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| **Trustee**  **Role Profile** |  |

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| **Job Title:** | **Trustee** |
| **Reports to:** | **Chair of the Board of Trustees** |
| **Accountable to:** | **Board of Trustees** |

**About Us**

At FearLess, we recognise that everyone will know someone who has experienced domestic abuse, sexual violence or stalking but may not realise it. 1 in 4 women have experienced domestic abuse or sexual violence. 1 in 6 men have experienced sexual violence.

On average, domestic abuse victims experience 50 incidents of abuse before they get effective help – often living in fear for years, as they suffer repeated harassment, coercion, financial subjugation, verbal abuse and physical, sometimes sexual, violence. Just 20% of sexual violence victims ever seek help.

Many victims of abuse don’t report their abuser for fear of reprisals, or in the belief that they’ll change. They may have low self-esteem, feeling helpless, trapped and economically dependent. And they can be scared that law enforcement and social services won’t take their situation seriously.

With 80% of abusers having suffered an abusive past themselves, it’s easy to see how domestic abuse and sexual violence becomes a cyclical pattern of behaviour that ruins lives.

At FearLess, we’re working to break the cycle of domestic abuse and sexual violence.

Our highly professional, fully trained and hugely caring teams work across communities in the Southwest; providing personalised support services to help victims change or move on from abusive relationships; supporting people who have experienced sexual violence or stalking, supporting children and young people affected by abuse to move on with their lives and; running voluntary programmes for perpetrators to help them change their behaviour.

Through this holistic approach we can change lives, provide hope for the future and give people the opportunity and skills to flourish in their future relationships.

Not just for the short term, not just until the next time. But permanently.

Together, we can break the cycle.

**About the role**

We are looking for strategic-minded individuals with a variety of skills to join our board. Our trustees play an essential role in making sure that FearLess is able to meet our aims and objectives, with oversight of the overall management and administration of the charity. They also ensure that we have a clear strategy and that our work and goals are in line with our vision.

**Trustee duties**

Trustees are charged within company and charitable law to:

* Support the vision, mission, and strategic direction of FearLess and work with other trustees and SMT to ensure it fulfils its duties and responsibility for the governance of the charity.
* Participate in board meetings.
* Provide ad hoc support to SMT as required and support any urgent actions and decisions necessary.
* Ensure that FearLess functions within the legal and financial requirements of a charitable organisation and strive to achieve best practice.
* Champion Safeguarding for FearLess and bring knowledge and experience to the Board.
* Ensure that the major risks to which the charity is exposed have been reviewed and systems have been established to mitigate these risks.
* Ensure sub-committees and working parties are working effectively – offering expertise to specific groups as required.
* Serve the whole organisation and not as representatives of any specific interest group.
* Ensure FearLess is carrying out its purposes, as set out in its governing document.
* Ensure the charity complies with its governing document, charity law and any other applicable laws.
* Act in the charity’s best interests, making balanced and adequately informed decisions.
* Contribute actively to the Board of Trustees in giving firm strategic direction, setting overall policy, defining goals, and evaluating performance.
* Provide guidance using previous experience and expertise on a range of aspects of FearLess’ business, including support to set up new initiatives.
* Ensure the effective and efficient administration of the Charity.
* Monitor the financial, strategic, and operational performance of FearLess.
* Uphold the reputation of the Charity.

In addition to the above responsibilities, each Trustee should use any specific skills, knowledge or experience they possess, to enable the Board to reach sound decisions. This may involve leading discussions, focusing on key issues, scrutinising reports, providing advice and guidance on new issues, particularly where a Trustee has specific expertise. Our board meets quarterly and holds an Annual General Meeting.

**Personal skills and qualities**

* Willingness and ability to understand and accept their responsibilities and liabilities as trustees and to act in the best interests of the charity.
* Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
* Effective communication skills and willingness to participate actively in discussion.
* A strong commitment to deliver the Charity’s strategy and achieve our vision of `breaking the cycle of abuse’.
* Commitment to the Charity’s values:
  + - Kind (generous of spirit)
* Receptive (believing, empathetic)
* Open (welcoming, friendly)
* Expert (applying deep knowledge and know-how)
* Pragmatic (practical, solution-focused)
* Robust (strong, solid, reliable)

**Time Commitment**

* Attendance at board meetings which take place quarterly.
* Trustees will also need to carry out any pre-meeting reading and preparation and may be contacted occasionally for advice.
* Attendance at the Annual General Meeting.
* Attendance at Strategy Days which are held bi-annually.
* Attendance at committee meetings (if appropriate) which are held bi-monthly.

**Further Information**

Due to the nature of our service and working with vulnerable clients, safeguarding is one of our key priorities. Therefore, any offer will be subject of an enhanced DBS check and satisfactory references.