



delivering cutting edge services
to end violence against women and children

Dear potential applicant,

Thank you very much for your interest in becoming a trustee with **nia**.

This is a very exciting time for **nia** as we look to increase and diversify our board. We have a voluntary Board of Trustees who have the ultimate responsibility for directing **nia** and ensuring that the organisation is well-run. Our trustees include women with a wide range of skills and include women who have experienced gender-based violence and ex-service users of **nia**.

This application pack includes

- Information for applicants
- About **nia**

If you are interested in applying, please download a trustee application form from our website.

Please complete the application form in full. Please do not include any additional documentation such as Curriculum Vitae, as the Organisation requires candidate's information to be in a standard form on its own application form.

Your completed application form should be returned via email to revans@niaendingviolence.org.uk by the closing date. Any late applications will not be accepted.

Yours faithfully,

Karen Ingala Smith
Chief Executive



About nia

nia has been delivering services to women and children who have been subjected to men's violence, particularly sexual and domestic violence and abuse, including prostitution, since 1975.

The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness. We achieve these aims by

- providing high quality services for women, girls and children who have experienced or are at risk of male violence,
- increasing awareness of violence against women, girls and children and developing services, contributing to research, debate and policy initiatives to prevent it,
- challenging inequality and discrimination and celebrating diversity,
- empowering and supporting women and children, and
- increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police.
- **The Emma Project** - a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically
- **Daria House** - a refuge for women who have been sexually exploited, with a particular focus on supporting women who been exploited through involvement in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney
- **IRIS** - a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and City, Haringey and Barking and Dagenham.
- **The Anita Project** –supporting women in prostitution and particularly to exit prostitution.

nia is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

nia is also part of a number of partnership projects lead by other specialist independent women led organisations responding to men's violence against women and girls, including The London Holistic Wrap Around Service, Wisser, CASA, Courageous.

nia holds the following quality standards:

- Rape Crisis England and Wales National Service Standard
- SafeLives Leading Lights
- Women's Aid Federation (England National Quality Standard
- Advice Quality Standard (Casework)

Pride in our feminist approach to supporting women subjected to men's violence

nia is a feminist organisation. This means that our work names male violence and services are provided in a framework which recognises that there are inequalities between women and men in society, and also that there are other forms of structural inequality including class, race and disability that cut across sex inequality.

Our work is underpinned by the recognition that men's violence against women and girls is both a cause and consequence of sex inequality. Whilst perpetrators must be held responsible for their actions and behaviours; men's violence against women is not reducible simply to individual acts perpetrated by individual men, but is a key instrument of men's domination of women, supported and normalised by patriarchal institutions, attitudes and social norms and values.

We are proud that after more than 45 years, **nia** has remained true to the original vision: providing support by women to women and children. We are proud that despite an increasingly difficult financial and socio-political environment, we're still here, still independent, still feminist and still providing services to women and children in East London.

We're proud that our service reaches women who reflect the diversity of women in East London and that their feedback tells us that we are meeting their needs.

Too few charities stay political about the causes they were set up to address. It seems that larger women's organisations have traded their political edge for a placatory or 'safe' relationship with the government, statutory organisations and even the media or general public. We have chosen not to take this 'playing-safe approach' and increasingly feel that other organisations do not represent the women who use our services, particularly with regards to the need for specialist single sex services for women who have been subjected to men's violence and women exploited through prostitution.

We are proud to prioritise women.

Feedback from Service Users

"This service is so good. I was so happy, I was so grateful. I have no words, you tried your best to take into consideration all my needs. Even when I moved into this current accommodation I was thinking that why do I have to move to other service. You are so polite, kind and you explained things to me with kindness, you would listen to me, you would explain things to me. I have prayed a lot for you. Actually, for all of your service. I was so scared and stressed in the previous accommodation. You gave me a good accommodation, you made me forget all about my pain when you spoke to me with kindness. Your approach was so assuring. I was so upset before I got in touch with you. Thank you."

"Your service is fantastic, Specially you. You heard me because of what I was going through. I was short tempered, you listened to me. honestly your service is good. Kind, caring and very patient with your clients. and you take time to listen to me. you explain things to me. you were so polite. "

'When I was totally helpless, when I had no shelter, nowhere to go, on the road, you picked me up, helped me to be where I am today. you are excellent, very good. You helped me in so many ways. Helped me to be who I am today. You have helped me in all the possible ways. I have no words to express my gratitude. No way of saying thank you."

I am very happy with the service provided at the refuge. You are so supportive and you care. I can walk into the office and get help, or even get someone to help at night. At the same time you don't put pressure on us to do stuff and you let us be our own people. I have written positive stuff and put it up on my walls, so that's how positive I feel staying here.

I feel safe here. This is the first time in my life I feel like I'm not being judged constantly and I feel like the staff care about what happens to me.

"My name is [redacted] and I was allocated Mona as my ISVA about a year ago. Mona has been the main factor in helping me fight for justice and it's only right of me to highlight the extremely positive affect she has had on me personally and also for future women who face the difficulties I have had. There have been many people involved in my case and every single person has walked away and advised me that there is nothing we can do. Every person has reminded me that I am a victim and left me feeling as though I will also be just that. There has been many times that I wanted to give up in everything. But without fail, Mona was always pop randomly and check how I am and more often then not end the conversation telling me she is going off to explore something, coming back to me with a new route for us to take. Had I listened to all those involved, I wouldn't be here today and I wouldn't be continuing to fight for justice. Further to that, I would still carry the mentality of being a victim, that alone brings its own burden. Mona stayed, listened and never stopped exploring more options for me, paving the way for my case but also opening new options for future case so that the same mistakes aren't made and difficulties faced. We took a call last week whereby the National Crime Agency apologised for mistakes made with my case and advised us that they are changing internal processes and supplying additional training to staff - Mona helped me achieve that. Today I am a

completely different person i was before getting the opportunity to work with Mona. Her positive outlook on such a negative situation is remarkable and thanks to her support I remember who I am. I am a survivor and I have a voice. Every person in my situation deserves the support she has given, she has been the only person to show me what fight is, to not give up if you don't want to, to hold my head high and follow my gut feeling. Three years on I can proudly say I am a survivor. I'd like to thank you for the opportunity you have given me to work with such an amazing ISVA, she really has helped me change my life and is an absolute credit to Nia."

"When you called and came into my life, it really felt like my grandparents had sent you from heaven as my guardian angel to help me through this whole process. Thank you for all of your time, support, guidance and positive energy throughout this whole difficult period. Because of you, I wasn't as scared, worried, anxious and nervous as I otherwise would have been. You have no idea what a huge difference you've made when I was going through a challenging time. Thank you."

"Natalie has been so professional and knowledgeable, and shown so much empathy and compassion. Your service has been a lifeline, when things, at times have felt so desperate for me. Whenever I have thanked Natalie, she will always say "I'm just doing my job" but I know that potentially, other people could be in this role with a very different attitude. Nothing was ever too much trouble, and even though at times I felt a bit of a burden, Natalie had a way of making me feel that I wasn't. The mixture of knowledge, experience and attitude, that she has, is quite remarkable.

Natalie helped me understand what was going on, when I was in a state of confusion at the beginnings of my journey, and has been the catalyst for my continued learning and reflection. I cannot put into words how helpful it has been to feel believed, and I seriously cannot put into words how helpful it has been to have her support and understanding. Nothing was ever too much trouble, and I felt she went above and beyond any expectation I might of had, always fighting for the best possible outcome."

Claudia referred [redacted], this was a very concerning case mainly due to the fact that [redacted] was not engaging with your agency and the risk to her couldn't be fully assessed. Claudia spoke at length to me after the meeting and we established several lines of enquiry. We kept in contact on a regular basis and any recommendations I had, Claudia was always willing to help. It was refreshing to work with someone with such passion and genuine concern for their clients. I can't praise Claudia enough for her relentless efforts, as a result of our joint working we were able to establish that [redacted] was well and Claudia has since spoken to her. This is the first time I have worked with your agency and I very much look forward to working with you all again."

"I'm just so grateful there is this service. I didn't know this type of support existed. Thank you for being so kind you really have no idea the difference it makes and I really just want to acknowledge that."

"This has been healing. Everything was chaotic before. Now someone understands me."

"You are the best person I've ever spoken with about this. You seem to completely understand and have helped me to make so many connections in such a short space of time."

"Can I give you some feedback? I'm not sure if you are autism or learning disability trained but the way you have just gone through this referral with me and have asked me these questions and prepped me before each section about what would be coming up was perfect for someone like me to be able to understand and process. It is exceptional and should be more common place but it's really not so thank you."

"When ELRC call I actually understand what's going on."

"Through this I have decided that I would like to be a police officer one day. I'd like to change the system and help other women. It's not that you can't report, it's that you are made to believe that you can't because of fear of all of the threats and consequences. I genuinely believed that if I reported I would have ended up in a grave the next day. Speaking to you has helped me so much, because even though you are a stranger, you just get it. I thought I would be judged because it happened more than once- you have helped me to understand all of that better too. The support from you has been the most positive part of this process. I have learnt who I am and I am so much stronger than I thought."

"Thank you so much for coming on Wednesday (to report at the police station). I don't think I would have been able to speak without you there. It was even better once the female officer joined. I just feel horrible telling a man about rape. No matter how professional they are, it's so uncomfortable."

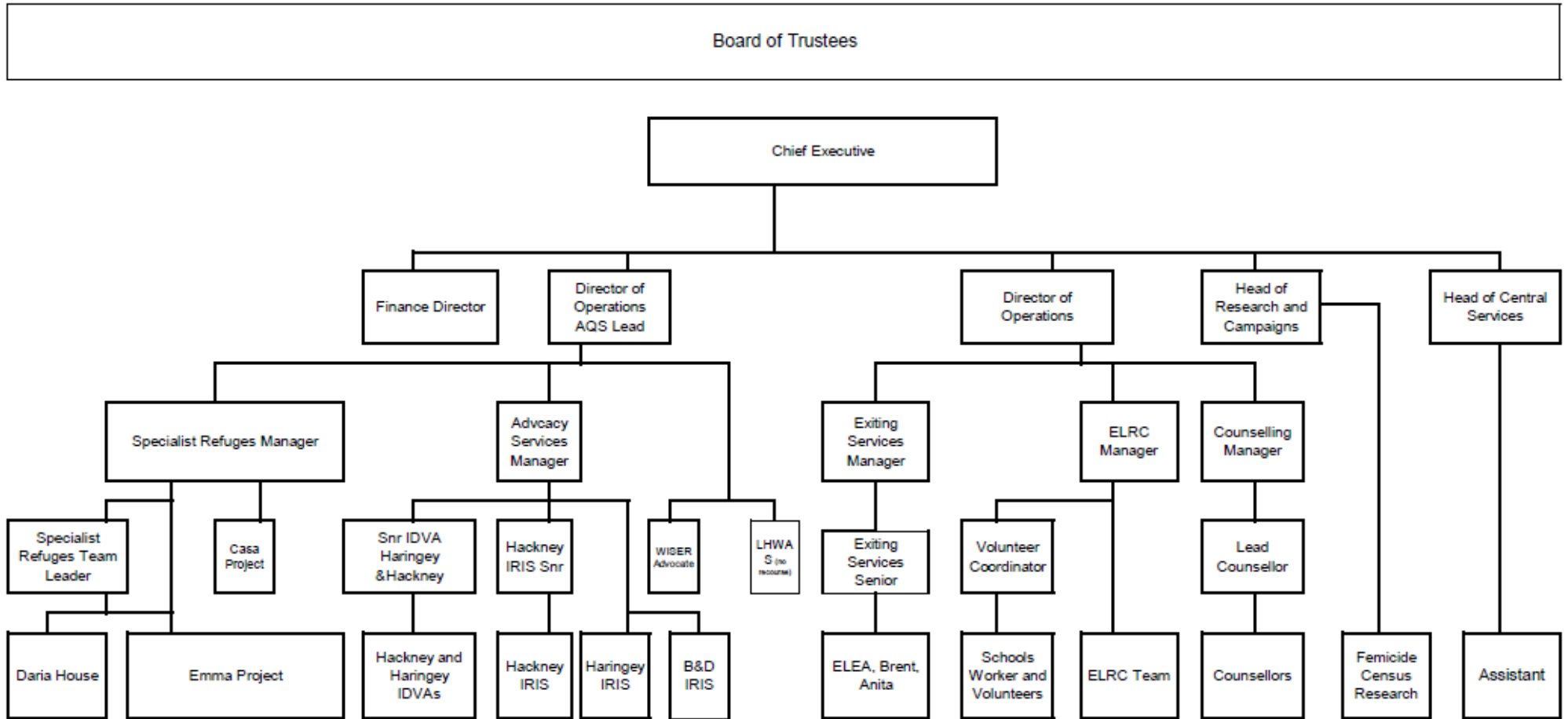
"This was, frankly, amazing. Other conversations I've had about this have been so emotional, it made it really scary. To have a reasoned conversation about the practicalities of reporting has really helped. I'm so glad your organisation exists. Thank you."

Registered Charity Number 1037072
Registered Company Number 02673624



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nia Structure 2021





ADVERT

nia, the charity for women and girls escaping male violence, is looking for new members to join our board of trustees. For more than 45 years, **nia** has provided high quality, women-led services across north and east London. We operate two refuges, run the East London Rape Crisis helpline, and offer independent advocacy for victims of domestic and sexual violence to guide them through the courts.

Board members help set the organisation's strategic goals, and provide support and oversight to the CEO and senior staff. They advise on fundraising, financial management, media relations and communication, and sit on interview panels when **nia** is hiring new staff. Trustees are expected to attend four board meetings a year, and may also work on individual projects or in working groups.

Our trustees work on a voluntary basis and are not expected to contribute financially to the organisation – all we want is your time.

The role of the trustee is to govern the organisation, provide leadership and overall direction; to ensure the organisation has a clear vision and aims and effective strategies to achieve these; and to ensure compliance with all relevant legislation.

We would like to develop the skills on the board of trustees and ensure that trustees are representative of the diverse communities that we service so we're particularly looking for feminists who have accountancy qualifications, and/or women who have been subjected to men's violence, Black and minoritised women, lesbians, disabled women and young women, but please don't be put off if you don't fall in to any of these categories.

To apply, please visit our website www.niaendingviolence.org.uk and download the Trustee profile and application pack. CV's will **not** be accepted. Applications can be returned via email to: revans@niaendingviolence.org.uk

Closing Date:

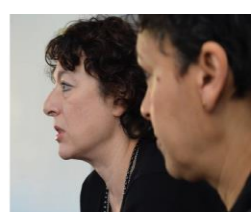
10am, 7 January 2022

Interview dates:

19/20 January 2022

If you have any questions, or would like to talk informally to someone about joining the Board, please contact Rachel Evans, Head of Central Services at: revans@niaendingviolence.org.uk

As part of the recruitment process an enhanced vetting and barring check will be carried out, but this does not necessarily exclude applicants, and open to women only. Genuine Occupational Requirement (GOR), Schedule 9 (Work; Exceptions), Part 1 (Occupational Requirements), of the Equality Act (2010) applies



Trustee Board Member Role Description

Aims of the Position:

To oversee the effective and efficient operation and development of **nia** in order to work towards ending violence against women and children

ROLE OF THE BOARD OF TRUSTEES

- a) Govern the organisation and provide leadership and overall direction
- b) Ensure the organisation has a clear, shared vision and aims and effective strategies to achieve these

MAJOR TASKS

- a) With other trustees to ensure that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice, maximum effectiveness and value for money
- b) To take part in formulating and regularly reviewing the aims and strategies of the organisation
- e) To ensure that the charity meets its obligations as an employer, adopting best practice at all times
- f) To ensure that sufficient funds are available in order to maintain the service to users

MAIN DUTIES

1. Ensuring that **nia** is carrying out its purposes for the benefit of women and children subjected to men's violence:
 - Formulating strategic aims
 - Setting and reflecting **nia**'s vision, principles, values, strategy and major policies
2. Ensuring that **nia** complies with its governing document and the law:
 - Ensuring compliance with Memorandum & Articles of Association, charity and company law and other relevant legislation and best practice
3. Acting in **nia**'s best interests, including:
 - Recognising and dealing with conflicts of interests
 - Making balanced and informed decisions#
 - Being prepared to question and challenge
 - Making decisions collectively and accepting majority decisions
4. Managing **nia**'s resources responsibly:
 -
 - Managing risks to **nia**, protecting its assets, reputation and service users, staff, stakeholders and the public appropriately
 - Ensuring **nia** has the resources that it needs

- Making sure those involved with **nia** follow the appropriate policies and procedures
- Being responsible for and towards staff and services users, acting fairly and in accordance with good employment and equal opportunities principles in making decisions affecting the appointment, recruitment, professional development, appraisal, remuneration and discipline of all staff
- Approving budgets and annual accounts and monitoring the financial position of the organisation.

5. Acting with reasonable care and skill:

- Using skills and experience to guide decision making
- Taking specialist advice where needs
- Making sure that trustees are given the information needed to make decisions and take responsibility for the charity
- Attending meetings of the trustees and any committees, sub-committees or groups and taking part in training sessions provided for the benefit of the trustees
- Being prepared to take action in the event that something goes wrong.

6. Ensuring that **nia** is accountable:

- Making sure that **nia** meets legal accounting and reporting requirements
- Demonstrating that **nia** operates within the law and is effective
- Being accountable to those with an interest in **nia**
- Ensuring that staff, volunteers and board are held accountable.

In carrying out the duties of all trustees, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This will involve scrutinising board papers, contributing to discussions, focusing on key issues, and providing advice and guidance on issues relevant to the area of the organisation's work in which the trustee has special expertise.