



## **Background**

Established in 1987, Women and Girls Network (WGN) is a community-based organisation providing women with a comprehensive range of therapeutic services which facilitate healing and recovery from experiences of violence. We work with all forms of gendered violence, whether physical, sexual or emotional.

The crimes of violence committed against women and girls usually involve assault and violation of both mind and body with devastating consequences. Where women's lives may have been shattered and fragmented by gendered violence, our services provide a holistic healing journey engaging all aspects of self: mind, body and spirit.

We are committed to offering services which empower women with a choice of therapeutic activities that encourage them to be self-nurturing, creative and active participants in their healing process. We recognise the individuality of every woman and the uniqueness of her experience; we view healing as a partnership where women retain control by choosing specific programmes which meet their needs. Our work is intended to inspire and facilitate growth, resolution and change, moving a woman from survivor to thriver.

## **Services provided by WGN**

Our services include:

1. Individual Counselling – individual counselling for women and girls who have experienced any form of gendered violence and specialist counselling for women who have experienced harmful practices, such as female genital mutilation (FGM), honour based violence and forced marriage
2. Therapeutic Group Work – including an ending group designed to support clients in developing strategies to aid recovery
3. Body Therapies – to support recovery from the physical injuries of assault and improve body relationship, this is especially important for young women and treating trauma symptoms such as eating disorders and body dysmorphia.
4. The Gateway – a support and signposting service for anyone aged 13 or over who lives in London and has experienced sexual violence at any time.
5. Webchat – one-to-one live web chat providing specialist advice, information and support for women and girls in London who have been affected by gendered violence.
6. Young Women's Project – offering gendered violence advocacy, one to one support, group work and counselling for young women
7. Experts by Experience group
8. West London Rape Crisis Services: Independent Sexual Violence Advocacy Service and sexual violence counselling
9. Accredited Training Programmes for Frontline Practitioners Working with Women Survivors of Violence
10. Clinical Supervision and Consultancy Support to Frontline Staff and Agencies



working with survivors of gendered violence.

11. Outreach Work to Support Women to Exit Prostitution

12. An Accredited Counselling Training Programme for Refugee Women

## **Challenging Inequality and Oppression**

### **Intersectionality and Equity**

Our Intersectionality Policy identifies the values underlying all aspects of our work. All members of WGN are expected to commit themselves to working within womynist principles of equity and anti-racism and have a strong understanding of intersectionality. We also recognise that as a diverse group of women, issues of inequalities and oppressive practices may arise and it is important that we are open to challenge and change in order to deal with these issues constructively.

### **Disability Access**

Our two main centres in west London is wheelchair accessible on the ground floor. We seek to ensure that all of our satellite venues are accessible to disabled women. Please contact us for specific access information.

WGN will make reasonable adjustments to working practices, equipment and premises, and offer where appropriate additional support to trustees, staff and volunteers to ensure they are able to take full and active part in WGN's work.

### **Commitment to Equality**

WGN believes that no person or group should be treated less favourably in employment for any unjustified reason. However, as a women-only organisation providing services to women who have experienced gendered violence, under gender exemption, in accordance with the Equality Act 2010 we will only engage women staff and volunteers requiring all our post holders to be female.

**For further information, please visit our website: [www.wgn.org.uk](http://www.wgn.org.uk) or call 020 7610 4678**



## Trustee Vacancies (Female applicants only)

Women and Girls Network (WGN) is a pan-London organisation that supports women and girls affected by all forms of gendered-based violence. Our overall aim is to promote, preserve and restore the mental health and well-being of women and girls who have experienced, or are at risk of, gendered-based violence, whilst working towards a society free of gendered-based violence.

We do this by:

- Providing women-only holistic and seamless therapeutic services, which meet women and girls' needs and contribute to total and sustainable recovery from the experiences of violence.
- Evidencing the impact of gendered-based violence and presenting this information in appropriate forums to affect social change in attitudes towards, and responses to, gendered-based violence.
- Developing good practice in the sector by providing training and guidance on specialist service provision and the development of culturally appropriate service delivery.

We are now looking for additional committed women professionals to join our existing dynamic and dedicated Trustees, we are seeking a number of trustees including treasurer. We are in particular encouraging Black African or Caribbean candidates to apply to align with the agenda of WGN.

Our ideal trustees:

- Are committed to supporting women and girls affected by gendered-based violence
- Have feminist/womanist and anti-racist values and principles
- Have a strong understanding of intersectionality
- Have the ability to think strategically and creatively about service delivery and development
- Have an understanding of the women's / VAWG / voluntary sector
- Want to advance WGN's aims and objectives
- Have well-developed leadership skills
- Have previous governance experience (desirable).

The ideal candidates will also offer expertise, skills and experience in one of the following areas:

- Financial management
- Human resources management
- Strategic development
- Safeguarding
- Legal
- Policies and procedures related to WGN's work.



Trustees are required to attend six meetings a year. In addition, trustees are required to attend induction training and Away Days are usually held once a year. There may also be sub-committees that Trustees wish to join, and one Trustee member is invited to be on interview panels for any senior management recruitment. Trustees are also required to read documents and emails between meetings. The role is subject to clear DBS and two references, as well as social media check.

**Interested? Please visit [wgn.org.uk/support-us/volunteer-with-us/](https://wgn.org.uk/support-us/volunteer-with-us/) for further information and to download an application pack.**

**Completed applications and equal opportunities monitoring forms should be emailed to [recruitment@wgn.org.uk](mailto:recruitment@wgn.org.uk) by 9am on Monday 21 October 2024.**

Please note if you are successful at the application and interview stages, you will be required to attend Induction Training.

All posts are subject to pre-volunteering checks.

WGN is an equal opportunities employer.

The above post is exempt under the Equality Act 2010, Schedule 9, Part 1



**NETWORK** *Empowerment, healing and transformation for women moving on from violence*

## **Women and Girls Network (WGN) Trustee Roles and Responsibilities**

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Women and Girls Network (WGN) is a registered Charity (Charity Number 1150354 and a company limited by guarantee (company number 8286856).

Trustee members appointed to the Board are trustees of the charity. Set out below are the main statutory requirements of Trustees, if a member requires further information as to what it means to be a trustee this can be provided upon request.

Ultimately members of the Board have a responsibility for ensuring that WGN fulfils its objectives as set out in our Memorandum of Association.

The Board are the guardians of WGN's mission, which is to promote, preserve and restore the mental health and well-being of women and girls who have experienced, or are at risk of, gendered-based violence, whilst working towards a society free of gendered-based violence.

### **Strategy Formation**

The Board determines WGN strategies to achieve our objectives. They take the lead on any strategic review or development of the organisation and approve a yearly budget. They are responsible for evaluating performance against agreed targets.

### **Oversight**

The Board are responsible for the oversight of WGN's financial position including audit and risk management. They ensure that WGN's funds are used wisely and in accordance with our aims and objectives. They formally approve the Annual Accounts. They are also responsible for the oversight of personnel policies, equal opportunities and health and safety.

### **Employing and Managing Staff**

The Board determine the staffing structure and are legally responsible for the employment of staff. They appoint the Co-CEOs (Services and Development) and Director of Finance and Resources. They determine/approve the levels of remuneration for staff and other terms and conditions of service. The Co-CEOs are supervised through the Chair and trustees, and the Director of Finance and Resources is supervised through the Treasurer.

### **Time Commitment**

Trustees are required to attend six meetings a year. In addition, Trustees are required to attend an induction session and Away Days are usually held once a year. There may also be sub-committees that Trustees wish to join and one Trustee member is invited to be on interview panels for any senior management recruitment. Trustees are required to read documents and emails between meetings.

### **Other Responsibilities**

Board Members will often be required to sign legal documents or, if they become an authorised signatory, cheques. Trustees should be committed to carrying out WGN's policies and procedures (e.g.) Intersectionality Policies and Code of Guidance.



**WOMEN & GIRLS**  
**NETWORK** *Empowerment, healing and transformation for women moving on from violence*

For further information about becoming a Trustee visit:

[www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3](http://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3)



## **WGN Trustee Role Specification**

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### **Skills, Qualities & Experience Required**

This person specification sets out the qualities; skills and experience sought for WGN Trustees. In terms of specific skills, it is acknowledged that each trustee brings different strengths and experience.

As highlighted within our advert we are particularly keen to increase the number of our trustees with expertise, skills and experience in one of the following areas:

- Financial management
- Human resources management
- Strategic development
- Safeguarding
- Legal
- Policies and procedures related to WGN's work.

Each Trustee is expected to:

- Have a commitment to WGN, its mission and aims and objectives
- Have a feminist/womynist and anti-racist analysis and approach to work
- Have a strong understanding of intersectionality
- Have a strong commitment to the eradication of gendered-based violence
- Have the ability and time to review and comment on detailed agenda papers prepared by the CEOs and other staff and are able to commit time to the role. (Please see time commitment outlined in Trustees Roles and Responsibilities)
- Have strategic vision and an ability to think creatively
- Have good, independent judgement and freedom from conflicts of interest (or any interests declared)
- Be willing to express an opinion and consider the views of others
- Understand and accept the legal duties and responsibilities of Trustee (training and information will be made available)
- Be able to work effectively as a member of a team

### **Experience and Knowledge**

Skills and experience in one or more of the following areas:

- Financial management (particularly sought), charity or company law, expertise in working with gendered-based violence, counselling and therapy, equalities & diversity, marketing, information technology, quality assurance, policy development, campaigning, human resources management (particularly sought), strategic planning, training & development, experience of working with the women's voluntary and VAWG sector.
- Knowledge of issues relevant to the VAWG sector.

We are in particular encouraging Black African or Caribbean candidates to apply to align with the agenda of WGN.