

# B Bramber BAKEHOUSE

## Trustee Recruitment Pack



### Welcome from the Chair

Thank you for taking the time to find out more about joining the Board of Trustees at Bramber Bakehouse. We are a charity that works alongside women who've experienced gender-based violence, exploitation and/or displacement. Through the power of baking, women are able to lead safe, purposeful, independent lives.

We have a clear strategy, an expanding staff team and ambitious plans for growth. None of this would be possible without the input and support of a skilled and engaged Board of Trustees. In order to support our plans, we are looking for individuals who have skills and experience in the following areas:

- Sector knowledge - experience in the charity or social enterprise sector, knowledge of purpose driven organisations and trauma informed practice;
- Safeguarding - experience of child and adult safeguarding from a practitioner or governance perspective;
- Fundraising - experience in the charity sector, at a senior level;
- Business Development - experience of developing social enterprise, trading; property management;
- Equity, Diversity & Inclusion - experience of developing ED&I strategies and frameworks;

If that's you, I hope you feel inspired to join us!

### Frances Duncan, Chair



# About Us

## **Vision**

We want women to lead safe, purposeful, independent lives.

## **Mission**

Bramber Bakehouse provides women with the confidence, knowledge and skills for a positive future.

## **Values**

Empowerment – we empower women to lead safe, purposeful, independent lives.

Community – we bring women together to build community and experience belonging.

Equity – we promote equity, challenge inequality and drive change.

# Our Three Year Strategy

We're currently half way through our [three-year strategic plan](#), ensuring as many women as possible can access our services, leading to safe, purposeful, independent lives.

## **Operational Excellence**

We are continuing to develop and deliver effective, trauma-informed programmes focused on baking, wellbeing and life skills, creating pathways to independence for women who've experienced abuse, displacement or exploitation.

## **Sustainability**

We are looking for new ways to generate income, creating a healthy, stable future for the charity to thrive. Alongside this, we are continuing to build a strong community of trusted partners.

## **Growth**

We are looking to identify a safe, convenient location to establish a permanent hub working towards a social enterprise model. As a result, we'll support more women than ever before with new opportunities to learn, build community and step into a positive future.



# Trustee Role Description

The Board of Trustees meet six times a year: four early-evening meetings and two weekend away-days, in Eastbourne or Brighton.

Trustees are given a full induction, receive training opportunities and can claim reasonable expenses to enable them to carry out their duties.

## Main Tasks

- Reflect the organisation's vision and values, strategy and policies
- Work closely with the board to formulate and review the strategic aims of the organisation
- Ensure the policy and practices of the organisation are in keeping with its aims
- Ensure that the organisation functions within the legal and financial requirements of a charity and company limited by guarantee
- Use resources effectively and efficiently
- Ensure best practice is developed and applied
- Monitor and evaluate the performance of the organisation
- Take part in training sessions
- Contribute specific skills, interests and contacts
- Fulfil other duties as required from time to time by the Board of Trustees

## Skills, attributes and experience

- Subject-matter expertise as defined above
- Commitment to the organisation and the needs of female survivors
- Willingness to devote the necessary time and effort
- Strategic vision
- Sound, independent judgement
- Ability to think creatively
- Willingness to speak one's mind and listen to others
- Understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship
- Ability to work effectively within a team

## Our commitment to equity, diversity and inclusion

We aim to achieve equity, diversity and inclusion at every level of our workforce. As a result, we're prioritising applicants with lived experience of gender-based violence, displacement, exploitation or racism. We believe organisational diversity matters and we will be more accountable and better able to assess the needs of the women we support if we have a good range of perspectives within our team.

## How to Apply

To apply, please complete [our short form online](#), and upload a brief up to date CV and a short cover letter, outlining your relevant skills, attributes and experience. If you have any questions, please email [recruitment@bramberbakehouse.co.uk](mailto:recruitment@bramberbakehouse.co.uk).

