

HOPE AFTER
HARM



TRUSTEE RECRUITMENT PACK



March 2025

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, Families and Victim-Survivors – 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 have just agreed 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
- ♥ 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

About us

Our Vision: We want to see a society where everyone feels safe and can thrive, regardless of who they are and where they come from.

Our Mission: We empower victim survivors, families and young people in their journey to recover from harm and trauma. Through support, advocacy and education we enable people to rebuild their lives and reclaim their future. And we inspire others to do the same, creating safer, more inclusive communities.

Our Strategy is to support, educate and advocate: We will provide confidential non-judgemental, trauma informed and people-centred **support** which empowers our clients to overcome the effects of adversity. We will **educate** others so that they can be part of helping people thrive. We will **speak up** on behalf of those we serve, working with and influencing others to achieve changes that make our society a safer place to be

Our Values

- ♥ **Empowerment** – we support people in accessing the tools, knowledge and inspiration they need to build a brighter future
- ♥ **Compassion** – we put care and empathy at the heart of everything we do for our clients and for each other
- ♥ **Inclusion** – we create a safe, welcoming, inclusive environment where everyone has a voice and a place.
- ♥ **Respect** – we treat each other with fairness, kindness and understanding and embrace our diversity
- ♥ **Resilience** – we stay strong and stand up for what is right for our charity, our clients and our communities

Our Principles

- ♥ We will be **lived experience led** – our services will be shaped and informed by the views of those we serve. Our clients will be at the centre of what we do and how we deliver services
- ♥ We will be **trauma-informed** – and recognise the impact of trauma on individuals and communities. Working intersectionally, we will strive to build safety, offer choice, collaboration and transparency to empower people on their recovery journey.
- ♥ We will be **proactively inclusive** – providing equitable service provision that recognises the many societal barriers that can make our support less accessible to communities, so that no one is left behind.
- ♥ We will be **outcome driven** and **data led** – we will understand across our services the distance travelled for our clients and make best use of data to understand who we serve and continually evolve our services based on that evidence.
- ♥ We will be **professional** – we will run our organisation in a way that ensures that we deploy our resources in a way that maximises the impact that they have and that we have as a charity
- ♥ We will be **collaborative** – working with other people and organisations to amplify the voice of our clients and give them the best possible support
- ♥ We will be **environmentally responsible** – making sure we use our resources in a way that is sustainable and responsible

Our work

Our work supports Victims–Survivors, Families and Young People. We operate face to face and remotely. We also use digital technology and provide support to professionals through our training programmes.

Victim–Survivors

Our victims' services help around 800 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. This is highly specialist support to those who have experienced sexual violence. We provide practical assistance, including financial planning, housing support, and connections to community resources and emotional support working with understanding and compassion. Our outreach enables us to ensure that those communities with the greatest barriers to access are able to reach support. Alongside deliver an innovative service in the Thames Valley which is aimed at members of or relatives of those involved in law enforcement.

I genuinely believe that without Sasha I wouldn't be in college doing an access to midwifery course. When I become a midwife, because I will, that will be in big part due to Amy, and for that I am forever grateful, every checkup, every birth, every patient, every life I change and bring into this world, that'll be a legacy Sasha has allowed to happen. Of course I have myself to credit as well, however Amy has given me the support needed to enable myself to work towards these goals. Because of not just Sasha but Hope After Harm itself my plan is to specialise in safeguarding midwifery []. My ultimate goal is to change the policies and procedures around these issues to work better with venerable people, and perhaps collaborate with a charity like Hope After Harm, and who knows perhaps hope after harm themselves. I plan to rally just like Sasha rallied for me.

Families

We support family members of individuals that are under investigation, convicted or imprisoned for accessing indecent images of children online. This innovative programme has expanded beyond the Thames Valley. We now deliver across 5 police forces taking up to 100 referrals annually per force providing vital emotional and practical support at a time when families are destroyed and don't know where to turn.

"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."

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. In the last year, we helped around 80 Young People working with children from primary school onwards, to empower them in building brighter futures and enhancing their life outcomes. Our volunteer mentors provide with stable support helping them achieve stability, positive connections, self-esteem and engage with education. We also provide restorative justice to prevent conflict, build relationships and repair harm.

"I'm learning to be kind to myself. I am kind but normally only to my friends"

Digital Services – Domestic Abuse

We also lead on the global rollout of Bright Sky. This is a safe, easy to use app and website set up to provide practical support for anyone who is concerned about domestic abuse. 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. It is present in 13 countries worldwide. Visit the [Bright Sky website](#) or download [Bright Sky](#) today because you never know when you might need it to save someone's life.

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

Training and Consultancy

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 empower 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. As part of the training package we offer consultancy support to organisations around their domestic abuse approaches and practice.

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

Some other key facts

Our services are provided across Oxfordshire, Berkshire and Buckinghamshire and beyond. We have over 45 staff and are building our volunteer base and place a real emphasis on staff wellbeing and diversity as well as the importance of lived experience. We work closely with partner organisations to offer support that meets the individual needs of those we work with. We have been a registered charity for over 30 years and benefit from a strong board of trustees that hold our experienced CEO to account. We have Cyber Essential Plus and IASME cyber security accreditation. We are accredited through the Restorative Justice Council, and are an accredited training provider as well as being a disability confident organisation. Our annual income last year was £2.1 million.

More information about our organisation and our services can be found on our website here [Hope After Harm](#)



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 Mark Lee, 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.

A Board 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.

What's involved in being a Trustee?

Time commitment

We estimate the role could take up to 4 hours a week 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.

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

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