



# THE VAVENGERS

## Trustee specifications

### Introduction

The Charities Act 2011 defines trustees as ‘the persons having the general control and management of the administration of a charity’ (s177). This document intends to clearly articulate the roles and duties of trustees at The Vavengers.

These role profiles should be read in conjunction with the following documents:

- The roles and duties of charity trustees
- The Vavengers Code of Conduct

It is hoped that these documents will provide trustees with useful information on the various responsibilities and functions they are expected to carry out at, and the attributes which will help them to make a positive contribution to, The Vavengers.

### Overall objectives

As a trustee, you will be responsible for the overall governance and strategic direction of our organisation, developing its aims, objectives and goals in accordance with our charitable objectives (as well as other applicable legal and regulatory guidelines).

### Collective responsibility

All trustees are collectively responsible for the governance of the charity. This does not mean that all trustees have to agree on every matter they make a decision on, but all trustees have a duty to actively participate in the decision-making process.

### To Apply

Please send a copy of your CV and a cover letter to [s.gornall@thevavengers.co.uk](mailto:s.gornall@thevavengers.co.uk)

# Open positions

## Fundraising Trustee

This person would support us in achieving our 1 million pounds fundraising target within the next 3 years from the financial year 2024 – taking our income generation portfolio to the next level. Our current fundraising efforts involve trusts and foundations, governmental grants, awards/corporate, individual giving and philanthropy. We are looking for an expert in fundraising and philanthropy to help us develop these and other socially responsible funding streams such as corporate fundraising, legacy giving, higher tier trusts and foundations and major donors fundraising, using their expansive knowledge, experience and creativity.

We are looking for an individual who;

- \* has extensive financial expertise and successful fundraising experience;
- \* is passionate about the distribution of significant funds towards supporting socially disadvantaged Women and Girls;
- \* has a network of existing fundraising contacts and the motivation to make valuable introductions;
- \* will be active in a board of trustees, on hand to discuss, interrogate and support governance and organisational activities.



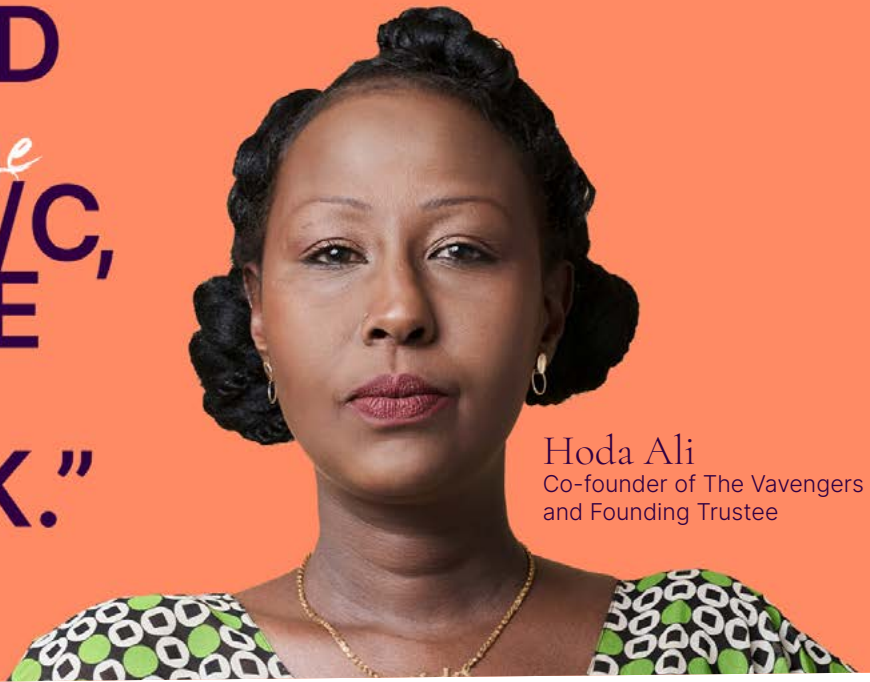
## PR Trustee

The Vavengers is a network of survivors, advocates and experts on Violence Against Women and Girls – this trustee would help us elevate these voices and The Vavengers become a household name for Violence Against Women and Girls.

We are looking for an individual who;

- \* has expertise in PR, media, and mass-engagement;
- \* constantly promotes and actively seeks media opportunities for The Vavengers' network, particularly the CEO's voice;
- \* will build new and helping maintain relationships with celebrities and high net worth individuals;
- \* can advise on and support a long-term PR strategy to promote the charities' activities widely;
- \* has a network of contacts and the motivation to make valuable introductions;
- \* will be active in a board of trustees, on-hand to discuss, interrogate and support governance and organisational activities.

**“ONCE I HAD  
THE *knowledge*  
ABOUT FGM/C,  
IT WAS LIKE  
GETTING  
*my body* BACK.”**



Hoda Ali  
Co-founder of The Vavengers  
and Founding Trustee

## Overall responsibility

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Trustees are responsible for providing appropriate oversight, governance and leadership to the charity in the pursuit of its strategies to fulfil its charitable objectives.

The trustees should scrutinise the performance of the charity's employees in meeting agreed goals and objectives and monitor the reporting of performance in key areas. They should also satisfy themselves as to the integrity of financial and other information, and that financial and other quality controls and systems of risk management are robust and defensible.

## Accountability

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As the board are responsible and liable for the governance and functioning of the charity, they are accountable, in varying degrees, to a variety of stakeholders (explained below), including: members (where applicable), beneficiaries, funders, the Charity Commission, and other regulators (e.g. the Care Quality Commission).

Furthermore, there is a growing demand within the sector and the wider general public for charities to be open and accountable for their actions and inactions. The Charity Governance Code recommends that charities are open in their work unless there is good reason not to be, and that organisations take seriously their responsibility for building public trust and confidence in their work. The board should take the lead on this. Consistently with good practice, the trustees should therefore consider the wider implications of the decisions they make, and to communicate widely the formal reasons behind such decisions or actions.

Above all else, the trustees must adhere to any legal and regulatory requirements applicable to the charity's activities.

# Statutory duties

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As the board are responsible and liable for the governance and functioning of the charity, The following is an overview of the key legal duties the trustees must fulfil. This is by no means exhaustive, and it is the responsibility of each trustee to duly inform themselves as to the full spectrum of duties and obligations applicable to them.

## Charities Act 2011

A trustee's main duties under charity law are to:

- ensure the charity is carrying out its purposes for the public benefit
- comply with the charity's governing document and the law
- act in the charity's best interests
- manage the charity's resources responsibly
- act with reasonable care and skill
- ensure the charity is accountable

The Vavengers' key expectations from a Trustee are:

- to promote the success of The Vavengers
- to support the management team with complex projects and responding appropriately to external factors that might have an impact on the charity's work, such as unexpected policy changes or a sudden increase in the numbers of displaced persons
- to respect the confidential nature of the work we do
- to network on behalf on the organisation and build partnerships and visibility relationships
- to possess a sound understanding of fundraising

Additional responsibilities are outlined at Appendix 1.

## Person specification

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The following characteristics, knowledge and experiences would be advantageous to the role of The Vavengers Trustee:

- high level of understanding and interest in the issues The Vavengers seeks to address/ represent, including: creating awareness to end FGM/C and other forms of VAWG; enacting systemic change to transform the lives of survivors of FGM/C and other forms of VAWG; community-based FGM/C and VAWG prevention methods; educating members of the public, organisations and institutions; and providing direct support to the multitude of needs faced by survivors of FGM/C and VAWG
- commitment to the values and principles of the charity
- strong business and financial acumen
- experience of committee work
- highly developed interpersonal and communication skills
- ability to understand complex strategic issues, as well as critically assess, analyse and resolve difficult problems
- sound independent judgement
- politically astute
- ability to grasp relevant issues and understand relationships between interested parties
- clear understanding and acceptance of the legal duties, liabilities and responsibilities applicable to trustees in general and those applicable to the specific trustee role applied for
- sound knowledge and experience of charity governance rules and practice

- sufficient time and commitment to fulfil the role (we expect a commitment of approximately 5 hours per month)
- ability to listen to and welcome alternative opinions and experiences;
- flexibility in thinking
- desire to implement the highest standards of governance
- dedicated, experienced, and driven - proven by own career

## Appendix 1

### Trustee responsibilities:

#### Strategy

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- To actively participate in and develop the strategy by which the charity aims to fulfil its charitable objectives.
- Establish clear objectives to deliver the agreed plans and strategy.
- Meet the charity's objectives and regularly review performance against those objectives.
- Where appropriate, hold the Chief Executive Officer (CEO) and the remainder of the management team to account for the effective management and delivery of The Vavengers' strategic aims and objectives.
- Promote and develop the charity in order for it to grow and maintain its public benefit.
- Ability to recognise where closing the charity is the most appropriate action, due to there no longer being a need for the charity to provide its specific services, or because the charitable objectives are no longer relevant to contemporary needs.
- Analyse and positively contribute to the strategic development of long term plans for the charity and its beneficiaries.
- Inform and contribute to the vision of the charity.
- Contribute to constructive debate regarding the strategic development of the charity and any other material and significant issues faced by the organisation.
- Safeguard the good name and reputation of the charity.
- Build and maintain close relationships between the charity's various constituencies and stakeholder groups to promote the effective operation of the charity's activities.
- Adhere to an effective communication strategy that includes the needs of staff, beneficiaries and other stakeholders.
- Represent the charity at functions, meetings and in the wider media, in line with the charity's agreed media strategy.
- Promote the charity and its work to fulfil its charitable objects.
- Adhere to the charity's values, and ensure that they are reflected in the conduct and activities of the organisation and those who work for it.
- Maintain The Vavengers' tone and values through leadership, behaviour and performance.

#### Compliance

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- Ensure that the charity complies with its governing document, charity law, and any other applicable legislation or regulations, including safeguarding, fundraising and code of conduct.
- Pursue and work to achieve the charitable objectives of The Vavengers to end Violence Against Women and Girls.
- Ensure the effective and efficient administration of the charity and its resources, striving for good practice in governance.

- Manage and use the charity's resources so as to optimise impact and the delivery of the charity's objectives.
- Maintain the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in the charity.
- Ensure that financial controls are robust and that the board is kept fully informed through timely and relevant communication.
- Identify and assess risks and opportunities for the charity, determining which are appropriate or desirable, and establish effective risk management mechanisms to monitor said risks.
- Ensure that those working on behalf of the charity, including third parties, abide by the charity's standards and by the relevant requirements of legislation (e.g. the relevant provision of the Charities (Protection and Social Investment) Act 2016).
- Participate in the appointment of the CEO and other senior staff, as appropriate.
- With the assistance of the company secretary, promote the highest standards of corporate governance in compliance with the Charity Governance Code and other regulatory requirements and good practice, where appropriate.
- Take appropriate professional advice in all matters where there may be a material risk to the charity, or where the trustees may be in breach of their duties.
- Uphold the values of the charity by example, and ensure that the organisation promotes equality and diversity for all its stakeholders.

## Performance monitoring

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- Ensure the CEO effectively implements trustee board decisions.
- Ensure a fully effective and appropriate system for the recruitment, appointment and monitoring of the work and activities of the CEO and, where applicable, other members of the senior management team.
- Set objectives and provide support to improve performance and ensure organisational growth is achieved.
- Monitor and measure impact of the charity's objectives.
- Pay due regard to ensure that any key performance indicators are in alignment with the ethos of the charity and culture it promotes.

## Board activities

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- Uphold the highest standards of integrity and probity, adhering to the Nolan Principles (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership) and observing the recommended practice of Principle 3 of the Charity Governance Code relating to Integrity.
- Participate fully in the work of the board, ensuring the collective responsibility of the board of trustees.
- Attend all chair committees and ad hoc meetings of the Board where possible.
- Participate in a board induction, any training and other evaluation as an individual and as part of the board or committee.
- Maintain the trustees' commitment to board diversity, renewal and succession management in line with the charity's governing document and/or current good practice.
- Undergo an individual and board performance appraisal and attend any additional training highlighted as a result of the evaluation process.
- Maintain absolute confidentiality about all aspects of the trustees' business, bearing in mind the overriding legal obligations placed upon trustees.

# Appointment and resignation

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Trustees' terms of office are for three years, and there is scope for a trustee to serve for more than one term of office. When trustees are approaching the end of their term of office, or anticipate that they will need to resign their positions mid-term, there is expectation that they shall provide no less than three calendar months' notice. Whilst it is recognised that there may be occasions where this is not possible, The Vavengers require as much notice as possible for succession plans to be actioned and trustees' best efforts in this regard are much appreciated.

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The Vavengers believe that intersectional collaboration, communication and creativity are integral to taking action and ending Female Genital Mutilation/Cutting and other forms of Violence Against Women and Girls.

If you believe you are the right fit for our Board, we would love to hear from you.



The Vavengers AGM 2023 | Founders, Trustees, Volunteers and Team

## THE VAVENGERS

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@thevavengers

Founding Chair: Mabel Evans | Founding Trustee: Hoda Ali | Trustee: Soraya Ali | Trustee: Najmo Fiyasko | Trustee: Rose Bonham Carter | Trustee: Milosz Palej | Trustee: Tom Ingham Clark | CEO: Sema Gornall | The Vavengers is a charitable incorporated organisation (CIO) in England and Wales | Registration number: 1184202 | Registered address: The Vavengers, 3rd Floor, 86-90 Paul Street, London EC2A 4NE United Kingdom | <https://www.thevavengers.co.uk/> | Contact us at: [info@thevavengers.co.uk](mailto:info@thevavengers.co.uk)