

Chair candidate pack 2023



Protecting human rights in childbirth

Introduction from the Chief Executives

Firstly, thank you for your interest in working with Birthrights!

It's a really exciting time to be joining the Birthrights team. Our charity is marking its 10th year and reflecting on where we have come from as well as looking forward to how we can influence meaningful change in maternity care.

Birthrights is hugely proud of what we have achieved over the past decade. From delivering information and advice to women and birthing people on their rights through pregnancy and birth through the pandemic and beyond; to growing uptake of our training offer which seeks to build understanding of and confidence in delivering rights- respecting care; and the publication of our Race Inquiry report Systemic Racism, not Broken Bodies, which uncovered experiences behind the stark disparities in maternal outcomes for Black and Brown women and birthing people.

As we look forward to the decade ahead, Birthrights is in a strong position to work collaboratively towards long term, systemic change that empowers women and birthing people and the frontline professionals seeking to deliver person-centred care. We are committed to building on the great work started through the year-long Race Inquiry and addressing the entrenched inequalities in maternal healthcare experiences and outcomes through all our work.

To ensure we are properly equipped to reach more people, influence culture and practice and drive systemic change we are looking for a Chair who can provide guidance and challenge and support the Board of trustees to collectively use their skills and experience to support the future ambitions of our charity. This pack contains information about Birthrights, what it's like to work with us, more about the role and how to apply.

Our vision is simple: we want to ensure that everyone receives dignity and respect in pregnancy and childbirth. If this is something you're interested in being part of, please read on!



About Birthrights

Birthrights is the UK charity that champions respectful care during pregnancy and childbirth by protecting human rights. We use the law to equip women and birthing people with knowledge about their rights, train healthcare professionals to deliver rights-respecting care and campaign for systemic change.

Information and Advice

Our email service and information resources provide advice to empower women and birthing people and the people supporting them through pregnancy and birth to understand and act on their rights.

Training

We deliver training to support improvements in NHS practice and culture by working to ensure those managing and delivering care have a strong understanding of rights-respecting care.

Policy and Campaigns

We work collaboratively to influence long-term and systemic change that benefits everyone and centres racial justice in recognition of the stark inequalities in outcomes and experiences of Black and Brown women and birthing people.

Vision

Our vision is of a world where women and birthing people can access safe maternity care that fully respects their right to bodily autonomy and self-agency, free from discrimination, coercion and violence.

Mission

Birthrights champions the fundamental rights of women and birthing people during pregnancy and birth across the UK.



Our values



Dignity

You matter. Your experience of pregnancy and childbirth matters.



Expertise

Our authority comes from unrivalled understanding of the legal issues in maternity care and insight into your emotional needs at one of the most critical times of your life.



Autonomy

We believe the maternity system doesn't work without you, the women or birthing person, at its heart.



Practicality

We understand how the system works. We want to evolve attitudes and services using innovative and tangible tools and ideas.



Humanity

Safe, quality, lawful care recognises that you deserve to be treated as an individuals. We listen to you and engage with compassion.



Inclusion

Human rights are for everyone. We want to be a safe space and champion for anyone who needs us, particularly those who face the most discrimination and disadvantage in maternity care.

Equity, diversity & inclusion

We are committed to increasing diversity and inclusion within our board. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality, and welcoming challenge.

We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background or other difference.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for care and childcare whilst you're attending an interview.
- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a first stage interview to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about or think we could provide, please let us know.

About the role

Birthrights UK a registered charity with the Charity Commission for England and Wales. The organisation is governed by a Board of Trustees, which is made up of up to 10 members from across a range of professional and life experiences.

Birthrights is seeking a new Chair to lead its Board of Trustees to fulfil their responsibilities for the strategic direction and overall governance of the organisation. This is an exciting opportunity to help drive the success of the growing organisation that champions respectful care during pregnancy and childbirth by protecting human rights.

Key Responsibilities:

- Provide regular support and leadership to the Chief Executives and ensure that Birthrights is run in accordance with the decisions of the trustees and the charity's Articles of Association
- Lead the trustees and Chief Executive to develop and deliver strategic plans for the charity.
- Liaise with the Chief Executives to prepare for Board and committee meetings and ensure that the business is covered efficiently and effectively in those meetings.
- Undertake the leadership role in ensuring the Board of trustees fulfils its responsibilities for the governance of Birthrights and facilitates well-rounded and carefully considered strategic decision-making.
- Work in partnership with the Chief Executives to achieve the aims of the organisation and to optimise the relationship between the Board of Trustees and Birthrights staff.
- Welcome, induct and support new trustees and ensure their effective participation.
- Work to build a team culture at Board level which enables each trustee to draw from their experience, skills and networks for the benefit of Birthrights.

Accountabilities:

- The Board is responsible and liable for the governance and functioning of Birthrights and is accountable in varying degrees to a variety of stakeholders, including beneficiaries, funders, the Charity Commission, Companies House, and other regulators.
- Trustees must give close attention to the governing document and ensure that Birthrights meets the growing demand within the voluntary sector and the wider general public, for charities to be open and accountable for their actions and inactions.
- Trustees should consider the wider implications of the decisions they make, and to communicate widely the formal reasons behind such decisions or actions, and above all else, they must adhere to any legal and regulatory requirements applicable to Birthrights's activities.

Person specification

We are looking for someone who values the equality of all women and birthing people. An interest in Birthrights' work and approach are essential as well as an ambitious outlook for Birthrights' future. The individual will have a proven track record of setting, agreeing and attending to an organisation's strategy and supporting organisational culture change. They will be an experienced leader, able to develop and ensure the Board works effectively,

Experience:

- An understanding of UK charity governance.
- Experience and success in leading groups of people in either a professional or voluntary capacity to achieve results.
- An ability to network with both internal and external stakeholders.
- Significant experience of chairing meetings.
- Significant experience of managing, motivating, and developing people.
- Strong experience of developing, deploying, and evaluating strategic plans with a view to maximising impact and benefit.
- Experience of financial management.

Skills and abilities:

- Exceptional leadership skills; able to cultivate effective collaboration and manage a multidisciplinary board.
- Effective strategic communicator: able to articulate Birthrights' vision and engage and inspire others both within the organisation and externally.
- Highly effective relationship and alliance building abilities.
- Comfortable managing discussions centred around inequality, discrimination and oppression
- Sound judgement with high capacity for self-reflection.
- Capacity to support both Board and Executive development.

Attributes:

- A strong personal commitment to social justice and addressing and dismantling multiple forms of oppression.
- Committed to centring racial justice and taking an intentional approach to creating impact.
- Dynamic leadership style that guides and inspires the Board and Executive to fulfil their respective responsibilities.
- An inclusive and facilitative approach that ensures that all voices are heard.
- Collaborative approach with excellent interpersonal skills.
- A strong personal commitment to Birthright's vision and mission.

Additional information

Time commitment

The Board meets at least four times per year. Alongside other ad-hoc responsibilities we anticipate the time commitment to be at least 1.5 day a month.

Conflict of interest

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

Terms of appointment

This post is for an initial term of up to three years, which may be extended for one further term of three years.

Location

Meetings may be in-person, virtual or hybrid.

Remuneration

The position is unpaid, although Birthrights UK reimburses travel costs and other direct expenses incurred.



How to apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Birthrights. If you wish to apply for this position, please supply the following by **23.59 on 12/11/2023**.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email birthrights@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to birthrights@inclusiveboards.co.uk.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



[@InclusiveBoards](https://twitter.com/InclusiveBoards)



<https://linkedin.com/company/inclusive-boards>