



Role Description for Trustee / Director

To implement and embed the core values and expectations adopted by the charity, trustees will undertake to:

1. Formulate and agree the mission and strategy including defining the ethos of the charity.
2. New Trustees must recognise and adhere to our organisational values. The core of our values is that our work is to reduce and eliminate the risk of domestic violence to women, and we work for the empowerment and self-determination of women, and that our services and mission have a feminist ethos.
3. Be collectively accountable for the business of the charity, providing constructive challenge to the leadership team and taking decisions on all matters within their duties and responsibilities.
4. Ensure there are effective underpinning policies and systems, which facilitate the voice of the service user and foster exceptional service delivery.
5. Ensure that the charity is responsive to social, demographic, economic and legal trends by adopting a range of strategies for engaging with all stakeholders.
6. Adopt a financial strategy and funding plans which are compatible with the duty to ensure sustainability and solvency of the charity.
7. Scrutinise and challenge the operational work of the charity, and in particular, the finances, to ensure financial viability and sustainability.
8. Oversee fundraising activity and ensure best practice.
9. Ensure that effective control and due diligence takes place in relation to all matters including mergers, acquisitions, subcontracting and partnership activity.
10. Meet and aim to exceed statutory responsibilities for equality and diversity.
11. Ensure that there are organised and clear governance and management structures, with well-understood delegations.

12. Regularly review governance performance and effectiveness, and ensure the organisation operates in line with Charity Commission standards of best practice.
13. Safeguard the reputation and interests of the charity.
14. Attend the AGM, Board meetings, Committee meetings, Strategy days, Away days, and any associated meetings, with at least 80% attendance.

Ideally, a Trustee will have the following attributes:

- Understanding that domestic abuse occurs as a result of women's unequal position in society.
- Understanding of the needs of women and children affected by domestic abuse.
- Commitment to campaigning against domestic abuse and for the right of women and children to live, and enjoy their lives, in safety.
- Commitment to a feminist service for women and children which deals with the effects of domestic abuse.
- Ability to bring a range of relevant skills to the organisation.
- Ability to attend meetings on a regular basis.
- Ability to distinguish and maintain the distinction between strategic and operational areas of activity.
- Willingness to learn about the organisation and attend training and other events to maintain this knowledge.
- Ability to work as part of a team.
- Ability to learn from others as well as to share own skills and knowledge.
- Ability to express an opinion clearly and confidently.
- Ability to listen, contribute to and engage with debate.
- Ability to assess information, think critically and make independent judgements.
- Willingness to adhere to decisions and uphold collective responsibility even where she may disagree with the outcome.

Principal Responsibilities of Good Governance

As charity trustees we embrace the Seven Principles of public life ('The Nolan Principles'), which provide an ethical framework for the personal behaviour of governors, namely:

- **Selflessness:** Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.
- **Integrity:** Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.
- **Objectivity:** In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
- **Accountability:** Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
- **Openness:** Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands it.
- **Honesty:** Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
- **Leadership:** Holders of public office should promote and support these principles by leadership and example.