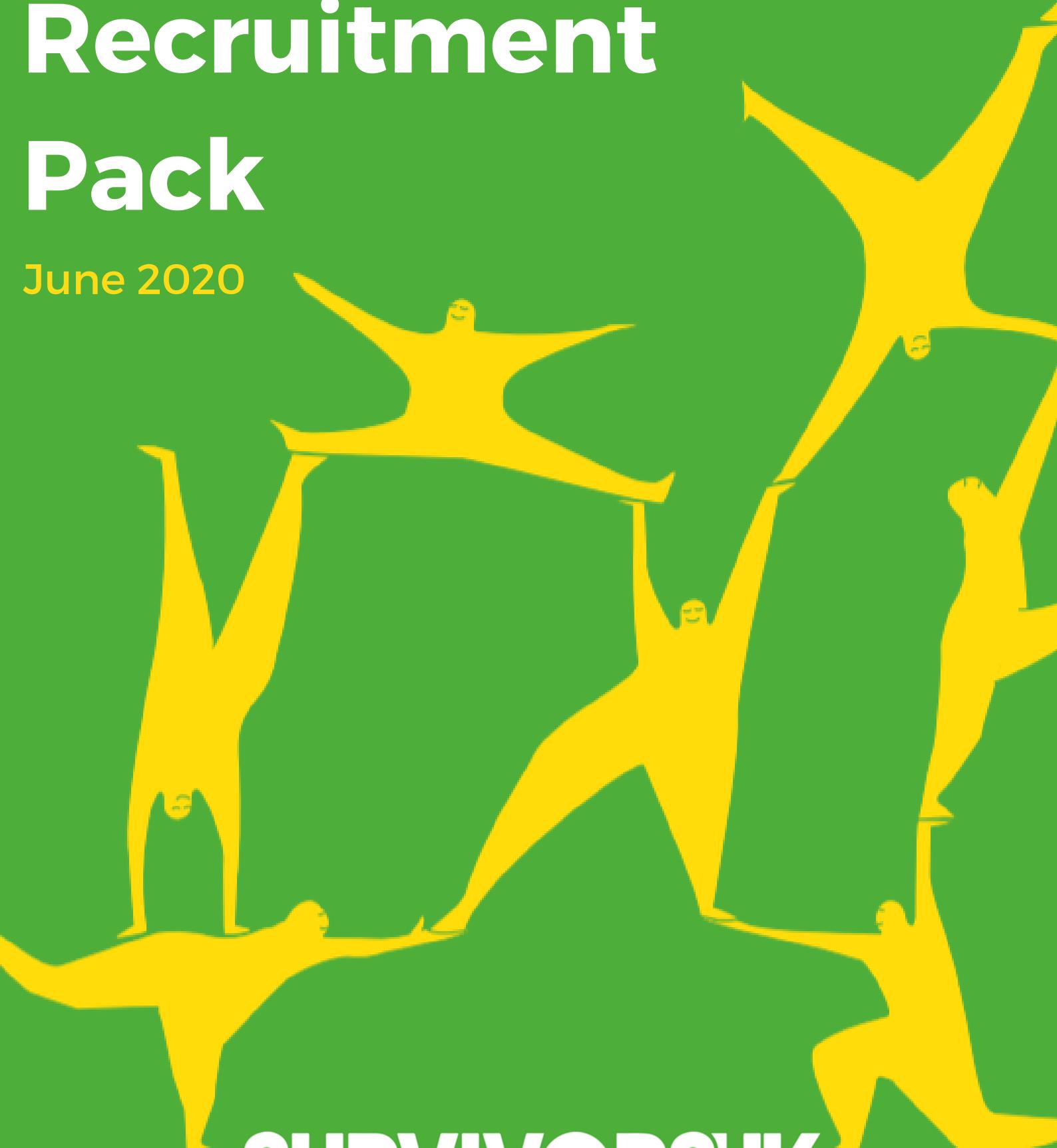


# Trustee Recruitment Pack

June 2020



**SURVIVORSUK**  
male rape and sexual abuse



The level of confusion that being assaulted causes lasts long after the act. Things don't just carry on, they can't. You try to carry on, but you are so confused you become lost. The ISVA service offered by Survivors helped me make my own decisions, this enabled me to learn to trust myself and accept things, particularly the disappointment and repeated failure of statutory services and the associated anger that creates. If I had not have had the help I'd still be waking up sweating, failing to fall asleep again, going to work like a robot, no justice was done for me, but Survivors made sure he didn't steal my whole life.



I am so grateful that Survivors ISVA service could support me to be a court witness. It was a harrowing assault and the organisation where I was assaulted failed me terribly, but the defendant was found guilty and I successfully sued the organisation. With the support of Survivors I can be proud that I got justice.



I kept my abuse secret for 35 years and when I contacted SurvivorsUK the burden had become unbearable. There's been an improvement in my work. I did an evening course at college and I am more aware of what happened to me and the scars the abuse have left me.'



Throughout my time in therapy I have felt valued and understood. There was nothing I shared I felt I wasn't heard or acknowledged. I feel better about myself today than I ever have. Thank you.



# Welcome

Welcome to Survivors UK and thank you for your interest in our Trustee vacancies.

The quotes that you have just read are from just four of thousands of men and boys who engage with, and rely on, the support of one or more of our services each year.

Our vision is to ensure that every victim/survivor of sexual violence, regardless of gender identity, is empowered to speak out and seek support.

Following a period of rapid growth, we are continuing to increase the support we can offer; be that through expanding existing service capacity, expanding our geographical reach or introducing new services.

Our recently appointed CEO, Alex Feis-Bryce, has joined us to implement our next phase of strategic planning and development. At this important point in our journey, we are now seeking Trustees who will bring new talent to our Board that will help Survivors UK achieve its plans for growth and ensure it continues to extend its reach, influence and impact.

We are particularly interested to hear from people with experience in:

- Charity Governance and Charity Commission Regulations
- Fundraising and Income Generation
- Volunteer Management
- HR, Diversity and Inclusion
- Clinical / Client Services

This pack is designed to give you information about the organisation, as well as what we are looking for in terms of a new Trustee.

If you think you have the experience, credibility and passion to work collaboratively with a dedicated board and staff team, then we'd like to hear from you.

*Daniel Mark Carr*

Daniel Mark Carr  
Chair, Survivors UK



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# Our Mission

SurvivorsUK supports those aged 13+ with male and non-binary identities, or anyone who thinks we are the right fit for them, who have been sexually abused, assaulted or raped.

We challenge myths and misunderstandings around sexual violence that affect these victims/ survivors, and with them build communities and supportive spaces.

As an organisation based in London, our immediate focus for our face-to-face services is on London communities. However, our campaigns, support services and activities will invariably benefit wider national communities and the public at large, especially as we embrace digital communications and technologies.

Further, as we recognise that we work in a field where men and boys may feel disempowered, or be struggling to find support, we pledge to attempt to help wherever we can, and act as an important signposting service. We will never simply turn people away.

We recognise that sexual violence does not occur in a vacuum, and can often be better understood within a context of wider patterns of abuse and power. Consequently some of our work will naturally intersect with other subject areas, such as domestic violence, education on consent and the construction and representation of masculine identities.

We put our beneficiaries front and centre, and endeavour to listen and consult with them to drive our organisation forward and better cater for their needs. We do not claim to be 'experts' - rather we are leading specialists in working with male victims of sexual violence.

# Our Practice

SurvivorsUK has identified the three pillars which underpin our activities, communications, ethos, operations and identity.

## We SUPPORT

At its core, our organisation will continue to offer services, designed to support our beneficiaries in crucial ways that are not delivered holistically elsewhere. We will continually monitor and develop these services in order to assess and meet the needs of our beneficiaries, and will not fear adaptation, innovation and change. An empowerment approach forms the basis of all our services.

## We CHALLENGE

Our beneficiaries' needs, and the wider context of abuse and power, are not always acknowledged or understood by statutory services, and the general public does not consistently acknowledge their existence. We boldly challenge this invisibility, to raise awareness and ensure better service provision and support in the future.

## We BUILD

The beneficiaries we support often feel isolated, so we connect them with each other in safer spaces, and build physical and online communities. We include friends, families and the general public to build communities of allies and supporters. We focus on cementing and growing our presence into a firm foundation for a genuine movement for support and change.



# Our Values

- **COMPASSION**
- **INCLUSIVITY**
- **ADVENTUROUS**
- **BOLD**
- **COLLABORATIVE**
- **EMPOWERING**
- **OPTIMISTIC**

# Our Plans



## Pyramid of Service Provision

# Our Plans

## To reach more people and to broaden the support we offer...

Faced with unprecedented demand, and to continue reaching as many people as possible, we will develop innovative new services with a wider reach. Our plans include the creation of podcasts, a series of self-help fact-sheets, drop-in services and workshops.

These services will complement our existing services, which will be modernised to make them more flexible and better suited to our beneficiaries' needs. Our ultimate aim is to provide a unified pyramid of services, meaning that the needs of everyone - our existing beneficiaries and those we have yet to reach - can be met with a tailored package of support, without sacrificing the provision of quality, longer-term support that is our benchmark.

## To begin to create structures of support...

Our successful groupwork pilot will be expanded and extended over the next five years, to create services that everyone can access with minimised waiting times. From initial drop-in support our beneficiaries can progress through one-off group interventions, through our groupwork programme, and onto ongoing and peer support.

A range of additional activities will be planned and established, including social activities, guest speakers, recreational groups and clubs and weekend retreats, to build a sense of community and safety.

## To involve beneficiaries...

We are nothing without our beneficiaries, and will harness the incredible range of skills and life experiences represented in our organisation in order to plan and build for the future. We will create a beneficiary panel that will help shape our services, use volunteers and community members wherever possible in shaping the delivery of services, and produce a charter, detailing what anyone can expect from SurvivorsUK, and also how they can contribute to our community.

# The Board



## Sara Brennan

Sara Brennan is a Head of Corporate Responsibility, where she leads the ethical trade, corporate responsibility, and sustainability programs and strategy for a large apparel company. She is also currently studying for a PhD in organisational change.



## Mark Brown

Mark Brown is a Finance Director and chartered accountant (ACMA CGMA). Mark is also a chartered manager (Ch. Mgr / ACMI) and has degrees in business (MBA) and law (LLB) with 10 years of experience working in finance and leadership roles.



## Daniel Mark Carr

Daniel is a Brand and Marketing Director with a background in start-ups and FTSE 100 organisations. Daniel possesses broad expertise and multinational experience, and is currently the Chair of the Board.



## Brock Chisholm

Dr Brock Chisholm is a Clinical Psychologist who specialises in the psychological impact of traumatic events such as sexual & physical assaults, accidents, bereavements, domestic violence, and traumatic childhoods, as well as adjustments to life events.



## Emily McFadden

Emily McFadden is an abuse solicitor at Bolt Burdon Kemp. She brings civil claims for compensation for victims of abuse against organisations and individuals.

# Our People

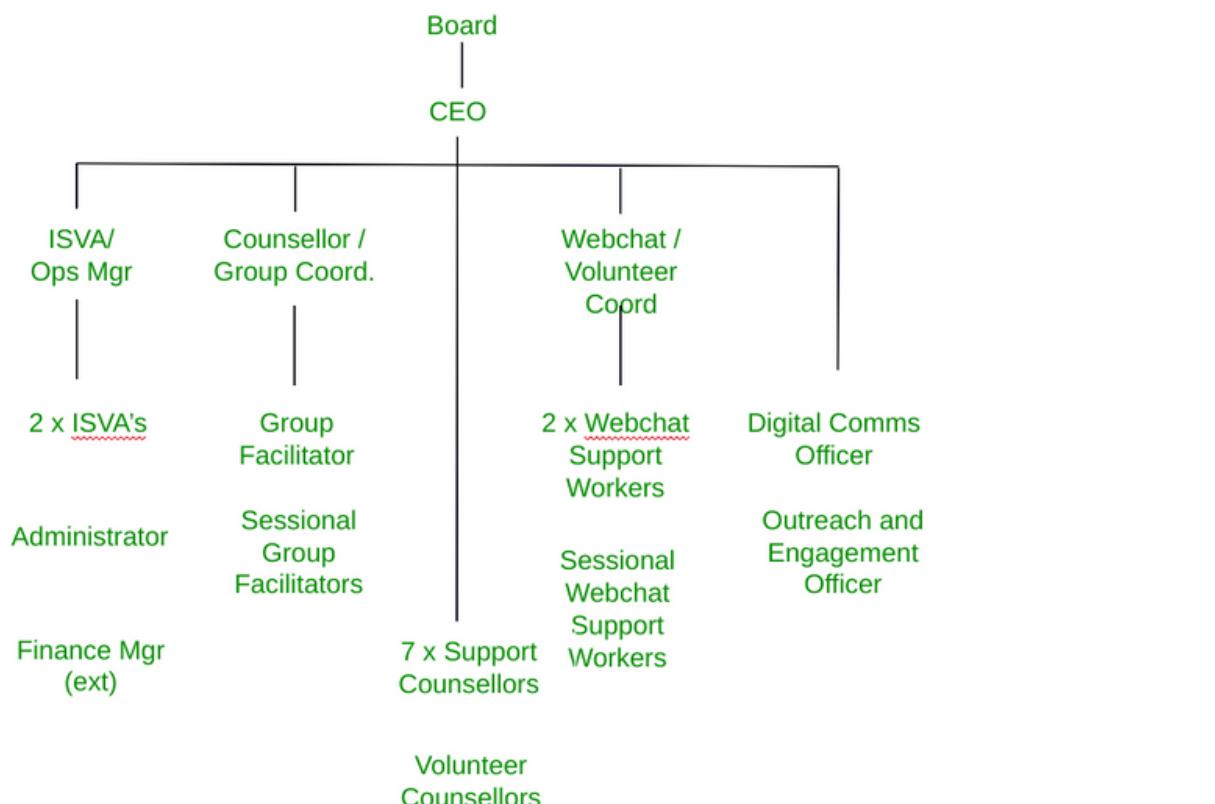
A passionate, professional and highly committed staff team of 19, with varied professional backgrounds, drives Survivors UK.

Our recent staff survey was incredibly positive, with the organisation outperforming on 18 out of 19 benchmarks (from the Charity Pulse survey).

From the survey, 100% of employees support and believe in the aims of the organisation, and 71% would recommend the organisation to a friend.

Our Board, currently with 5 Trustees, meets every other month, with a sub-committee call on the alternate months.

The sub-committees are; Governance, Legal & Finance, Client Services, HR, Marketing and Communications.



Current Organogram

# Trustee Roles

We currently have 2-4 vacancies on the Board. Applications are open to all professional backgrounds, however, we are particularly keen to hear from those with experience in the following areas:

- Charity Governance and Charity Commission Regulations
- Fundraising and Income Generation
- Volunteer Management
- HR, Diversity and Inclusion
- Clinical / Client Services

## Main responsibilities

- To set and maintain vision, mission and values.
- To ensure that Survivors UK complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations.
- To ensure that Survivors UK pursues its objects as defined in its governing document.
- To maintain proper financial control and ensure that Survivors UK applies its resources exclusively in pursuance of its objectives.
- To develop strategy and provide strategic leadership, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To ensure accountability.
- To support the operational management of the organisation.
- To draw up and monitor the implementation of internal policies, which must include equality and diversity as well as health and safety policies and grievance and disciplinary procedures.
- To ensure that risk assessments for all aspects of the business are carried out.
- To safeguard the good name and values of Survivors UK.
- To maintain effective Board performance and ensure the effective and efficient administration of the charity including funding, insurance and premises.
- To promote Survivors UK and act in the best interests of the charity, never in the interests of yourself or another organisation.

# Trustee Roles

## Knowledge and experience

- Outstanding record of professional achievement in their field, with a commensurate personal reputation for excellence, with a particular focus on strategic planning and performance.
- Ideally, but not necessarily, experience gained as Trustee or Non-Executive Director in a similarly complex service orientated or influential organisation.
- Strong understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.
- Appreciation of the nature of risk management at Board level.

## Skills and abilities

- Able to distil complex information and bring a pragmatic approach to its application.
- Highly effective communication and interpersonal skills.
- Able to galvanise external relationships and build support for Survivors UK.
- Strong ambassadorial and influencing skills – inspires trust and confidence quickly.

## Personal style and behaviour

- Independent, strategic and creative thinker.
- Driven and self-managing with sharp commercial acumen.
- Collaborative team player.
- Sound judgement and political sense.
- Committed to the values of Survivors UK leads by example in upholding these values and demonstrates the utmost integrity.

## Additional duties

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board reach sound decisions. These may involve scrutinising Board and Committee papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives and other issues in which the trustee has special expertise.

Survivors UK has a system of ‘lead’ Trustees, so that the Trustee’s special expertise can be fully used in the day to day work of the charity.

A Trustee is required to act reasonably and prudently in all matters relating to Survivors UK and must always bear the interest of the charity in mind.

# Terms of Appointment

## Remuneration -

The role of Trustee is unremunerated.

## Time Commitment -

Up to six Board meetings per year, plus six remote sub-committee meetings per year.

Meetings are held in the evenings.

Trustees are also expected to attend occasional training and public or private events, e.g. supporter/fundraising events, strategic planning Board away days.

## Location of meetings -

11 Sovereign Close, Wapping, London, E1W 3HW

## Expenses -

Reasonable out of pocket travel expenses will be reimbursed.

## Terms -

Trustees will serve an initial four-year term.

# How to Apply

To express an interest in the role and to be considered, please submit the following:

- A detailed and up-to-date CV.
- A supporting statement that addresses all criteria above and outlines your motivation for applying.
- Details of your availability on the dates for interview below.

Completed expressions of interest should be submitted to [danielmark.carr@survivorsuk.org](mailto:danielmark.carr@survivorsuk.org)

The closing date for applications for the Trustee roles is 5pm on Friday 17th July 2020.

An indicative recruitment timetable for candidates is below. Once final dates are confirmed, these will be made available to applicants as soon as possible.

July 17th 2020 (5pm)	Closing date for applications
w/c 27th July 2020	Telephone interview for shortlisted candidates
w/c 10th August 2020	Final panel interview

 [survivorsuk.org](http://survivorsuk.org)  
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