

CANDIDATE BRIEFING PACK

Chair

SafeLives



WELCOME

Thank you for your interest in becoming the next Chair of SafeLives. I am delighted to tell you about our work and how our Board contributes to our mission to end domestic abuse, for everyone, for good.

Survivors of domestic abuse deserve the very best response, and we find what works and help it happen. In the UK last year, more than two million adults and many more children experienced domestic abuse. Over the last 20 years, SafeLives has achieved national change through the combination of specialist support for victims and coordinated safety planning from key agencies. We have developed a whole family approach, making sure there is robust focus on challenging perpetrators of abuse, effective support for adults and children, and strong connections between the response to each family member.

Now, with the leadership of our new CEO, Ellen Miller, we are refreshing our strategy for the next stage of our development and will launch this in the spring of 2025. We have ambitious plans to develop our staff and next-generation leadership to ensure SafeLives provides a high-functioning working environment, maximising our organisational effectiveness. All of these developments will bring challenges in terms of governance, leadership and, of course funding as we seek to broaden our sources of income.

I have had a wonderful seven years as Chair of SafeLives and am hugely proud of all that we have achieved. I step down next summer as my term ends and the Board is now appointing my replacement. Alex Butler, our Deputy Chair is leading this process. We want to appoint an experienced Chair who shares our passion to end domestic abuse and can bring influence and effective challenge to take us to our next stage of development.

Our new Chair will be an energetic ambassador for the charity and our ambitious goals, supporting our strategic development, communications and income generation and working alongside a fantastic group of Trustees and leadership team. We want to appoint someone who demonstrates a clear commitment to our values: Brave, Rigorous, Human and Inclusive. Maintaining a truly diverse and inclusive Board is of great importance to us and we particularly welcome candidates for Chair who add to the range and breadth of experience within the Board and can represent voices we may be missing.

We will support anyone without a background in domestic abuse to develop their knowledge in this area. We are also committed to being an organisation in which there is no 'us and them', and we warmly welcome applications from people whose own lives have included an experience of domestic abuse, directly or indirectly.

In the rest of this pack, you will find out more about SafeLives and our work, as well as information on how to apply.

With best wishes

Isabel

Isabel Boyer
Chair of Trustees



ABOUT SAFELIVES

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good. We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend.

We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well.

And we challenge perpetrators to change, asking ‘why doesn’t he stop?’ rather than ‘why doesn’t she leave?’ This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship.

We hold the UK’s largest datasets on domestic abuse and we match this data with practical expertise and an ever-growing number of survivor voices, to innovate and to press for change.

Last year alone, we trained more than 11,000 professionals. Over 87,000 adults at risk of serious harm or murder; more than 109,000 children received support through dedicated multi-agency support, designed by us and delivered with partners. And more than 1,200 perpetrators have been challenged and supported to change by interventions we created with partners.

**TOGETHER, WE CAN
END DOMESTIC ABUSE.
FOR EVERYONE.
FOR GOOD.**



ABOUT SAFELIVES

SafeLives is a highly respected organisation that continues to transform the UK's response to domestic abuse. We have considerable political influence, working with policymakers to present solutions developed through evidence-based approaches and a commitment to innovation.

We work in partnership with a wide variety of organisations and agencies to prevent harm, address risk and support recovery, with our ultimate vision being to end domestic abuse, for good.

Our strategy, 'The Whole Picture,' launched in 2018 and updated in 2020-24, emphasises a whole family, whole picture and whole society approach. And we are now developing the next phase of our strategy, which we will launch in Spring 2025.

Our approach

- Act before someone harms or is harmed. Identify and stop harmful behaviours.
- Increase safety for all those at risk.
- Help people live the lives they want after harm has happened.

What we do

- Place people with lived experience at the heart of all we do and amplify their voices.
- Test innovative projects and replicate effective approaches that make more people safe and well.
- Combine data, research and frontline expertise to help services improve and to influence policy makers (locally and nationally).
- Offer support, knowledge and tools to frontline workers and professionals.

How we do it

- We are independent.
- We focus on the practical: we believe in showing people what they can do, not telling them they should do.
- We save time and money for local areas by solving common problems once and sharing the solutions.
- We are informed by evidence of what really works.
- We learn from local provision and respect local circumstances, but show how national replication can be achieved.
- We work across organisational and sector boundaries.

OUR VISION



As an organisation, our aspiration is to get beyond a sense of ‘us and them’, recognising that domestic abuse is endemic and therefore affects many of us, and that people with personal experience have huge value to add to our governance, as well as our activities.

This is true whether people choose to talk about their experience or not. Funding for our work comes from donations, grants from trusts and foundations, government grants and contracts, as well as from fees for our training and practice consultancy services.

For more information, see the [SafeLives Annual Impact Report 2023-4](#).



Being part of something where I, as a survivor, can help a fellow survivor, feels like a no-brainer to me...I used to say: ‘this is my life.’ I now say: ‘that was my life’.

GOVERNANCE AND STRUCTURE

Our Chief Executive, Ellen Miller, leads the senior leadership team (SLT) and overall operational management. The SLT is complemented by a team of around 100 staff across England, Scotland and Wales, along with associate consultants and trainers. All are supported by a team of Pioneers, Authentic Voice Panel and Changemakers, who are experts by experience.

SafeLives' board of ten Trustees, two of whom are Pioneers, has overall responsibility for the management of the charity. They meet quarterly.

Trustees are also invited to attend a Finance Committee that meets four times a year, an annual Remuneration Committee, and a Nominations Committee that meets when required. Not all Trustees are required to attend these additional committees. In addition to our board of Trustees, we also benefit from a Scottish Advisory Group.

SafeLives Pioneers, Authentic Voice Panel and Changemakers help to drive forward our work, co-creating our new approaches and interventions. We also have an internal group of Pioneers, made up of staff with lived experience.

[Read more about Our People.](#)



**With SafeLives,
my voice matters,
my experiences
matter and I matter.**

**Something I have
never experienced
ever before in my
life.**

- SafeLives Pioneer

ROLE PROFILE



SafeLives is about to embark on the next phase of its our development and plans to appoint a new Chair to help guide our work.

In the coming years, we expect to develop the work we undertake, how we deliver our services, and our sources of funding. We want to ensure that SafeLives creates the maximum social impact and that our operations are financially sustainable. These are exciting and critical opportunities for an individual who is passionate about achieving SafeLives' mission.

Overall objective

Our new Chair will need to provide leadership and direction to the Board of Trustees, enabling them to fulfil their responsibilities for the overall governance and strategic direction of the charity. They will make decisions in keeping with the charity's values and in accordance with our strategy and legal and regulatory guidelines. This person will need to facilitate Board discussions in a way that focuses on strategic decision making, bringing impartiality and objectivity to the decision making process and ensuring that all members contribute.



Key responsibilities

Governance

- Leading the Trustees and members of the Senior Leadership Team to develop sound strategic plans for the charity.
- Ensuring that the charity is run in accordance with the decisions of the Trustees and the charity's governing document. Liaising with the Chief Executive to draft agendas for Trustee meetings, and chairing those meetings in a way that ensures that the business is covered efficiently and effectively.
- Undertaking a leadership role in ensuring that the Board of Trustees fulfils its responsibilities for the governance of the charity.
- Ensuring that the performance of the Board and the Trustees is reviewed every two years.
- Acting between full meetings of the Board in authorising action to be taken intra vires and signing cheques and legal documents in accordance with relevant mandates.
- Leading on the development and implementation of procedures for Board induction, development, training, and appraisal, with the assistance of the Chief Executive where appropriate. Ensuring effective communication between the Board, staff and other stakeholders.

Executive support/management

- Support the Chief Executive and conduct an annual performance appraisal with inputs from staff, external contacts and Board members.
- Succession planning including, when required, appointment of a new Chief Executive and other Senior Leadership Posts. In addition, lead any disciplinary processes that may arise for the Chief Executive and Senior Leadership Team.
- Act as a channel of communication between the Board and the Chief Executive, including clarifying Board decisions, agreeing performance criteria, providing feedback to the Chief Executive, and supporting the selection of senior managers.

Ambassador

- Acting as an ambassador for the charity, helping to build SafeLives' relationships with the SafeLives' funders, supporters and stakeholders and representing the charity where appropriate externally and in the media.
- Introduce the Chief Executive to organisations and individuals who might assist or support SafeLives both financially and with expertise.
- Attend approximately 10 events per year, including conferences, receptions and other public functions.

Person specification

- Committed to SafeLives' vision and strategy.
- Readiness to gain a strong understanding of domestic abuse and wider safeguarding issues.
- A deep understanding of organisational culture and a strong commitment to Equality, Equity, Diversity, and Inclusion.
- Significant governance experience including financial oversight.
- Experience in income generation, fundraising, and business development, with a proven ability to identify opportunities, build strategic partnerships, and drive sustainable growth for the organisation.
- Experience of operating at a strategic leadership level.
- Successful track record of developing and implementing strategy and partnership work.
- Effective convenor, able to leverage strong professional networks at a senior level based on current or recently-held position.
- Strong communication skills including an ability to guide the Board, staff team and stakeholders (funders) as required.
- Understands the challenges that a growing and entrepreneurial organisation faces, and can offer sound strategic support, particularly around income generation, to the Chief Executive.



Key details

- The Chair is appointed for a three year term that may be renewed once. There is a full induction programme for all new Board members and the chance to observe different activities of SafeLives.
- The time commitment for the Chair will be approximately two days per month.
- This position is unremunerated. If you would like to make a difference in our world, this is a great opportunity to bring your skills, knowledge and experience to help us deliver on our mission. Reasonable expenses are eligible for reimbursement.
- The Board meets four times a year (three meetings in London and one in Bristol) and board members are expected to commit an average of a further two-four days a year for additional sub-committee meetings and participation of internal and external events.
- Opportunity to represent SafeLives at events such as conferences and fundraising events.

APPLICATION PROCESS

GatenbySanderson has been appointed as our executive search firm to assist with this appointment.

You will be asked to submit the following:

A CV setting out your career history, with key responsibilities and achievements, tailored to information contained in this pack.

A Statement of Suitability (no longer than two pages) explaining:

- Your motivation for applying for this role.
- How you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the information included in this pack.

In addition, to be considered for the role, you will be asked to complete a Diversity Monitoring Form and a Declaration of Conflicts of Interest/Political Activity form.

Should you encounter any issues with your online application or require any reasonable adjustment please contact eleanor.latham@gatenbysanderson.com

The Panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the pack.

The Panel will identify a subset of candidates who best match the criteria for an initial interview with GatenbySanderson to further explore their skills and experience.

Shortlisted candidates will be advised on the outcome as soon as possible thereafter.

SafeLives recognises that they won't deliver their mission to end domestic abuse without the principles and ethos of Equity, Equality, Diversity and Inclusion.

As an organisation they are committed to doing what we need to do to build an inclusive, respectful and transparent environment, with the conditions and culture that enable our staff and partnerships to thrive.

Please note: due diligence searches will be undertaken on shortlisted candidates.

TIMETABLE

Closing date: 3 February

Dates for preliminary interviews with GatenbySanderson (Remote):

Week commencing 17 February

Final panel interview (in person in Bristol):

Week commencing 3 March

CONFIDENTIAL DISCUSSION

Please contact our recruitment advisers at GatenbySanderson:

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SafeLives

Ending
domestic
abuse



Gatenby
Sanderson