



Registered Charity: 1100976

Trustee Recruitment

Closing Date:
9AM, Monday 26th October



A Note From Our Chair & CEO

Would you be a good addition to our Board of Trustees? Do you want to help us make a real and positive difference in the lives of the thousands of women who access our service? Will you help us to challenge inequalities and barriers that women experience across Lancashire and beyond?

We are looking for committed new members to join our Board of Trustees at Lancashire Women. For the last 40 years our charity has worked with women to provide a range of supportive services which have been flexible to the changing needs of our geographical and economic landscape.

Serving communities across Lancashire we have a significant presence in Preston, Blackpool, Blackburn, Accrington, Burnley and HMP Styal. Our services include mental health/ talking therapies, supporting women in the criminal justice system, bespoke training and offering advice in our One Stop centres.

Over the past few years, we have looked to consolidate and expand our offer to those who need it most, targeting our most vulnerable communities. We are now taking forward our most ambitious strategic planning, increasing our partnerships and networks and, becoming a platform for raising awareness of women's issues.

We have a very experienced staff and volunteer team many of whom were originally service users; our values are reflected in our culture, within the Board, our workforce and our service delivery.

Do you have the skills and experience to contribute to our strategic planning and oversight of making planning a reality?

We are hoping that new trustees can join us with renewed energy and effort, forming a strong and stable system for leadership and governance moving forward. The challenges and opportunities that we face require a skilled and dedicated team of trustees with a passion for the role we play in addressing inequality and elevating issues affecting women.

We are looking for trustees who are able to contribute more than attending the usual Quarterly Board and sub group meetings. Over the next year, Lancashire Women will be making important decisions, and our staff team will need clear leadership, relevant insight, thoughtful support and steady guidance.

We are seeking people who are ready to:

- Share their professional expertise and judgement;
- Take an active role in shaping our strategic direction;
- Learn about areas such as charity law and good governance;
- Develop new skills where needed;
- Seek and give appropriate advice when complex issues arise.

We are particularly interested in hearing from people with board level leadership and experience in finance legal matters and the criminal justice system. We are committed to further diversifying our Board so that it reflects the communities we serve and we warmly welcome applications from people of all backgrounds and communities.

Lynette Harwood, Chair of the Board
Siobhan Collingwood, Chief Executive

Our Values

We believe our values need to be translated from the ideals we profess into tangible behaviours which can be operationalised and measured. This way, our teams know and understand how best we can achieve the outcomes and change for the women we work with. Our commitment is to ensure everyone in LW knows and understand the part they have to play and how they can bring our values into their work.

Empower

We work to build on the strengths that all women & girls have, so that they can become more confident; especially in controlling their own life and claiming their rights.

Non-judgemental

We accept each woman exactly as they are and genuinely make no moral judgement about their situation.

Creative

Creative in our approach to supporting women & girls and seeking solutions with them for the challenges.

Collaborative

We know we learn more and can achieve more when we work together.

Honest

We try to be real with all the women & girls we work with so they can have choices about their lives, knowing that they will need courage to make changes that will benefit them and those around them.

Who We Are

Lancashire Women are a leading charity with the core vision of creating a Lancashire where all women are valued and treated as equals.

With over four decades of experience, Lancashire Women work from our mainly women centres to provide safe, dedicated space for women across the county. We bring together a number of services under one roof- all designed to support women who at any one time may be dealing with a range of issues including: social isolation and exclusion, homelessness, poverty, mental ill-health, or offending behaviour.

Our services are available to all women, but in particular we work with those who find themselves in situations which can increase their vulnerability or place them at significant risk of harm - and who are often facing multiple and complex needs.

Our delivery draws upon three decades of practical experience in supporting women, and is an approach recognised nationally for its effectiveness and impact.



About This Role

Lancashire Women are a progressive charity who live and breathe their ethos and values both internally and externally, ensuring we are able to have the best impact within our local communities. If you are looking for a rewarding role where you can see the impact you are having on a daily basis, then come and join us. We are more than just a charity.

- Ensure that Lancashire Women complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations.
- Ensure that Lancashire Women pursues its objects as defined in its governing document.
- Ensure Lancashire Women applies its resources exclusively in pursuance of its objects, i.e. it must not spend money on activities which are not included in the objects, however worthwhile they may be.
- Contribute actively to the board of Trustees' role in giving firm strategic direction to Lancashire Women setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Safeguard the values of Lancashire Women.
- Ensure the financial stability of Lancashire Women.
- Protect and manage the assets and resources of Lancashire Women and to ensure that proper investment of funds.
- Appoint and support the Chief Executive Officer and monitor his/her performance as a Trustee Board member.
- Work proactively and collaboratively with the Chair and the CEO working together to ensure effective lines of communication and accountability are maintained at all times.
- Act in Lancashire Women's best interests in deciding what will best enable the Charity to carry out its' purposes, making balanced and adequately informed decisions.
- Declare and where possible avoid conflicts of interest and not receive any benefit from the Charity unless this is authorised and in Lancashire Women's best interests.
- Manage Lancashire Women's resources responsibly putting in place appropriate procedures and safeguards.
- Act with reasonable care and skill using your skills and experience and taking appropriate advice when necessary.
- A Trustee is required to give time, thought and energy to the role including attending meetings, events and actively participating in all Trustees involvement.
- A Trustee may be expected to lead on a sub-committee of the Trustee Board.
- Determine policies and decisions on all matters that might create a significant financial or other risk to the organisation.
- Counter-signatory responsibility at the agreed level.

What Are We Looking For?

- A commitment to the organisation, including around 6 hours of your time per calendar month for meetings, emails, board papers, etc.
- Expertise within your field.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to speak your mind.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as a member of a team.
- A commitment to Nolan's 7 Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Reflecting Lancashire's Women – Bringing more voices to the table

We're particularly keen to hear from people with experience of **finance, legal and the criminal justice system**. We know there are other skills and experience gaps we'd like to address too, but these feel like the most pressing priorities for us right now.*

We're also really mindful of the importance of diversity and geographical reach in building our Board. We're not yet as representative as we need to be to ensure that the voices and experiences of women across Lancashire are heard, valued and reflected in our decision-making. We'd love this recruitment to help us change that.

So, alongside the professional skills we're looking for, we'd particularly welcome applications from people who can bring different perspectives, backgrounds and experiences to the Board – including personal and lived experience. We want our Board to reflect the richness and diversity of Lancashire's women, and enable us to be better equipped to understand and represent the communities we serve.

**We'll be recruiting for additional positions in the new year, so please don't let this be a barrier if you're keen to join and get involved with Lancashire Women. We'd still love to hear from you.*

How To Apply

If you would like to be a Trustee at Lancashire Women, all you need to do is follow these simple steps – questions are always very welcome and support is available through our recruitment partner, Charity People.

First, follow this link to complete our [Equity, Diversity and Inclusion form](#). Whilst this isn't compulsory, we are incredibly passionate and committed to inclusivity and accessibility for all and the information you supply will help us to support Lancashire Women to work towards greater equity and inclusion in their team.

Secondly, send a copy of your CV and a cover letter (no more than 2 pages) on your 'why'.

- Why do you want to be part of the Trustee Board at Lancashire Women?
- Why do you think your skills, experience (lived and professional) and approach to collaborative working would add value?

Finally, confirm the following details:

- Post code of your home address
- Any dates that you definitely aren't available to meet us
- Pronouns (optional)
- Any adjustments we could make to the process to enable to you feel at your most confident

Applications should be submitted directly to Amelia Lee at Charity People, who will be supporting us with this important recruitment: amelia@charitypeople.co.uk

Interview dates: To be confirmed soon

Deadline: 9am Monday 26th October

If any of the planned interview dates clash with your schedule and can't be rearranged, please let us know as soon as possible so we have the best chance of finding an alternative.

Further Information & A Chance To Meet The Team

We will be hosting a live Q&A Webinar at 12pm on Wednesday 21st October, where we will share further insights and answer any additional questions you may have.

Your host will be Amelia Lee (Trustee) and she'll be joined by:

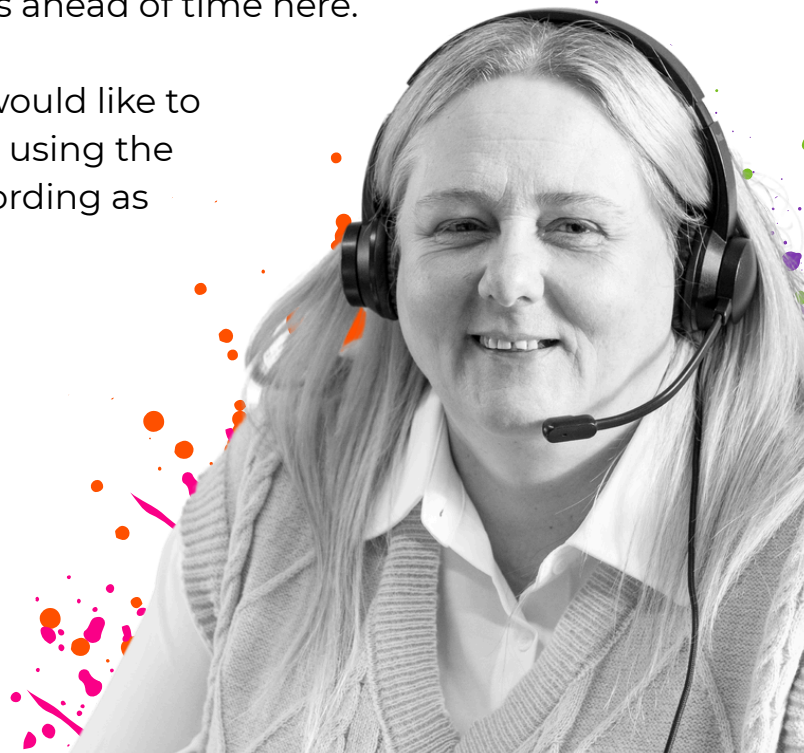
Lynette Harwood – Chair
Siobhan Collingwood – CEO
Pauline Geraghty – Trustee

Please register your interest in attending this webinar by using the following link:

[Yes, I would like to register my interest in attending the Q+A](#)

You can also submit your questions ahead of time [here](#).

If you're unable to attend live but would like to access the webinar, please register using the same link and we'll send you a recording as soon as possible after the event.



**Help make a difference to the lives of
women across Lancashire.**