

Message from the Chair of Trustees and Chief Executive

The last few years have brought significant growth and change at Respect and across the domestic abuse sector. We have seen a new Domestic Abuse Act in England and Wales that includes a commitment to a cross government perpetrator strategy and there is an increased focus on, and funding for, perpetrator work. Interest in our work on young people who cause harm is also growing and we are planning to expand our work in relation to male victims too.

We are very proud of the difference we have made over the last 21 years, tirelessly ensuring that perpetrators are held to account; putting survivors at the heart of our work; changing systems to ensure they are fit for purpose and working to bring about social change so that our whole society strives to end domestic abuse.

We are reviewing and adapting how we function as an organisation, having grown from small (less than £1m) to medium sized (nearly £3m) in just a few years.

We are reviewing our Equality, Diversity and Inclusion (EDI) policies and processes, and over the last 18 months we've made a commitment to becoming an actively anti-racist organisation. This is an ongoing process of transformation across all areas of our activity and including all members of staff and trustees.

We have a strong Trustee Board and Senior Leadership Team who work well together and we are looking to recruit a new Treasurer and 2 trustees who can support with our programme of change and growth, help us deliver our ambitious strategic objectives, and provide guidance as we navigate these unprecedented times.

We are committed to continuing to increase diversity among our trustees and bring new expertise into the Board, so that we can drive sustainable growth, effectively meet the needs of our diverse service users and make real in-roads to putting an end to domestic abuse.

No previous board or non-executive experience is required – we want to make the Board more accessible to people from a wide range of backgrounds and across all protected characteristics. We particularly welcome applications from men, those with a disability and those from Black and minoritised communities.

Thank you very much for your interest in Respect. We hope you will enjoy finding out more about us and that you will feel inspired to join us.

Sarah Mullen & Jo Todd
Chair of Trustees & Chief Executive

General Trustee Job Description

Who we are looking for

We are looking for new Trustees to join the board. We particularly need people who can offer expertise in one of the following areas:

- Domestic abuse specialist – practice, service delivery or research
- Voluntary sector change and growth strategy and management
- Digital
- Equality, Diversity & Inclusion
- Public Affairs

Respect would like to encourage applications from individuals from a wide range of backgrounds and across all protected characteristics. We would particularly welcome applications from under-represented groups on the board:

- men
- individuals with a disability
- individuals from Black and minoritised communities

We welcome and support applications from those who have personal experience of domestic violence or abuse.

Full support, induction and reasonable expenses are provided to all trustees.

About us

Respect is a pioneering UK domestic abuse organisation leading the development of safe, effective work with perpetrators, male victims and young people using violence in their close relationships. Respect supports frontline organisations across the UK, so that together we can end domestic abuse.

Respect was created in the year 2000 when a group of practitioners working with perpetrators of domestic violence came together to form a membership organisation. The aim was to create a national voice for work with perpetrators and to champion the importance of ensuring practice was effective and safe.

Today Respect is a thriving national charity with an income of almost £3m per year and 40+ staff. We are determined to ensure all perpetrators of domestic abuse are held accountable, by offering them a chance to change and stopping them from causing harm. We also provide advice and support for male victims of domestic violence; and develop services for young people using violence at home and in their relationships.

Respect's work is wide ranging: we campaign and lobby influencers to improve policy and practice and to ensure that perpetrators are held to account; we offer accreditation to ensure specialist Domestic Abuse Prevention Programmes are safe and effective; we provide training and events for individuals and organisations working in the sector; we operate the Respect helpline for perpetrators to help them de-escalate situations in the

moment and point them to longer-term help, and the Men's Advice Line for male victims of domestic violence; we support up-to-date research undertaken by specialists in the field; use our expertise and influence to help shape gov't legislation and policy and we fundraise to ensure important work continues to happen. We have a number of strategic partnerships with the public sector and other organisations working in the field to develop innovative, multi-agency and community-based interventions.

Momentum has been building for a step change in tackling domestic abuse, and attitudes are changing, we have seen an increased public response to violence against women and girls and now is the time to work to ensure all those who experience domestic abuse are recognised, perpetrators held to account and offered the right services at the right time. The need to intervene pro-actively with perpetrators is finally being properly recognised, and is reflected in the Domestic Abuse Act which reached Royal Assent in April this year.

The last few years have brought significant growth and change at Respect and across the domestic abuse sector. Last year Respect, with our Drive partners¹, led a [Call to Action](#) signed by over 70 organisations, which successfully persuaded the government to commit to a perpetrator strategy in the new Domestic Abuse Act. With our partners we are now calling for the government to ensure that this perpetrator strategy is comprehensive, cross-departmental and multi-agency with sustainable funding to support its delivery. Despite these successes, there is still so much more to do.

Our Vision

Our vision is to end domestic abuse by creating:

- Change for individuals
- Systems change
- Social change

With survivors at the heart of every decision and action we take.

Our Values

Respect has recently agreed a new set of **values** that reflect our culture and approach, and that we intend will underpin everything we do. They are:

Pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour

Collaborative

We work in partnership with others who share our values to bring about individual, systems and societal change

Accountable

¹ SafeLives and Social Finance

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours

Key duties

As a Trustee you will have the opportunity to shape the future of a unique charity and work with other trustees and the staff team, and ultimately, help us reach our goal of ending domestic violence.

Trustees are collectively responsible for everything the charity does - this includes ensuring the charity focuses on its mission, achieves its strategic objectives, and remains financially stable.

In practice the day to day running of the organisation is delegated to the Chief Executive (CE) and her team of senior leaders (SLT). The CE and SLT also develop Respect's strategic objectives, plans and budget, for the approval of the board.

The statutory duties of a trustee are to:

- Ensure that Respect complies with its governing document, charity law, company law and any other relevant legislation or regulations;
- Ensure that Respect pursues its mission, as defined by the objects in its governing document;
- Ensure Respect uses its resources exclusively for the delivery of its mission (the charity must not spend money on activities which are not included in its objects, no matter how worthwhile or charitable those activities are);
- Contribute actively to the Board in giving firm strategic direction to Respect, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets;
- Safeguard the good name and values of Respect;
- Ensure the effective and efficient administration of Respect;
- Ensure the financial stability of Respect;
- Protect and manage the assets of the charity and ensure the proper investment of the charity's funds;
- Appoint the CEO and monitor their performance.

Expert Duties

We are particularly looking for applications from individuals who can offer expertise in at least one of the following areas:

Domestic abuse specialist – practice, service delivery, research, activism

- Share practice, service delivery, research and/or activist expertise and knowledge
- Bring insights from the frontline
- Provide access to a network of contacts

Voluntary sector change and growth strategy and management

- Experience of supporting an organisation through a period of change and growth
- Expertise and experience in governance, project and risk management and/or performance management
- Provide sector comparators and advice on charity sector trends
- Advice on income generation

Public Affairs

- Expertise in campaigning and influencing government policy and legislation
- Provide access to networks and contacts

Digital

- Expertise in digital strategy and policy development
- Experience in use of technology to improve services and communications and reduce costs
- Advice on digital trends, opportunities and risks
- Advice on social media as communications and fundraising platforms

Equality, Diversity & Inclusion

- Experience of achieving positive change for minoritised and excluded groups in an organisation, leading to greater diversity and inclusion
- Advice on best practice for ED&I monitoring, including data collection and reporting

Other duties

In addition to the above, each trustee should use any specific skills, knowledge or experience they have to help the Board reach sound decisions. This may involve:

- Scrutinising Board papers
- Leading discussions
- Focusing on key issues
- Providing guidance on new initiatives
- Supporting or mentoring staff
- Other issues in which the trustee has special expertise.

Trustee Person Specification

You will have:

- Commitment to, and willingness to work in accordance with, Respect's values and standards and the Nolan's seven principles of public life as outlined in the Trustee Code of Conduct: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Willingness and ability to devote the necessary time and effort to meet the duties and responsibilities of the post
- Strategic vision
- Good, independent judgement
- Ability to think creatively
- Good communication and interpersonal skills
- Ability to speak your mind with tact and diplomacy
- Ability to work effectively as a member of a team
- Ability to prioritise and work with the SLT to balance capacity and responsibility
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

Time Commitment

We are looking for trustees who are able and willing to commit to a period of at least 3 years as a trustee.

Every year Trustees are expected to prepare for and attend 4 Board meetings (usually a weekday 1-5pm or 2-6pm), 4 subgroup meetings (usually by video-call or equivalent, lasting 1.5 hours each) and an away day which are all planned well in advance. You will also need to be available to meet with and give advice to the CEO and other members of the senior leadership team, usually by video-call. You will also need to have the time to liaise with the Chair and other trustees and stakeholders, as needed.

Attendance at one or two Respect Events per year is also encouraged.

In total the time commitment is expected to average at 1-2 days per month.