



BATTERSEA

HERE FOR EVERY DOG AND CAT

TRUSTEES

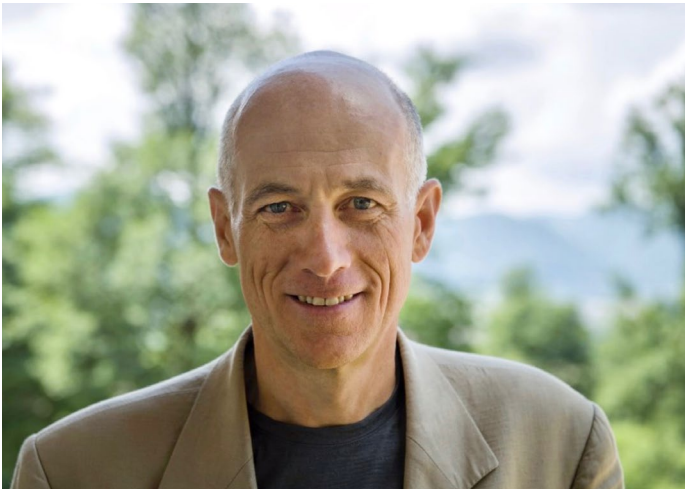
JUNE 2021



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WELCOME FROM THE CHAIR



For 160 years Battersea has been here for dogs and cats, and in 2021 the need for our services, expertise and impact for animals has never been greater. We are a globally renowned and highly impactful charity, and we would not be where we are without the passion, determination and expertise of our people who strive to create a world where dogs and cats are treated with care, compassion and respect.

We have invested heavily in redeveloping our animal facilities, providing state-of-the-art kennels and catteries, and building an exceptional Veterinary Hospital and Centre of Excellence. Battersea is now an organisation known world-wide for its expertise, its knowledge, and highly skilled practitioners, across both animal and support services. We have invested extensively in our people, their engagement and their learning and development and are working hard to become a more diverse and inclusive organisation. Our Battersea Academy provides support and guidance to animal welfare charities in the UK and across the world through a range of learning programmes delivered by our expert staff and our grant making programme.

We have built an enviable reputation for being a leader in our field, a driver for change and a champion and a voice for vulnerable animals. In the last decade, we have worked to bring about key changes in the law, such as compulsory microchipping for dogs, banning the third party sale of puppies & kittens and, most recently, significantly increased sentences for animal cruelty. We are recognised for our positive approach to partnership working and sector-wide collaborations, which ultimately help Governments, industry, veterinary, welfare and campaign groups, and the public at large, work together to build a better world for dogs and cats.

Our previous Chief Executive left earlier this year after eleven very successful years, leaving a thriving and ambitious organisation in great shape, and our newly appointed Chief Executive is now steering us forward, identifying and seizing new opportunities to extend our reach and impact even further. Although our activities have been impacted by COVID19, we have adapted our ways of working and introduced new services, and our funding remains strong.

Our Board of Trustees (known as Council) are a vital part of Battersea, bringing their considerable experience and skills along with real enthusiasm and commitment to this crucial role. We're looking for two new trustees to bring breadth and diversity to our Council:

- A current senior leader in a substantial £50m+ pa UK charity, preferably within the international development sector, with strong fundraising experience.
- A legal/governance expert, currently operating at minimum of partner level

We strive to create lasting change for animals and the people that care for them and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, is essential in our mission to deliver greater impact for dogs and cats everywhere. This a focus area of work for us at Battersea, and we are committed to ensuring our Council of Trustees have the depth and breadth of both professional and personal experience to help us achieve our plans. We welcome applicants of all backgrounds for these roles, and in particular we would like to increase female, black & minority ethnic, disabled, and a wider breadth of age participation in our organisational governance.

This is an exceptionally exciting time to join Battersea. If you believe you have the skills, experience, ambition and qualities we are seeking and are committed to contributing as a Trustee to the governance of one of the UK's best-known national charities, then I very much look forward to hearing from you.

A handwritten signature in black ink, appearing to be 'Paul Baldwin'.

Paul Baldwin **Chair of Trustees**

ABOUT US

Battersea is one of the oldest and best known charities in the world.

Our Founder, Mary Tealby, was a pioneer of animal welfare and rescue when she set up Battersea in 1860. Her mission was to never turn away an animal in need of our help, a promise Battersea keeps to this day. Every year we help around 5,000 dogs and cats across our three centres in London, Old Windsor and Brands Hatch, and tens of thousands more beyond our gates.

- We are proud of Battersea's rich heritage. Discover more about our impact over the last 160 years [in this video](#).
- Find out more about the work of our animal care teams working in our centres, in our [24 Hours in Battersea films](#).

More than ever, our focus is on using our profile and voice to make an impact for all dogs and cats that need help including those we will never see at our Battersea centres.

Our expertise means that the Government, the sector and key partnerships seek us out for our trusted advice and to influence and create change. Our Public Affairs team actively engages with and influences politicians, key decision makers and wider society to create real

change for animals through legislative changes such as animal cruelty sentencing as well as well as through our impactful campaigning voice. In recent years Battersea has grown in its wider impact with highly skilled teams in Communications, Marketing and Fundraising working together to engage supporters and change the way the world thinks about rescue animals.

- Rescue Is Our Favourite Breed is our long-term campaign to get people thinking differently about rescue animals. [Watch our ad](#).
- [This film](#) gives a snapshot of Battersea's achievements in 2019.
- Here is our [2019 Annual Report](#).

Battersea's influence now stretches globally as we strive to build a better world for dogs and cats, sharing our expertise with rescue and rehoming organisations across the world through our Academy and grant making in this growing and increasingly important area of our work.

Find out more about our global Academy and the difference it is making in [this film](#).



VISION MISSION VALUES

Our Vision, Mission and Values are not just words, they are the embodiment of everything we do, everything we are and everything we hold dear.



OUR VISION

Battersea is here for every dog and cat, and we believe they should have the chance to live where they are treated with compassion, care and respect.

OUR MISSION

We aim never to turn away a dog or cat in need of our help, ensuring they receive the best care possible no matter how long it takes to find them a place to live. We are experts in championing and supporting vulnerable dogs and cats, creating lasting change for animals and those who care for them, wherever they are.

OUR VALUES

CARE



External

We are passionate about the welfare of dogs and cats, and all of our work is inspired by the needs of, and our love for, animals.

Internal

We are passionate about each of us being the best that we can be, about the quality of our work, and about achieving high standards.

EXCELLENCE



External

We have been working tirelessly to provide shelter for animals for over 150 years. We are one of the oldest animal charities in the world and the knowledge and experience we have gained has made us credible leaders in our field.

Internal

We work to achieve excellent results and outcomes through continuous learning and development and by leading, inspiring, motivating, managing and developing teams, individuals and ourselves to achieve the highest levels of performance.

DETERMINATION



External

We deal with some of the most challenging situations that impact the lives of dogs and cats. We seek to tackle problems at source by working actively with communities and wider society, challenging misconceptions and encouraging owners to take responsibility for their pets and treat animals humanely. We will not shy away from difficult issues.

Internal

We embrace change and are proactive, creative and innovative in suggesting and implementing new and improved ways of working.

RESPECT



External

We treat all animals and people with respect and dignity.

Internal

We respect and value the contribution of all individuals and teams, working constructively and collaboratively together to achieve positive outcomes.

INTEGRITY



External

We are trustworthy. We are indebted to our supporters and greatly value all the donations given to us, ensuring they are carefully spent on providing the best possible future for animals.

Internal

We are responsible, accountable, efficient and effective in all that we do, by communicating openly, honestly and constructively.

COMMITMENT



External

We strive to find every dog and cat a permanent, loving home. We put no limit on the time an animal stays with us, and we will never put an animal to sleep unless significant medical, safety or legal reasons compel us to do so. Our staff and volunteers are hugely committed.

Internal

We focus on and are committed to the impact of our work and the difference that we can each make.

OUR STRATEGIC GOALS

By 2023 we will have:

- Helped 320,000 dogs and cats through our existing and new centres; our Battersea Communities; the Battersea Academy; our grant giving programme; by increasing the rescue sector's share of the pet acquisition market; and other initiatives
- Increased the number of Battersea centres we operate, whether through acquisition or merger
- Further enhanced Battersea's reputation as a sector leader and expert, through the delivery of the Battersea Academy at home and abroad
- Increased our partnership working to enable shared campaigns and rescue activities
- Established 'Reframing Rescue' as a movement and made it a highly compelling proposition for public choice
- Increased the prominence of the UK rescue sector, leading to tens of thousands of additional dogs and cats adopted from rescue centres annually
- Raised standards in UK dog and cat breeding practices by working collaboratively to enshrine new animal licensing laws and established a regulatory framework for animal rescues, rehoming centres and sanctuaries
- Helped more dogs and cats by connecting more people with pets, by identifying wide ranging opportunities to champion the human/ animal bond
- Promoted and reinforced our One Battersea approach internally, with continued, collaborative working between teams and across all centres



ABOUT THE ROLES

MAIN PURPOSE OF THE ROLE

Our Board of Trustees (known as Council) are a vital part of Battersea, bringing their considerable experience and skills along with real enthusiasm and commitment to this crucial role.

To support our strategy and build diversity on our Council, we're looking for two new trustees to bring additional breadth to the expertise and insight on our Council

- An individual with senior executive leadership experience in a substantial £50m+ pa UK charity, with strong fundraising understanding/experience, and preferably within the international development sector
- A legal/governance expert, currently operating at minimum of partner level

These two new Trustees will join our Board of Trustees, known as Council, who meet six times a year for a half-day meeting with the Chief Executive and Directors. Meetings are currently held virtually but once Covid restrictions are lifted it is anticipated that 50% will be held virtually and 50% in person at our London centre.

There is also a full-day annual strategy meeting with the Directors usually held in person at our Windsor centre.

Both roles are appointments for an initial term of three years and may be re-appointed for a further two terms of three years.

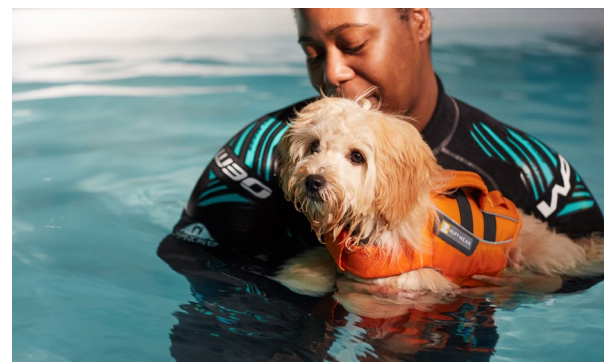
We anticipate these the new Trustees will join the Council of Trustees for the October 2021 Council meeting, with an induction prior to this.

These are volunteer unremunerated roles. All appointments are subject to references deemed satisfactory by Battersea and are also subject to meeting Charity Commission Trustee eligibility requirements.



ROLE DESCRIPTION

- To determine the strategic direction of Battersea through good governance and clear strategic planning
- Collectively with other Trustees, to ensure that Battersea functions within the legal, charitable, and financial requirements of a charitable organisation, within company law and any other relevant legislation or regulations and strives to achieve best practice
- To ensure that Battersea pursues its objects as defined in its governing document and uses its resources exclusively in pursuance of its objects.
- To use your specific skills, knowledge, and experience in:
 - voluntary sector leadership & fundraising OR
 - legal & governance
 to help other trustees reach sound decisions on strategy and policy. This may include scrutinising Board papers, leading on relevant discussions, highlighting key issues, providing advice on new initiatives, research, or other relevant issues.
- To ensure effective and efficient administration of the charity
- To act in the best interests of Battersea, with integrity, and with clear avoidance of any conflict of interest or any activities that might place Battersea's property, funds, assets, or reputation at undue risk.
- To safeguard risk to Battersea (legal, financial, and reputational) and the values of Battersea
- To ensure a clear and up-to-date understanding of the wider Charity Governance operating environment and the operating environment of Battersea
- To determine the strategic direction of the charity through good governance, clear strategic planning, and evaluation of performance against agreed targets
- To maintain good relations with Battersea's staff
- To chair and/or attend sub-committees given delegated authority by the Board
- To act as an ambassador and attend fundraising and other public events of the charity



- To introduce personal networks and work to secure new donors and supporters
- To attend all meetings of the Board and of any relevant Committees, studying papers in advance of each meeting and actively participating in constructive debate and decision making.

PERSON SPECIFICATION

- An individual with senior executive leadership experience in a substantial £50m+ pa UK charity, with strong fundraising understanding/experience, and preferably within the international development sector OR
- A legal/governance expert, currently operating at a minimum of partner level
- The ability to think and apply knowledge strategically and creatively
- Ability to communicate clearly and constructively and to take an active part in discussions
- Proven ability to work effectively as a member of a team while contributing an independent perspective
- Ability to analyse and interpret wide-ranging information, including scientific, financial and management information
- Willingness to make and stand by collective decisions, including those which may be unpopular
- Ability to maintain confidentiality on confidential and/or sensitive information
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of being a charity trustee
- An understanding and acceptance of the distinction between the governance role of the Board of Trustees of a Charity and the executive function of its Chief Executive, Directors, and staff
- Undisputed personal integrity and credibility, with an understanding of and commitment to the standards of behaviour set out in the Trustee Code of Conduct and to the Nolan principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Ability and willingness to commit the necessary time and effort to fulfilling the role, including regular attendance and active participation in Board meetings at Battersea's main site in London, committee work by agreement, and at fundraising and other public events of the charity
- Confident and effective in an ambassadorial, advocacy, and fundraising role for Battersea



HOW TO APPLY

If you think you have the skills and experience we are looking for, then we very much hope you will consider expressing an interest in becoming a Trustee at Battersea.

This recruitment is being handled by Inclusive Boards on behalf of Battersea. To apply please email battersea@inclusiveboards.co.uk to submit your CV and a supporting statement of no more than 2 pages that addresses how you meet the requirements of the person specification and brings to life your motivation for becoming a Trustee of Battersea – we would like to know what it is about us, our cause, or our work that resonates with you personally.

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We welcome applicants of all backgrounds for these roles, and in particular we would like to increase female, black & minority ethnic, disabled, and a wider breadth of age participation in our organisational governance. Your completion of our Equality & Diversity monitoring form when you apply will help us to achieve this goal - this form will be kept and processed separately from your application. We are committed to inclusive working practices throughout this recruitment and selection process – if there are any adjustments that would help you to participate in this process, please let us know.

Closing date: 1st August 2021

Longlist interviews online will take place with Inclusive Boards during August 2021

Final interviews with Battersea, including a tour of our London site, are currently planned for mid-September 2021



DATA PROTECTION

The information you provide in your application will be used by Battersea Dogs and Cats Home (Battersea) and Inclusive Boards to assess your suitability for the role you have applied for. We will not use your personal data for marketing or fundraising purposes (unless you have previously supported Battersea) and will not share your data with any third parties for their marketing purposes.

We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Battersea to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not be used in determining whether you are shortlisted for the role you have applied for.

Further information about how we protect and use your personal data is set out in our Job Applicant Privacy Notice or contact our Data Protection office at DataProtection@battersea.org.uk or Data@inclusiveboards.co.uk



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