

## **Chair of the Board of Trustees - Voluntary role**

SARSAS exists to relieve the trauma and distress, and help rebuild the lives, of survivors who live in Somerset, Bristol, South Gloucestershire, North Somerset and BANES, who have experienced any form of sexual violence, at any point in their lives.

SARSAS also campaigns and raises awareness about rape and sexual violence to change the narrative about sexual violence and enable survivor's voices to be heard. Partnership work with a range of agencies locally and nationally is a priority to enable social change.

SARSAS works to feminist principles: this underpins both what our service is and how it is run. Our work is guided by a trauma-informed approach which understands how traumatic experiences can impact on survivors and keeps an awareness of the effects of trauma at the forefront of our approach to support.

### **Role Purpose**

We are seeking a Chair of Trustees responsible for Chairing the SARSAS Trustee Board. This is an exciting opportunity to help SARSAS realise it's vision of a world without sexual violence.

The purpose of this role is to lead the Board of Trustees for SARSAS, providing strategic and governance oversight and direction for the sustainability of the organisation and its work for the benefit of its service users.

### **Key Accountabilities**

- Work in partnership with the Chief Executive Officer, and the Board to ensure that the SARSAS has a clear vision, mission and strategic direction and that the charity, the Trustees and the Chief Executive Officer are focused on achieving these.
- Ensure, that the board of Trustees fulfils its duties and responsibilities for the proper governance of the charity.
- Help the Chief Executive Officer to achieve the charity's mission.

### **Duties and tasks to fulfil the key responsibilities:**

**Work in partnership with the Chief Executive Officer, Co-Chair and the Board to ensure that the SARSAS has a clear vision, mission and strategic direction and that the charity, the Trustees and the Chief Executive Officer are focused on achieving these.**

- Ensure that the Trustees govern SARSAS in the long-term interests of its service users.
- Ensure SARSAS has a clear mission and vision and that there is a common understanding of these by the Chief Executive and the Trustees
- Ensure that policies set by SARSAS support the vision, mission and strategic priorities and objectives.
- Contribute to organisational strategy, future development and sustainability.
- Ensure that the SRASAS Trustees consider and approve the methods for measuring objectively the progress of the charity in relation to its vision, mission, strategic objectives/priorities and business plans.
- Ensure that the executive team reports regularly to the board of Trustees on progress towards the strategic objectives, business and annual plans.
- Ensure that the Chief Executive Officer's annual objectives support the achievement of the strategic objectives/priorities.
- Ensure that the Chief Executive Officer receives regular, constructive feedback on her performance in managing the charity and in meeting her annual and longer term objectives.

**Ensure that the board of Trustees fulfils its duties and responsibilities for the proper governance of the charity.**

- Ensure the charity is legally compliant and works towards best practice in relation to Charity Commission standards and the Rape Crisis England & Wales National Service Standards.
- Manage governance and risk.
- Ensure that the board's delegated authority is recorded in writing.
- Ensure that the charity's financial dealings are systematically accounted for, audited and publicly available.
- Facilitate effective board meetings and decision making and monitoring of implemented decisions.
- Act between meetings as necessary and in accordance with policies
- Lead on trustee recruitment, induction, and development, ensuring right skills mix and ensure the board of Trustees regularly reviews the charity's governance structure and the board's performance.
- Ensure the board conducts its responsibilities in a professional and ethical manner

## **Help the Chief Executive Officer to achieve the charity's mission**

- Ensure that the Chief Executive Officer's performance is reviewed informally at regular one-to-one meetings throughout the year and more formally annually.

## **Key Competencies**

- Experience of leadership within a board/committee setting
- Ability to think strategically, plan and set direction
- Experience of line management/supervision
- Decision making and risk management
- Experience of partnership working
- Commitment to equality and diversity
- Understanding of and commitment to the feminist agenda/SA/SV
- Commitment to best practice in governance and service delivery
- Ability to build and secure trust and value from relationships
- Ability to achieve through collaboration and team working

## **Role Dimensions**

- Appointment by interview
- Appointment for an initial 3-year term (with re-election up to a maximum of three consecutive years)

## **Equality, diversity, and inclusion**

At SARSAS we strive to create a workplace that reflect the communities we serve and where everyone feels empowered to bring their full, authentic selves to work. We want to build an inclusive culture that encourages, supports, and celebrates diverse voices. We actively encourage applicants with protected characteristics to apply.

We are committed to taking an inclusive approach to recruitment and selection whilst ensuring there is no discrimination in our processes and that our team and prospective employees are treated fairly, with respect and without bias. Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process.