

## **TRUSTEE ROLE DESCRIPTION**

### **General Duties and Responsibilities of all Board Members**

- To ensure that RSACC complies with its governing document, charity law and other relevant legislation
- To ensure RSACC pursues its charitable objects as defined in the governing document
- To ensure RSACC applies its resources exclusively in pursuance of its charitable objects
- To contribute actively to the Board role in giving strategic direction to RSACC, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets
- To safeguard the good name and values of RSACC and to comply with the Code of Conduct for Board Members /Trustees
- To ensure the financial stability of RSACC
- To ensure the effective and efficient administration of RSACC
- To protect and manage property of RSACC and to ensure the proper investment of the charity's funds
- To appoint and support the CEO and monitor her performance

### **Responsibilities**

Each Board member should use any specific knowledge or experience they have to help the Board reach sound decisions. This will involve scrutinising committee 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 charity's work in which the trustee has special knowledge or expertise.

Each Board member is expected to commit themselves to serving on at least one of RSACC's sub-committees, task groups or other projects (if appropriate) and to take on appropriate 'portfolio' (area of interest or expertise) in addition to membership of the Board.

RSACC Board members are expected to be proactive in encouraging appropriately skilled and talented individuals to join the Board

### **Person Specification**

RSACC seeks the participation of women from a diverse range of ethnic, social and economic backgrounds and experiences in the belief that this makes the group stronger. RSACC Staff, Volunteer and Trustee recruitment will take into account the principles set out in RSACC Equal Opportunities and Diversity Policy and Procedure.

#### ***Essential***

- Professional and personal integrity
- A commitment to RSACC; its key objectives and aims
- A commitment to working within the feminist principles
- A willingness to devote time, effort and energy to their duties as an RSACC Board Member/Trustee
- An understanding and acceptance of legal duties as responsibility
- Good independent vision
- Good communication skills
- Honesty and reliability
- An ability to think creatively

## **Vision, Mission and Values**

It is expected that all Trustees uphold and work to promote RSACC's vision, mission and values which are outlined below.

### ***Vision***

Working to end rape and sexual violence by supporting and empowering women and girls in Darlington and County Durham.

### ***Mission***

The objects of the charity are:

1. To relieve the distress of individuals in County Durham and the surrounding area who have suffered any form of sexual violence, sexual abuse, domestic abuse or harassment – in particular, but not exclusively by the following means:
  - a. the provision of a confidential face to face and telephone counselling service;
  - b. the provision of a centre specifically for women and girls needing further support;
  - c. by referring with permission those clients needing help of a more specialist nature.
2. To educate the public and undertake research into the subject of sexual abuse and to disseminate the useful results thereof.

## **Values**

RSACC has 4 core values which inform all our work. These are outlined below.

### **FEMINIST**

RSACC is a feminist, women led organisation that works from a feminist perspective that recognises sexual violence as a crime of violence, an abuse of power, and as a cause and consequence of gender inequality.

Discrimination against women violates the principles of equality of rights and respect for human dignity and is an obstacle to the participation of women, on equal terms with men, in political, social, economic and cultural life. We believe sexual violence is not an individual event but a manifestation of a male dominated society and the threat of sexual violence is a means of controlling women

Our feminist perspective underpins all that we do from the organisational governance through to how we support women and girls.

### **EMPOWERING**

RSACC works within a framework of empowerment. We believe the best way to support women who have experienced sexual violence is to empower them. This means we work to create an environment where women are able to use their own agency and achieve their full potential. To create this environment in our work we;

- Believe women
- Provide a women-only space
- Actively challenges myths and victim blaming throughout our work.

We also strive to create a framework of empowerment for our staff and volunteers. Part of the success in RSACC is in providing a 'working community' of positive attitudes and behaviours. RSACC supports a resource-based view which promotes the belief that

workers have the potential and promise to generate high performance and quality services.

### **PERSON CENTRED**

RSACC works from a person-centred approach. We believe that individual women have within themselves the capacity to effect change and make decisions that are both real and meaningful to them when supported appropriately.

RSACC acknowledges that particular groups of women are affected differently by the compounded effects of past and continuing inequalities based on gender, sexuality, disability, faith, age, ethnicity, economic situation and other status and pro-actively works towards making services available and accessible to all women.

### **SPECIALIST**

RSACC has worked over many years to become a specialist in sexual violence. It is the experiences and views of women who have experienced sexual violence that we have built our understanding and knowledge on. We believe that gender-based violence requires an evidence-based, gender-specific response. It is important to collectivise the experience(s) of individual women to help women understand their own experiences of sexual violence.