

HOPE AFTER
HARM



TRUSTEE RECRUITMENT PACK



August 2024

Thank you for your interest in joining our Board of Trustees



Hope after Harm is a charity that has delivered specialist support for whose lives have been affected by crime over 30 years. We help Young People, Offenders and Victims of crime and what we do is transformational. Our development and direction has been underpinned by huge commitment given by staff and volunteers including Trustees and we are proud of what we do.

We would like to expand our Board of Trustees and it is an exciting time to join us. With our new Chief Executive and a new brand, we are currently shaping our new strategy and plan to deliver even greater impact to the people and families we support. We have also embarked on a journey to improve equality, diversity and inclusion across our governance and leadership structure, our workforce and our services. Our operating environment is challenging, with our services facing financial pressures. We therefore want to increase our influence regionally and nationally

Improving Board diversity is crucial for us in terms of our values as an organisation. It means we are more effective, make better decisions and is key to effective delivery of our mission. We are actively encouraging applications from people who are Black or a minoritized ethnicity, disabled, LGBTQ+ and/or have varying levels of educational attainment. We particularly welcome applications from younger people aged 18 to 30. We are also interested in hearing from candidates with a background or knowledge in:

- ♥ Equity, diversity and inclusion
- ♥ Fundraising and/or social value
- ♥ Marketing and Communications
- ♥ Safeguarding
- ♥ Digital Delivery and Technology
- ♥ Lived experience of any specialist area in which we work.

The people we support are at the heart of all we do. You need to have compassion, empathy and sensitivity to the experiences of the people we support, as well as willingness and openness to understand the complexity of their circumstances. This is a truly unique charity, with people who care deeply about what they do. If you believe you have the experience and qualities we're looking for, then we would love to hear from you.

Naomi Karslake

Naomi Karslake

Chair, Board of Trustees

Who we are

Hope After Harm is a registered charity supporting people across Oxfordshire, Berkshire and Buckinghamshire and beyond. We support victims of crime and people who may be at risk of harm, as well as offenders and their families. We work closely with partner organisations to offer support that meets the individual needs of those we work with.

Our Mission - Hope After Harm has spent the last 30 years committed to offering vital support for victims of crime, individuals involved in criminal activity, and families affected by crime. Our mission is to empower them to reclaim control of their lives and foster positive transformations. We understand the challenges of feeling trapped with limited options, and we stand by them, providing a voice and guiding them through every obstacle they face. Together, we can make a lasting impact on their lives.

Our Values



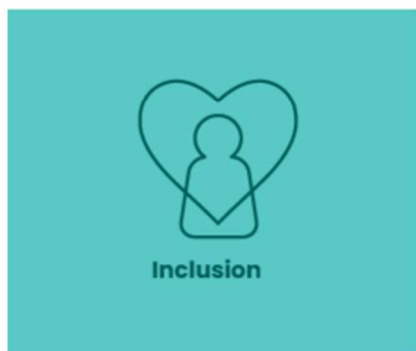
We take great pride in our team's unwavering commitment to acting with utmost integrity, ensuring trust and honesty in everything we do.



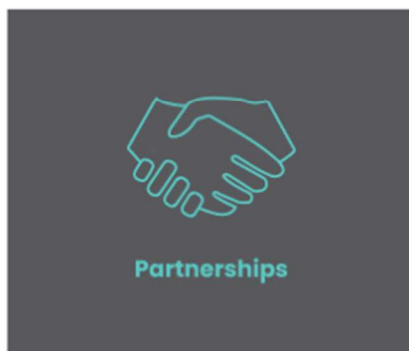
Our heartfelt mission is to advocate for social justice, seeking fairness and equality for all with compassion and understanding.



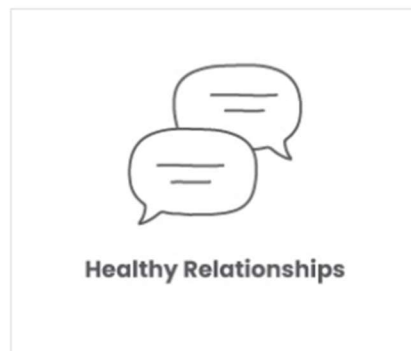
We are driven by a desire to create meaningful impact, striving to make a positive and measurable difference in the lives of those we serve.



Embracing diversity, we wholeheartedly believe in fostering an inclusive approach, where every individual and community feels valued and embraced.



Our work is built on the foundation of cooperative and sustainable external partnerships, recognising the strength that lies in collaboration.



In all our endeavours, we actively promote positivity and nurture healthy relationships, recognising the power of kindness and empathy.

What we do

Our work supports Young People, Offenders and Victims. We operate face to face and remotely – and we provide support to professionals through our training programmes.

Young People

We work with schools and other agencies to help our young people build brighter futures and avoid contact with the Criminal Justice System altogether. In the last year, we have helped around 80 Young People in the last year working with children from primary school onwards, to empower them in building brighter futures and enhancing their life outcomes. Our volunteer mentors provides young people with stable support helping them achieve stability, positive connections, self-esteem and engaging with education. We also provide restorative justice prevent conflict, build relationships and repair harm.

“I’m learning to be kind to myself. I am kind but normally only to my friends”

Offenders

We want everyone to have good people around them, a safe place to live, and a purpose in life. We worked with 120 ex-prisoners last year to reintegrate into society by providing assistance with housing, employment, and essential support services. Homelessness and lack of support upon release from prison, are critical factors that can significantly increase the likelihood of reoffending within the first year of release. Our volunteer mentors, engage before release, on the day of release, and continue ongoing support for individuals in Oxfordshire, Berkshire, Buckinghamshire, and Milton Keynes. Through encouragement and practical guidance, we see successful reintegration into the community, reducing the risk of reoffending. Positive feedback and increasing referrals demonstrate project success.

“Everyone had written me off, but my mentor supported and believed in me, that’s what changed everything”

Victims

Our victims’ services helped over 1800 people last year providing crucial emotional and practical help as part of their recovery journey creating a sense of security and emotional resilience enabling our clients to move forward with their lives at the worst of times. We support family members of individuals that are under investigation, convicted or imprisoned for child pornography offences. This innovative programme has

expanded beyond the Thames Valley. We also provide highly specialist support to victims and witnesses of serious & organised crime reported or unreported, including sexual violence, modern slavery. We provide practical assistance, including financial planning, housing support, and connections to community resources and emotional support working with understanding and compassion. Alongside this we are piloting an innovative “blue light” service in the Thames Valley which is aimed at members of or relatives of those involved in law enforcement.

“First and foremost she listened, she has not judged at all. She has not told me at any point how I should think or how I should feel. She has reassured me that I’m normal.”

Digital Services – Domestic Abuse

Bright Sky is a safe, easy to use app and website set up to provides practical support for anyone who is concerned about domestic abuse. It is disguised as a weather app and therefore creates no risk for the user. Bright Sky helps individuals to spot the signs of abuse, know how to respond, and find a safe route to support. This technology, is a pioneering approach, available to individuals that may previously have had no other means of accessing information and support.

This service has been accessed by over 1,000,000 people to date, and numbers continue to increase.

Training

Alongside this, Rise for Change (R4C) is a remote first, CPD accredited, trauma informed and survivor centred domestic abuse training programme aimed at non-specialist front line professionals. We empowering participants beyond ‘general awareness’ encouraging self-reflection and critical thinking, and providing learning that focuses on survivor experience, intersectionality and the multidimensional impact of trauma. This training has been delivered to nearly 700 people to date. We also delivery training to professionals in Restorative practice and Modern Slavery.

“The training was absolutely brilliant and so informative... I was actually able to put the training straight into practice.”

More information about our organisation and our services can be found on our [website here](#) [Hope After Harm – Support to victims, offenders and families impacted by the Criminal Justice System](#)



Our Board of Trustees

Our Board is responsible for agreeing the strategic direction of the charity, setting the budgetary framework and deciding upon major undertakings.

Responsibility for the day-to-day operation of the Trust is delegated to Thalia Jervis, our Chief Executive, who reports to the Trustees on a regular basis. This ensures that our Trustees have all the information they need to monitor progress and agree any strategic or budgetary adjustments which may become necessary.

As a Board we must always

- ♥ act in the best interests of the charity exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility
- ♥ act collectively as a group and not as individuals
- ♥ ensure that all of our decisions and actions are consistent with Hope after Harm's values and how the charity is seen by the people and organisations who are involved in our work and by the wider public.
- ♥ have regard to the proper use of our power and act in line with our Charity Articles and our own aims and values
- ♥ ensure that the charity follows the law. We also consider non-binding rules, codes and standards, and follow, for example regulatory guidance, the Charity Ethical Principles and other good practice initiatives that promote confidence in charities and create a supportive environment.

You are not expected to have a detailed knowledge of the legislation that governs our work as our staff will support you. However, you should be aware that legislation exists and where necessary you should be satisfied that Hope after Harm has Policies and Procedures and reporting mechanisms in place in order to ensure compliance.

Our Team

We currently have a total of 40 staff working in our programmes this includes a Back Office Service delivery team of 6. Our staff are highly trained and dedicated and strive for excellence in their service to our clients and each other. We also have a growing team of volunteers working on our programmes, we attract people with a wide variety of experience and skills, encouraging volunteers with lived experiences.

What's involved in being a Trustee?

Time commitment

We estimate the role could take up to 4-5 days per annum if you attend Board meetings and are involved in one of our committees. Many of our existing Trustees work full time and can provide advice and guidance about managing balancing your time.

Meetings

Our Board meet four times a year for Board meetings and once a year for a strategy awayday. We aim to distribute papers electronically one week in advance of meetings. You may also wish to be a member of a committee and these also meet quarterly.

Location

The board meetings are held virtually or at a venue in the Thames Valley. We'd also like you to be able to visit our services which are mostly in or around the Thames Valley to get to know our staff and the people we support as part of our Trustee Service Visit programme.

Compensation

The role is voluntary Trustees are volunteers and their role is unpaid; however, we reimburse reasonable out-of-pocket expenses. If you are on welfare benefits, we recommend that you inform the relevant benefits office. Guidance from the Department of Work and Pensions currently states that your benefits should not be affected by volunteering, but they like to be informed.

Our support for you

We recognise that if you are new to trusteeship you may wish to take up our offer of a mentor who is also an existing Trustee – this person will support you in your new role. You are also supported by our Board and the Charity's leadership Team. We can also provide access to a wide range of resources about the requirements for your new role.

You will also be able to have regular reviews and an annual one-to-one with the Chair of Trustees, which is an opportunity for you to identify any learning needs or areas for development. We also provide e-training in a number of areas including safeguarding, GDPR and cybersecurity as part of your induction programme.

For detailed information on what it means to be a trustee please see here [The essential trustee: what you need to know, what you need to do - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/the-essential-trustee-what-you-need-to-know-what-you-need-to-do)

How to apply

If you are interested in applying to one of our Trustee roles, please email your resume with a covering letter to Amanda Thomson, our HR Manager:

amanda.thomson@hopeafterharm.org.uk

If you would like to know more

Drop us an email at amanda.thomson@hopeafterharm.org.uk or phone up for a chat on 01844 202 001.

Reasonable adjustments

We are committed to providing an inclusive experience for all those who want to apply for a role, and we are committed to removing any barriers in our recruitment processes. If you have difficulty applying by email or providing a CV and covering letter, we can accept a paper application pack or support in other ways such as telephone or video call. Contact amanda.thomson@hopeafterharm.org.uk to talk through the options.

Thames Valley Partnership trading as Hope After Harm

Registered/Postal Address:

The Coach House, Manor Farm, Aston Sandford,

Aylesbury, HP17 8JB

Phone: 01844 202 001

Email: enquiries@hopeafterharm.org.uk

Registered in England and Wales as a Company limited by Guarantee: Registration Number 02881663.

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