoting equality and inclusion.

## Attributes

- Demonstrate a strong and visible passion and commitment to supporting women experiencing domestic abuse and mental health issues.
- Possess the personal gravitas, integrity, credibility, and skills and experience 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 recognises the intersectional effects of ethnicity, poverty, and mental illness.
- Ability to commit the necessary time and effort to conduct the role well, including travel and attending events outside of office hours.

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

# How To Apply

If you would welcome the opportunity to apply, please forward the following:

- A CV or an extended biography outlining your professional and non-executive appointments, achievements, and any relevant 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 and let us know if you require any special provisions should you be called forward for an interview.

Your application, including your completed equal opportunities monitoring form, should be sent to our advising consultant, Philip Nelson, at [philip.nelson@thehiringdept.com](mailto:philip.nelson@thehiringdept.com).



## Timetable

Closing Date: Sunday 21st May

Preliminary Interviews: Friday 2nd June and Tuesday 6th June

Final Panel Interviews: Thursday 6th July

## Queries

For an informal and confidential discussion, to ask a question on any aspect of the appointment process, or for additional information, please contact Philip Nelson on 07771 953959 or via email at [philip.nelson@thehiringdept.com](mailto:philip.nelson@thehiringdept.com).

For more information about Woman's Trust, please visit our website, [www.womanstrust.org.uk](http://www.womanstrust.org.uk), where you also will also find our latest Annual Report and Accounts.



Woman's Trust, helping any woman in London affected by domestic violence and abuse to overcome the mental and emotional harm and rebuild her life.

