



Dear potential applicant,

Thank you very much for your interest in becoming **nia's Treasurer**

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 men's 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 marked 'application form and the title of the post (s) that you have applied for' via email to [revans@niaendingviolence.org.uk](mailto:revans@niaendingviolence.org.uk)

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Jodie Woodward', written over a horizontal dotted line.

**Jodie Woodward**  
**Chief Executive**



## About nia

**nia** has been delivering services to women and children who have experienced domestic and sexual violence, 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.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. 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 service includes specialist provision for young women.
- The **Anita Projects** are a range of projects supporting women in prostitution and particularly to exit prostitution.
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House** and **Jan's Place** are refuges for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney where workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women. The services include specialist provision for women aged over 55 years.
- **IRISi** - which is 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 Haringey.

- **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.

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

### Our values

**nia's** values, and our commitment to upholding them, set us apart from most of our peers.

- We put women first – always and without hesitation: we believe women, we are run by women, for women.
- We leave no woman behind: we challenge inequality and discrimination and believe that uniting women of all backgrounds is essential to ending male oppression.
- We are fearless: we are unafraid of championing the causes that matter to women, however unpopular.

### Our approach

Anchored in our values, our approach is what makes us unique and impactful.

1. We are experts: **nia** staff have expert, specialist knowledge and skills. Our response is trauma-informed and woman centred – we listen to women, we hear women.
2. We innovate: Using our expertise and experience, we develop new specialist services that target women facing multiple disadvantages, who other organisations fail to reach – including women involved in prostitution and those with problematic substance use.
3. We advocate for what works: We use what we learn from service delivery to inform our approach to strategic change for women who have been subjected to sexual and domestic violence and abuse, including prostitution, to end men's violence against women and girls. We join forces with like-minded organisations to advocate for the solutions we have tried and tested, such as through legal challenges and legislation.

4. We take a rights-based approach, recognising men's violence against women as a human-rights abuse where the state must take responsibility to address the actions of non-state actors.
5. We delivery high quality services: We hold the Rape Crisis England and Wales National Service Standard, Women's Aid National Quality Standard, SafeLives Leading Lights accreditation and the AQS Advice with Casework and Telephone Services (Women) quality marks.

## 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."

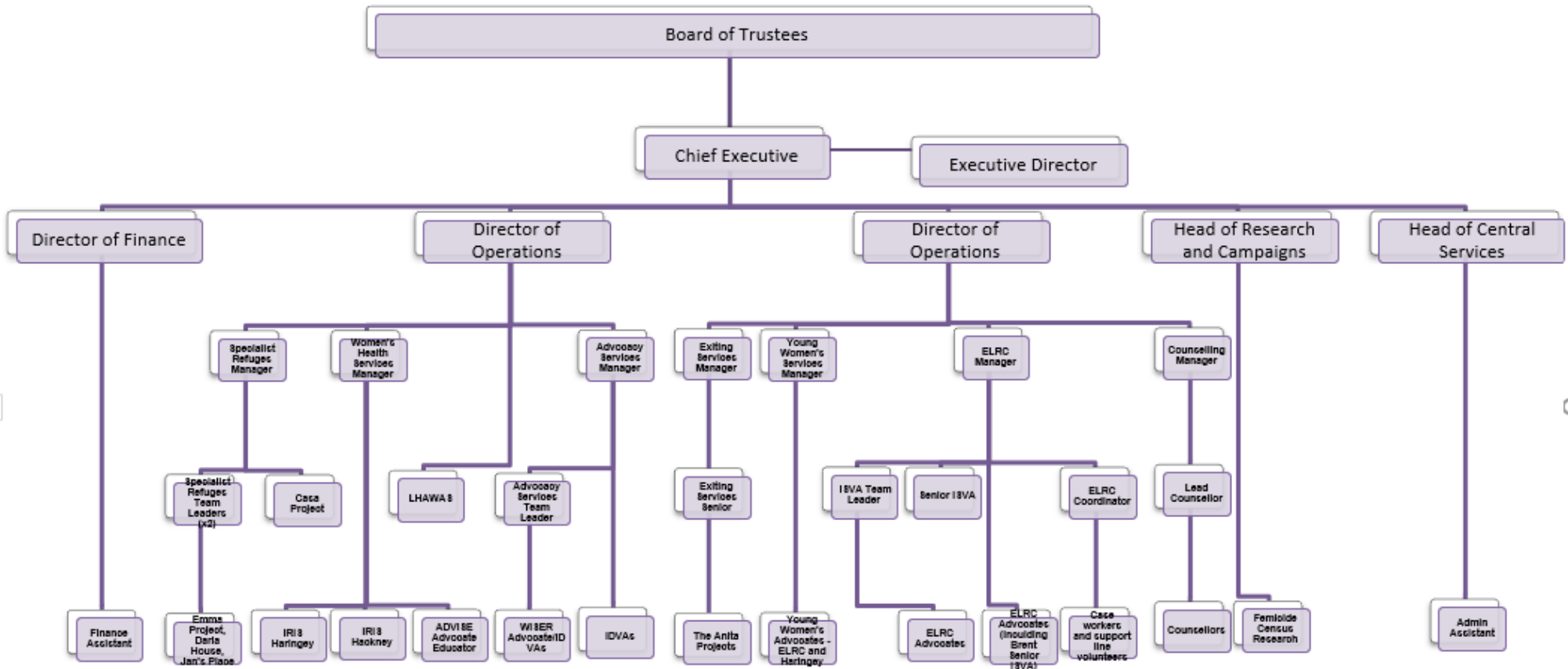
"Through this I have decided that I would like to be a police officer one day. I'd like to change the system and help other women. It's not that you can't report, it's that you are made to believe that you can't because of fear of all of the threats and consequences. I genuinely believed that if I reported 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."



# nia structure chart







## ADVERT

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For nearly 50 years, **nia** has provided high quality, women-led services across north and east London.

### **We are seeking to recruit a Treasurer**

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 are passionate feminists and include women with a wide range of skills and include women who have experienced sexual and domestic violence and ex-service users of specialist women's services.

The role of the Treasurer is to provide financial expertise and direction to the board of Trustees. The Treasurer's aim is to oversee and scrutinise financial information to enable the board to fulfil their responsibilities for the overall governance and strategic direction of the **nia**.

The Treasurer will ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations and to make sure that the organisation pursues its objects as defined in its governing document.

The Treasurer's role is also to work in partnership with the Chief Executive and Director of Finance helping them achieve the aims of the organisation and maintain fiscal health, accountability and stability.

### **Application process:**

Please visit our website [www.niaendingviolence.org.uk](http://www.niaendingviolence.org.uk) and download an application pack. CV's will **not** be accepted. Applications can be returned via email to [revans@niaendingviolence.org.uk](mailto:revans@niaendingviolence.org.uk)

**Closing date:** 12 noon, 3 February 2024

**Interview dates:** tbc

The post is subject to an enhanced vetting and barring check and open to women only. Genuine Occupational Requirement (GOR), Schedule 9 (Work; Exceptions), Part 1 (Occupational Requirements), of the Equality Act (2010) applies.

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## Treasurer Role Description

### Aims of the Position:

The role of the Treasurer is to provide financial expertise and direction to the board of Trustees. The Treasurer's aim is to oversee and scrutinise financial information to enable the board to fulfil their responsibilities for the overall governance and strategic direction of the **nia**.

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### Specific Responsibilities:

#### 1. Treasurer Responsibilities

- Overseeing, approving and presenting budgets, accounts and financial statements
- Ensuring that **nia** has an appropriate reserves policy
- Ensuring that appropriate accounting procedures and controls are in place
- Advising on the financial implications of the organisation's business plan
- Ensuring the organisation's compliance with legislation
- Contributing to the fundraising strategy of the organisation
- Keeping the board informed of its financial duties and responsibilities
- Overseeing the annual financial report and ensuring that the accounts are audited and prepared and disclosed in the form required by funders and relevant statutory bodies
- Authorising **nia** expenditure when this is outside agreed budgets
- Chairing, attending and participating in relevant finance meetings.
- Overseeing the strategic development and expansion of **nia** including project and policy development, business planning and funding enhancement
- Overseeing the implementation of appropriate quality measures in order to ensure that **nia** service delivery meets the needs of **nia** service users and its funders
- Promoting the organisation in the wider community

## **2. General Responsibilities of a nia Trustee**

- Govern the organisation and provide leadership and overall direction.
- Ensure the organisation has a clear, shared vision and aims and effective strategies to achieve these.
- Maintaining up to date knowledge on issues relevant to male violence against women and girls

### **2.1 Main duties**

#### **a) Governance**

- Ensure compliance with Memorandum & Articles of Association, charity and company law and other relevant legislation and best practice.
- Monitor protection and management of charity property and proper investment of funds.
- Approve budgets and annual accounts and monitor the financial position of the organisation.

#### **b) Formulating strategic aims**

- Consider the best interests of the organisation as a whole and its beneficiaries, whether as a member of the Board of Trustees or any of its committees, sub-committees or other ad hoc groups.
- Reflect the organisation's vision, principles, values, strategy and major policies at all times.
- Contribute specific skills, interests and contacts.

#### **c) Employer responsibilities**

- Act 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.

#### **d) Ensuring best practice**

- Be an active member of the trustee body in exercising its responsibilities and functions.
- Follow the Code of Conduct at all times.

#### **e) Attend meetings of the trustees and any committees, sub-committees or groups.**

- Take part in training sessions provided for the benefit of the trustees.
- Fulfil such other duties and assignments as may be required from time to time by the trustee body.

In addition to 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, leading discussions, focusing on key issues, and providing advice and guidance requested by the board on new initiatives or other issues relevant to the area of the organisation's work in which