

Suzy Lamplugh Trust

Trustee Candidate Information Pack 2024

Welcome from our Chair

I am delighted that you are interested in becoming a Trustee of Suzy Lamplugh Trust.

Suzy Lamplugh Trust is the UK's pioneering personal safety charity and leading stalking authority. The Trust was founded in 1986 by Paul and Diana Lamplugh, after the disappearance of their daughter, Suzy, while working as an estate agent, to campaign and work for ways of reducing violence and aggression in our society and to improve personal safety. Since then the Trust has continued to move from strength to strength. Its reach goes well beyond its small size: its advice and information is used by companies, public sector bodies, charities and individuals from all walks of life, and its views are sought by policy makers and decision makers. The work of the Trust is needed now more than ever.

Due to upcoming Trustee retirements, we are looking to recruit new Trustees. We are specifically seeking a legal professional with experience of working in the criminal justice system, (an individual with specific experience working with VAWG would be highly desirable) and an experienced policy and communications professional, with experience working in women's rights space.

We are looking for Trustees with access to an established professional network, who can advise our growing organisation and support the delivery of our three-year strategy. These three years are both about consolidation, ensuring we embed the growth that has already taken place, continuing to deliver quality services across the organisation, and about growth; growth that will allow us to do even more of what we do now – working alongside our beneficiaries, partners, stakeholders and supporters we want to support more victims, educate more individuals and ensure our campaigns are far reaching, delivering systemic change.

People from ethnic minority backgrounds are currently under- represented on our Board of Trustees and as such we encourage applications from individuals within these communities as we strive to be more representative, as a national charity, of the diversity of our beneficiaries.

It is through our core values and the knowledge of the profound impact our work has on individuals, systems and structures that we continue to strive, with determination to fulfil our vision, working to eliminate abuse, aggression, and violence, creating a society in which people are safer and feel safer. We firmly believe that everyone has the right to be safe.

I hope you will apply to join us. We provide a full induction for new Trustees to the work of Suzy Lamplugh Trust and to the role of being a Trustee.



Chris Shelley

Chris Shelley, Chair

About Suzy Lamplugh Trust

Suzy Lamplugh Trust was founded by Diana and Paul Lamplugh following the disappearance of their daughter Suzy, an estate agent, in 1986. Since then, the Trust has pioneered personal safety as a life skill and a public policy priority.

Our vision is to eliminate abuse, aggression and violence, creating a society where people are safer and feel safer.

Our mission is to reduce the risk and prevalence of abuse, aggression and violence – with a specific focus on stalking and harassment - through education, campaigning, and support.

Our values:

Leading: we act independently and assertively to be at the forefront of change, inspiring others to join us on the journey to change whole systems and challenge cultural norms.

Relentless: we work tirelessly, overcoming barriers with agile determination, persevering in our mission to create systemic change.

Enabling: we amplify, through non-discriminatory and accessible services, the voices of those who are often silenced, empowering them to have their voices heard, striving to ensure that they have access to justice that meets their needs.

Innovating: we see problems as things that require ground-breaking, creative solutions not as barriers to progression. We are pioneers of change (for good).

Quality: as global experts in our field, we provide rigour to everything we produce and deliver, ensuring it is grounded in evidence. We provide credible, impactful, specialist advice and services.

Authentic: we maintain a connection to our roots and the mission that began when Suzy Lamplugh disappeared.

Our Work

Frontline services & provision of information:

Since 2010 we have been running the National Stalking Helpline offering advice and guidance to victims of stalking. This subsequently developed into offering more in-depth support to individuals where required as part of the National Stalking Advocacy Service. The development of these services is ever growing with the development of the multi-agency stalking perpetrator intervention programme and the trauma led service in recent years. In addition, we offer services to victims of stalking through our online platforms including a new multimedia platform.

We also provide information to the general public and employers, statutory bodies, police and government. We publish information through our awareness campaigns such as National Personal Safety Day and National Stalking Awareness Week, and media activity in the regional and national press, as well as social media presence.

Training and Consultancy:

A vital part of our work - both financially and for disseminating our message – is our range of personal safety workplace solutions, stalking training and consultancy. These directly deliver our charitable objectives and the surplus we earn through them allows us to deliver our community services free at the point of contact.

We run training courses across the UK. Delegates are encouraged to share good practice and exchange ideas about strategies that really work and leave with their own personal action plans to help them in reducing and managing personal safety risks in their own organisations. We offer consultancy support to organisations looking to improve their personal safety policies and practice, including Suzy's Charter for Workplace Safety.

We deliver stalking training to a range of agencies, offering a number of core products such as our Lifeline Training for police officers, accredited Independent Stalking Advocate training and open access stalking awareness. We also support organisations such as the police who are looking to improve their response to stalking through consultancy support such as our Victim Focused Reviews.

Every training and consultancy service we deliver is tailored to the participants, reflecting the differing needs of organisations and departments.

Our Work (continued)

Campaigning:

We campaign to:

- introduce or improve legislation on personal safety, stalking and harassment
- challenge behaviours of perpetrators to reduce risk and prevalence of violence, aggression and abuse
- change perceptions of personal safety & stalking and drive towards systemic change

We have successfully campaigned for the introduction of legislation to safeguard victims of stalking including the Protection from Harassment Act 1997 and the Stalking Protection Act 2019.

Expert Voice:

Since it was set up, Suzy Lamplugh Trust has amassed knowledge and expertise on a broad range of personal safety, stalking and harassment issues. We have a significant reputation and track record in what is now an expanding field. We work regularly with government departments and other charities and participate in ongoing working groups across a wide range of sectors, and our advice is sought by government departments and other public sector bodies when formulating policy.

Our Commitment to Equity, Diversity and 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 reasonable care and childcare costs 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 Roles

Trustees further the organisation, making sure it is well-run, compliant, and effective in delivering its charitable objectives.

All trustees are responsible for:

- Ensuring the Trust is carrying out its purposes for the public benefit
- Complying with the Trust's governing document and the law
- Acting in the Trust's best interests
- Managing the Trust's resources responsibly
- Acting with reasonable care and skill
- Ensuring the Trust is accountable

Trustees main tasks are:

- To take part in formulating and regularly reviewing the strategic aims of the organisation.
- With other Trustees, to ensure that the policy and practices of the organisation are in keeping with its aims.
- With other Trustees, to ensure that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.

Trustees main duties are:

- Formulating strategic aims
- Ensuring policies and practices are in keeping with aims
- Ensuring best practice
- Promoting the Organisation

In this recruitment campaign we are seeking to appoint 2 Trustees with skills in ONE of the following areas

- Legal, in particular criminal justice; or
- Policy and Communications

Person Specification

Skills and attributes we need for both roles:

- Approachable and able to engage with colleagues at all levels
- The ability to operate at a strategic level, work with a board or committee and to support the Trust's chief executive
- Highly developed strategic thinking with the ability to use logical and creative thinking to solve problems and make decisions
- Demonstrably committed to the principles of Equality, Diversity, and Inclusion (ED&I)
- Collaborative approach to leadership and teamwork, with strong, interpersonal and relationship-building skills
- Intrinsically curious and probing while maintaining a balance of challenge and support
- Shows an understanding of when and when not to take appropriate risks in decision-making
- Highly self-aware and understands personal impact; role models the right behaviours

What we need for the Legal role:

- A qualified legal professional for example a solicitor or a barrister
- A background in criminal justice, in particular with experience in Violence Against Women and Girls (VAWG)
- Networks across the legal sector
- Media Experience

What we need for the Policy and Communications role:

- Experience in policy, campaigning and communications, desirably working within the women's rights space
- Experience of advocating and influencing at senior level
- Leadership experience in either the charity or commercial sector
- Media Experience

Additional Information

The commitment:

There are four Board meetings a year. In addition, Trustees are expected to attend around four other meetings or events per year. We anticipate the time commitment to be approximately one day per month.

Conflicts 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:

Trustee meetings are held in London. Trustees can join Board meetings remotely, but it is expected that you are able to join one or two meetings or events in person during the year.

Training and ongoing development:

We provide a full induction to the work of the charity and the role of the trustee. We also provide the opportunity for trustees to attend training events.

Remuneration:

The position is unpaid, although we reimburse travel costs and other direct reasonable expenses incurred.

How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Suzy Lamplugh Trust. If you wish to apply for this position, please supply the following by 23:59 on 18/02/2024.

- A detailed CV, setting out your career history, with responsibilities and achievements
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- 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 suzy@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 suzy@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



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