**Trustee Recruitment Pack:**

Safety4Sisters works to support migrant women across the North West who have experienced gender-based violence and who have no recourse to public funds or state benefits.

We are a grassroots feminist and anti-racist organisation and we are currently seeking dynamic and committed women for trustee roles in the North West.

(Ability to travel to Manchester is required, expenses provided.)

**Our Background**

Safety4Sisters was established in Manchester in 2009 to address the exclusion of migrant women (particularly those with 'no recourse to public funds') from the most basic rights of safety and protection when they have experienced gender- based violence. Our initial work was mainly in campaigning and education.

In 2016 we ran a pilot project - the Migrant Women’s Rights to Safety project. This delivered support, advocacy and advice to secure the safety of 61 women who were experiencing gender-based violence and were homeless or faced potential homelessness.

Alongside we ran a women’s support group to attend holistically to the emotional and mental health needs of migrant women. Following the conclusion of the pilot project we produced an extensive [report](https://static1.squarespace.com/static/5af498dd3c3a53848b8530b6/t/5afc6027aa4a999878279054/1526489140673/Safety4Sisters%2BNorth%2BWest%2BReport.pdf) which highlighted the huge barriers faced when reporting violence to authorities and support organisations.

**Where we are now?**

We are now a registered charity with employees and a trustee board. We currently work towards our vision through:

* service delivery and advocacy for migrant women who have experienced gender-based violence
* our women’s refuge which provides safe accommodation for women who have no recourse
* our campaigning work, targeting legislation that excludes migrant women from statutory and voluntary provision that should protect them
* educating and challenging organisations and the public to uphold the human rights of migrant women
* bearing witness and documenting where this does not happen
* the creation of spaces for sisterhood in which the individual stories of migrant women - their experiences of disempowerment and struggle for survival - are transformed into collective stories and collective action.
* In particular our women’s support group. This is a space of politics, solidarity, friendship and safety for women. We engage the women in arts, cultural and political activity as well as supporting them to document their experiences.

We are currently undergoing great growth as an organisation as a result of increased funding and capacity. We are hoping to deliver more advocacy for migrant women and link up nationally with other organisations to strengthen the network of support for all.

**Who are we looking for?**

**Safety4Sisters are looking for dynamic and engaged women for these roles. We want you to be engaged with the politics from which we work and committed to feminist and anti-racist approaches.**

We hope to keep our committee diverse and to represent the diversity of women’s experience. We also aim to have a majority of black and/ or minority ethnicity women. We encourage women with experience of migration to apply for these roles. We are only seeking woman for this role as the Occupational Requirement under Schedule 9 (part 1) of the Equality Act 2010 applies to the role.

It is essential that those who apply have:

- Feminist and anti-racist politics

- Comfort and experience with IT including video calls, emails and Microsoft Office

- The ability to commit to at least two meetings of 2 hours per month (normally evenings) and up to five hours of further commitment per month

At the moment we are particularly looking for women with experience in any of the following areas to apply:

- Social Work/ Domestic Violence provision

- Trustee or director roles in organisations employing workers

- Experience with charity and/or business structures

- Knowledge and experience of HR

- Financial sectors or roles particularly within charities and accountancy

- Charity sector work, particularly in delivery, safeguarding or strategy

- IT systems, online promotion and communication

**Main Duties of Trustees**

**Trustees must be able to attend one 2 hour board meeting per month. This usually occurs on a weekday evening on Zoom or in Central Manchester.**

We will also expect trustees to take on some work at home, particularly during busier times.

Work will include:

* Ensuring that the organisation and its representatives function within the legal and regulatory framework of the sector and in line with the organisations’ governing document
* Taking part in determining the overall direction and development of Safety4Sisters through good governance and clear strategic planning.
* Acting in the best interest of the organisation, beneficiaries and future beneficiaries at all times.
* Promoting and developing the organisation in order for it to grow and best serve its beneficiaries
* Maintaining sound financial management of resources
* Interviewing, appointing and monitoring the work and activities of paid staff when relevant.
* Supporting the organisation as an employer through the creation and maintainence of structures, policy and procedures
* Acting as a counter-signatory on cheques and any applications for funds
* Maintaining absolute confidentiality about all sensitive/confidential information
* Taking part in campaigning activity both online and in person
* Engaging, where appropriate, with our women’s group activities such as the support group or days out
* Taking part in committee sub-groups on topics such as finance, promotion etc where you have interest

As the trustees committee are responsible and liable for the governance and functioning of the organisation, they are accountable in varying degrees to a variety of stakeholders, including: service users, members, funders, and the Charities Commission. Close attention must be given to the governing document to ascertain the type of organisational structure and the range of interested parties.

**What we can offer**

We have a friendly, vibrant and powerful committee who are driven and energising.

Our trustees have the opportunity to take on roles of responsibility and grow their skills in areas outside of their expertise. We are often invited to speak for external events and we would love to empower trustees to take an active role in these types of activities.

We encourage all trustees to take a hands-on approach to our service delivery, from supporting in volunteer recruitment to enjoying day-trips out with the migrant women’s group!

Travel expenses are available to all trustees.

**How to apply**

In order to apply please complete the application form and send to trustees@safety4sisters.org

We will require applicants to attend an interview panel to determine their suitability.

If you have any further questions about this role please do not hesitate to get in touch via the above email address.