

Trustees

Appointment Brief
May 2024



www.safelives.org.uk



**Ending
domestic
abuse**

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Introduction from our Chair of Trustees

Dear Candidate,

Thank you for your interest in SafeLives.



I am delighted to tell you about our work and how our Trustees contribute to our mission to end domestic abuse, for everyone, for good.

At SafeLives we are working to transform the UK's response to domestic abuse. In the UK last year, 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 perpetrators of abuse, support for children, and strong connections between the response to each family member. We hold the UK's largest datasets on domestic abuse, which enables us to make evidence-based decisions. We match this data with practical expertise, and an ever-growing number of survivor voices, to innovate and to press for change.

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 improve the response for victims/survivors and their families, with our ultimate vision being to end domestic abuse, for good.

Our current strategy, [The Whole Picture](#) was launched in 2018 and updated in our [Strategy Refresh 2020-24](#), emphasising that ending domestic abuse needs a whole family, whole picture and whole society approach.

Introduction from our Chair of Trustees

Now, with the leadership of our new CEO, Ellen Miller, we are refreshing our strategy for the next stage of our development. 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 these developments will bring challenges in terms of governance, leadership and, of course funding as we seek to broaden our sources of income.

We are now looking to appoint three new Trustees. We want to attract experienced leaders who share our passion to end domestic abuse. Maintaining a truly diverse and inclusive Board is of great importance to us; we particularly welcome candidates who add to the range and breadth of experience within the Board and represent voices we may be missing.

We will support those 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.

Trustees will be energetic ambassadors for the organisation and its goals, acting in a supportive capacity on strategic development, communications and income generation.

And, Trustees will be able to demonstrate their commitment to our values: Brave, Rigorous and Human. In the rest of this pack, you will find out more about our organisation, plans for the future, information about our work, specific details on these posts and how to apply to join our team.

With best wishes,

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.

Last year alone, almost 25,000 professionals received our training. Over 79,000 adults at risk of serious harm or murder and more than 99,000 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.**

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 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, who are experts by experience.

SafeLives' board of ten Trustees, two of whom are Pioneers, have 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.



I've seen just how much I have to offer and how much difference I can make. With SafeLives my voice matters, my experiences matter and I matter. Something I have never experienced ever before in my life.

- SafeLives Pioneer





Governance and Structure

In addition to our board of Trustees, we also benefit from a Scottish Advisory Group.

SafeLives Pioneers, Authentic Voice Panel and [Changemakers](#) 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.

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 2022-23](#) and our [SafeLives' Annual Report and Accounts](#).

The charity is governed by its memorandum and articles of association. It is also a company limited by guarantee.



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.'

- Survivor

Trustee Recruitment

SafeLives is about to embark on the next phase of its development and we want to appoint new Trustees to join our Board to help guide our work. In the coming years, we expect to develop both in terms of the breadth of the work we undertake and in how we deliver our services. We welcome Trustee applicants who have lived experience of domestic abuse, whether as children or adults.

We want to ensure that SafeLives creates the maximum social impact and that its operations are financially sustainable. These are exciting and critical opportunities for people who are passionate about achieving our mission to end domestic abuse for everyone, for good.

Trustee role description

Key responsibilities

Leadership, Governance, Strategy and Oversight:

- Supporting the development and implementation of SafeLives' strategy in line with the charity's mission.
- Reviewing the charity's performance against its strategic priorities.
- Approving the annual budget, operating plan, audit and material business decisions.
- Being informed and ensuring that the charity meets all legal and regulatory requirements and responsibilities including taking professional advice where necessary
- Contributing to the annual performance review of the CEO and Senior Leadership Team.
- Assisting the Board Chair and CEO in finding other Board members.
- Serving on committees, commensurate with time each board member is able to commit.
- Representing SafeLives to stakeholders and acting as an ambassador for the organisation.
- Ensuring SafeLives' commitment to a diverse Board and staff that reflects all UK communities.
- Supporting SafeLives' fundraising efforts and wider income generation activities.

Please note we are currently recruiting to three vacancies, but welcome a conversation with a wide pool of applicants, with a view to the longer-term development of the board



Trustee person Specification

- Committed to SafeLives' aims and approach to addressing domestic abuse and wider safeguarding issues.
- Strong professional networks at a senior level based on current or recently held position.
- A strong understanding of diversity issues.
- Significant governance experience.
- Strong communication skills.
- Experience of developing and implementing strategy and partnership work.
- Strong relationship building skills.
- Personal qualities of integrity and a commitment to improving the lives of everyone impacted by domestic abuse.
- Readiness to develop a strong understanding of domestic abuse and closely linked issues.

Equalities statement:

SafeLives is committed to providing equal opportunities for all, irrespective of age, disability, ethnicity, sex, religion, sexuality, transgender status and working patterns. We are keen to have a Board that appropriately represents all the communities we serve as an organisation. As noted elsewhere in this pack, we see no 'them and us' in domestic abuse, and warmly welcome applicants who have direct or indirect experience of their own, whether disclosed or not.

Trustees are sought with experience in the following areas:

- Strategy
- Fundraising and income generation
- People and Culture, with experience of Equality, Diversity and Inclusion
- Digital transformation and Technology
- Government, Policy and System Change

Terms of appointment

Trustees are appointed for a three-year term that may be renewed once. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

These positions are unremunerated, but reasonable expenses are eligible for reimbursement.

The time commitment for Trustees will be approximately one day per month. More may be required in the early stages, depending on the successful candidates' knowledge and understanding of the organisation and its work.

Board dates

Trustee Board Meetings 2024

17 September

10 December

- The Board meets four times a year (three meetings in London and one in Bristol) and Trustees are expected to commit an average of a further four days a year for additional sub-committee meetings and participation in internal and external events.
- Members of the Finance Committee meet four times a year.
- The Remuneration Committee meets annually and the Nominations Committee as needed. Not all Board members will need to be on these sub committees.
- Trustees will be energetic ambassadors for the organisation and can take up and create opportunities to get involved in our conferences, fundraising and wider work.



How to apply

To apply to become a Trustee of SafeLives, please upload your CV or an extended biography together with a short supporting statement. Please ensure that your application fully addresses the requirements for the role.

We ask for the names, positions, organisations and telephone contact numbers of two referees, relevant to this role. References will only be taken once your express permission has been granted.

Interviews will be a two stage process with a first interview in London and a second interview in Bristol. Staff members and Pioneers will be part of the recruitment process. Please make us aware of any accessibility support you may require.

Finally, please ensure that you have included mobile, work and home telephone numbers, as well as any dates you will not be available or might have difficulty with the indicative timetable.

All applications should be sent:

recruitment@safelives.org.uk

Timetable

Published advert closing date: Friday, 21 June 2024

Preliminary interviews: w/c 08 July 2024

Final Panel Interviews: w/c 15 July 2024

If you have any questions on any aspect of the appointment process, need additional information or wish to have an informal discussion, please contact:

recruitment@safelives.org.uk

Thank you so much for your interest in SafeLives.

We are determined to end domestic abuse for everyone and for good.



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Scottish Charity reference number SCO48291

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