

My CWA

CHAIR &
TRUSTEES
CANDIDATE
PACK
2025



INCLUSIVE BOARDS

Welcome from The Board

Dear Prospective Board Member,

Thank you for your interest in joining the Board of MyCWA.

Domestic abuse is one of the most urgent and devastating issues facing society today, affecting 2.3 million adults and children in England and Wales last year alone. Its impact ripples across generations—damaging physical and mental health, destabilising families, and trapping people in cycles of harm. At MyCWA, we believe that with the right intervention, lives can be saved, trauma can be healed, and futures can be rewritten.

Since 1977, we have been at the forefront of tackling domestic abuse, pioneering a nationally recognised best-practice approach that supports not just survivors, but everyone affected—including children and those who cause harm. We know that breaking the cycle of abuse requires a whole-family response. That's why we provide immediate crisis intervention, emotional and practical support, and long-term recovery services to help survivors rebuild their lives. We also work with perpetrators who want to change, offering behaviour change interventions that reduce harm and prevent future abuse.

As a board member, you will play a vital role in shaping our strategy, ensuring strong governance, and driving real change. We are looking for individuals who share our vision and bring skills, insight, and experience to help us expand our reach and impact.

My CWA is currently experiencing a challenging time due to local funding issues. We are an entrepreneurial organisation well used to managing change and require Board members who have the resilience and experience to support change in challenging circumstances.

This recruitment pack provides further details about our organisation, our work, and what we are looking for in new board members. If you are committed to creating a future free from domestic abuse, we would love to hear from you.

Thank you again for your interest, and we look forward to welcoming you to the MyCWA team.

Warm regards,
MyCWA



About Us

We are My CWA, formerly known as Cheshire Without Abuse. We're a Cheshire-based charity supporting families affected by domestic abuse. We have been standing side by side and supporting people impacted by domestic abuse for over 45 years.

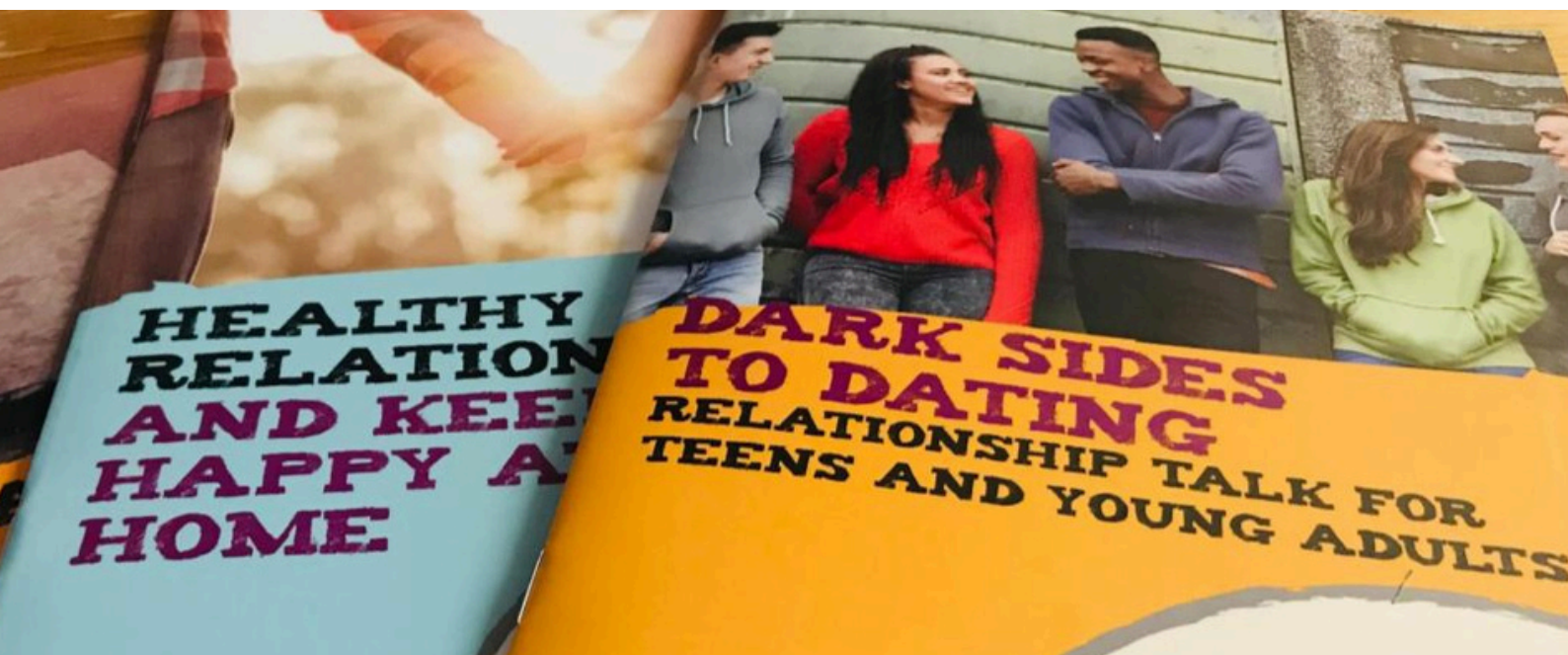
Our Services

Since 1977, we've been helping people affected by domestic abuse.

From crisis accommodation, practical support and a 24-hour helpline, to counselling, recovery programmes and behavioural change therapy, we offer a whole family service to adults, children and young people affected by domestic abuse.

Named after our late founder, the Lily Jones Support Centre – home of CWA – is where families affected by domestic abuse can come to access counselling services, support groups and recovery programmes. We also run drop-in sessions, children's activities and training schemes.

Our services revolve around the needs and experiences of those who rely on us, with survivor input driving every decision we make. Through our commitment to constant improvement, we integrate survivor voice with the latest research to pioneer groundbreaking initiatives and continuously innovate across all services - ensuring we stay at the forefront of abuse prevention and intervention and can offer the most effective support for those who need it.



Our Vision, Mission and Values

Our vision

Our vision is of a safe community where adults and children can live free from the fear of abuse.

In order to progress with our ambitious long term goal we have a mission which places people at the heart of everything we do, from providing high quality support and services and ensuring that our clients are involved at every level to offering excellent professional and volunteer opportunities in a strong team.



Mission

We have a mission which places people at the heart of everything we do, from providing high quality support and services and ensuring that our clients are involved at every level to offering excellent professional and volunteer opportunities in a strong team.

Values



Trust

We will lead by example, do what we say we will do, communicate openly and honestly, build effective relationships, strive for excellence and take ownership. We will never blame others when things don't go to plan, ignore problems or take short cuts.



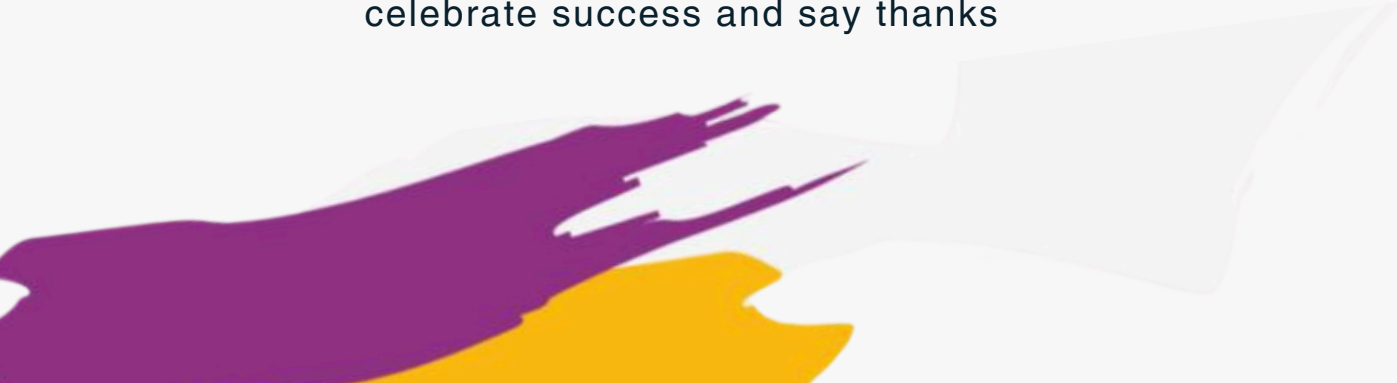
Courage

We amplify the voices of our clients, think "how can we do this better?," dare to challenge and seek solutions, show resilience, actively challenge intolerance and resolve disagreements professionally. We will never dismiss the voices of others or be part of discriminatory or disrespectful behaviour.



Respect

We will treat everyone with positive respect, see the whole person and remove barriers. We will take responsibility for our own development, be a good team mate and bring positivity and enthusiasm. We will celebrate success and say thanks



Commitment to Equality, Diversity & Inclusion

My CWA takes great pride in fostering an inclusive work environment that recognizes and values all individuals. We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, 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 with Inclusive Boards 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 Our Board

My CWA is a charity registered with the Charity Commission in England and Wales and a company limited by guarantee with Companies House. The Board of Trustees provides leadership and direction for the organisation.

The collective responsibilities of the Board include:

- Acting in the best interests of My CWA and safeguarding the good name and values of the charity.
- Ensuring that My CWA complies with its governing document, charity law, and any other relevant legislation or regulations.
- Ensuring that My CWA pursues its objectives as defined in its governing document, and applies its resources exclusively in pursuance of its objectives.
- Ensuring the financial stability of My CWA and ensuring the proper investment of the organisation's funds.
- Actively contributing to the Board's role in giving firm strategic direction to MY CWA, scrutinising board papers, contributing to discussions, and providing advice and guidance.
- Delegating day to day tasks to staff and volunteers and monitoring performance.
- Keeping informed about the activities of My CWA and wider issues which affect the charity's work around domestic abuse.

We are looking for **a new Chair and two Trustees** to join our passionate Board. Joining our Board is an exciting opportunity to put your skills and experience to good use, to benefit your community or to provide better services for people who need them.



About the Chair role

We are seeking a new Chair to lead the Board of MyCWA. We are particularly interested in hearing from candidates who have experience leading through periods of change.

As Chair you will:

- Provide leadership to the Trustees, facilitating excellent, well-rounded and carefully considered strategic decision-making.
- Ensure that the Board and senior leadership team work together effectively.
- Ensure effective contribution of all non-executive and executive team members.
- Support the Chief Executive Officer and hold them to account for the effective management and delivery of the My CWA's strategic aims and objectives.
- Represent the organisation as a spokesperson at appropriate events, meetings or functions
- Support and develop an inclusive culture that aligns to the values of My CWA.

Person Specification

- Experience operating as a Chair and/or robust previous Trustee experience.
- Experience operating at a strategic leadership level.
- A good understanding of charity and governance processes.
- Ability to establish strong working relationships with a range of individuals and stakeholders.
- Ability to provide direction and support in a way that inspires confidence in and commitment from others.
- Ability to encourage discussion and draw out the relevant skills of the Trustees.
- Ability to assimilate and analyse information, and the ability to seek and challenge information to reach decisions.
- Ability to use judgement to ensure the long-term sustainability of My CWA.
- A collaborative focused approach building a culture of openness, collaboration and trust.
- Champions equity, diversity and inclusion and encourages others to do the same.
- Honesty, integrity, and a commitment to transparency.

About the Trustee role

We are seeking TWO new Trustees to join the Board. We are particularly interested to hear from candidates with expertise in ONE of the following areas:

- Legal, particularly family law
- Digital marketing

Person Specification

- Experience operating at a strategic level.
- Ability to assimilate and analyse information.
- An understanding of charity and governance processes.
- Ability to establish strong working relationships with a range of individuals and stakeholders.
- Ability to assimilate and analyse information, and the ability to seek and challenge information to reach decisions.
- Ability to use judgement to ensure the long-term sustainability of My CWA.
- Contributes to a culture of openness, collaboration and trust.
- Champions equity, diversity and inclusion and encourages others to do the same.
- Honesty, integrity, and a commitment to transparency.



Additional Information

Time Commitment

The Board meets on a bi-monthly basis with a hybrid model for attendance. The Board holds two fully in person meetings annually. Papers are shared and reviewed in advance of all meetings.

The time commitment for the Chair is currently 3-4 days a month. This is a generous estimation, accounting for higher contact in the initial period, and is expected to reduce to the standard 1-2 days a month.

The time commitment for Trustees is **1-2 days a month**.

Remuneration and Expenses

The Chair and Trustee roles are voluntary positions. Reasonable travel expenses will be reimbursed.

Terms of Appointment

The initial term of appointment for the Chair and Trustee positions is 3 years, with the opportunity to renew up to three times (9 years maximum).

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.





How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of My CWA. If you wish to apply for this position, please supply the following by **11.59pm** on **21/04/2025**:

- 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 MyCWA@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk to apply online or send your CV and cover letter to MyCWA@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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<https://linkedin.com/company/inclusive-boards>

