

Respect

Chair Candidate Pack 2025



Welcome from the Chair and CEO

Thank you for your interest in becoming the next Chair of our charity. This is a pivotal and exciting time to join us.

We're proud to lead an organisation playing a unique role in ending domestic abuse, focused on stopping perpetrators from causing harm. With growing public awareness, increased government attention, and rising demand for evidence-based solutions, the spotlight has never been brighter or the opportunity greater.

We're midway through an ambitious five-year strategy, with strong growth in our income, influence, and impact. But with that comes complexity – funding uncertainties, increased scrutiny, and the need to evolve our structure and systems to match our scale. That's why we're looking for a Chair who can help us navigate change, build organisational resilience, support strategic clarity, and shape our future.

You'll join a committed and collaborative Board, an experienced Vice Chair, a trusted CEO, and a team full of passionate, dedicated experts. We're also recruiting for three new trustees, who will bring fresh energy and perspectives.

You don't need to be a domestic abuse expert. What matters most is that you share our desire to end domestic abuse and our values; believe in the power of working together in partnership to drive individual, systems and ultimately societal transformation and that you are experienced in leading through change.

If you're curious, even slightly, please join our lunchtime introduction session on Tuesday 18th November – sign up [using Microsoft Teams](#). You might just find this is the leadership opportunity you've been waiting for.

Diane Scott *Chair (Interim)*

Jo Todd *CEO*



About Us

Formed in 2000, Respect is the umbrella organisation for the perpetrator sector, working with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. We provide leadership and guidance to our members, and we use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem.

We are passionate about good practice. We work closely with a number of partners across the domestic abuse sector to develop strategic, multi-agency responses to domestic abuse. Our current partnership projects include Make a Change[1], an early response to perpetrators, and the Drive Partnership[2], which focuses on high risk, high harm perpetrators. Our Safe and Together[3] projects work with children's social care professionals to keep children safe and together with their non-abusive parent. For young people using harm in a family setting, we support services to deliver the Respect Young People's Programme, and for those using harm in their intimate relationships, we offer Dating Detox, a programme promoting safe and healthy teenage relationships. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards.

This commitment to quality feeds into our accreditation process, which rigorously assesses the safety and effectiveness of services for perpetrators and male victims. Currently, there are 39 services across the UK that have met the requirements of our robust frameworks for accreditation: the Respect Standard, and the Respect Male Victims' Standard.



[1] A partnership with Women's Aid Federation England

[2] A partnership with SafeLives and Social Finance

[3] A partnership with the Safe & Together Institute

About Us (continued)

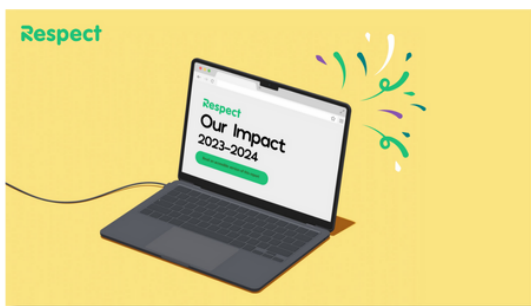
Respect also runs two helplines, delivered by an expert team of Advisers. The Respect Phoneline is the only one of its kind in the UK. Founded 21 years ago, our confidential helpline helps perpetrators take the first step towards accountability and change, to prevent further harm and make survivors safer. The Men's Advice Line is Respect's confidential helpline, email and webchat service for male victims of domestic abuse, and those supporting them.

Over the past five years, we have seen significant growth and change at Respect and across the domestic abuse perpetrator sector – the culmination of two decades of hard work building the case for a focus on those causing harm. We now have a turnover of £4.5m+ with 70 (and still growing) members of staff. This growth has been exciting – some might say breathtaking. It provides great opportunities to influence policy and drive societal change but it also comes with great responsibility and greater scrutiny than ever before. We are evolving to meet those challenges but we recognise there is still much to do, and we have considerable ambitions for the next few years.

[Stopping the Harm: A Strategy for Change, 2023–2028](#)



[Impact Report 2023/24](#)



About the Chair Opportunity

This is an exciting moment for a new, experienced Chair to join Respect as the organisation enters a new phase of growth and influence. The Chair will play a pivotal role in guiding the Board and Executive Leadership Team through an evolving internal and external environment, ensuring strong governance, clear strategic direction and effective leadership so that Respect continues to deliver impact while maintaining organisational health and sustainability.

We're midway through an ambitious five-year strategy and while making strong progress in many areas, the growth and impact we've achieved comes with complexities – funding uncertainties and pressures, increased scrutiny, and the need to evolve our structure and systems to match our scale. That's why the ideal candidate will have experience leading organisations through growth and uncertainty (balancing planning for potential contraction with preparing for expansion) and ensuring the right people, systems and processes are in place for the size of organisation that Respect is becoming. They will be strategically minded, keeping the Board focused on key priorities rather than operational detail, supporting completion of the mid-term strategy review and contributing to the development of the next five-year strategy.

The role calls for a collaborative leader who can build a strong, open and respectful partnership with the CEO and Executive Team and create a sense of one Board where trustees, executives and staff work collectively towards a shared vision.

A passion for social justice, an understanding of the Violence Against Women and Girls (VAWG) sector and the sensitivities of being the leading organisation focused on perpetrators is valuable, though direct sector experience is not essential. Candidates with relevant experience in comparable fields and strong transferable insight are encouraged to apply and will be supported by the CEO and team's deep subject-matter expertise.

To learn more about Respect and this opportunity, we warmly invite you to an information webinar on Tuesday 18th November at 12pm, hosted by Respect's Interim Chair and a Board trustee. It's a great chance to hear about the role and ask any questions. You can sign up [using Microsoft Teams](#).

Our Vision, Mission and Values

Our Vision

We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change.

Our Mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse.

Our Values

Pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour.

Collaborative

We work in partnership with our members, partners and allies to bring about individual, societal and systems change.

Accountable

We listen to survivors and centre their needs in our work.
We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

Respectful

We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

Our Approach

Fundraising, business development and sustainability

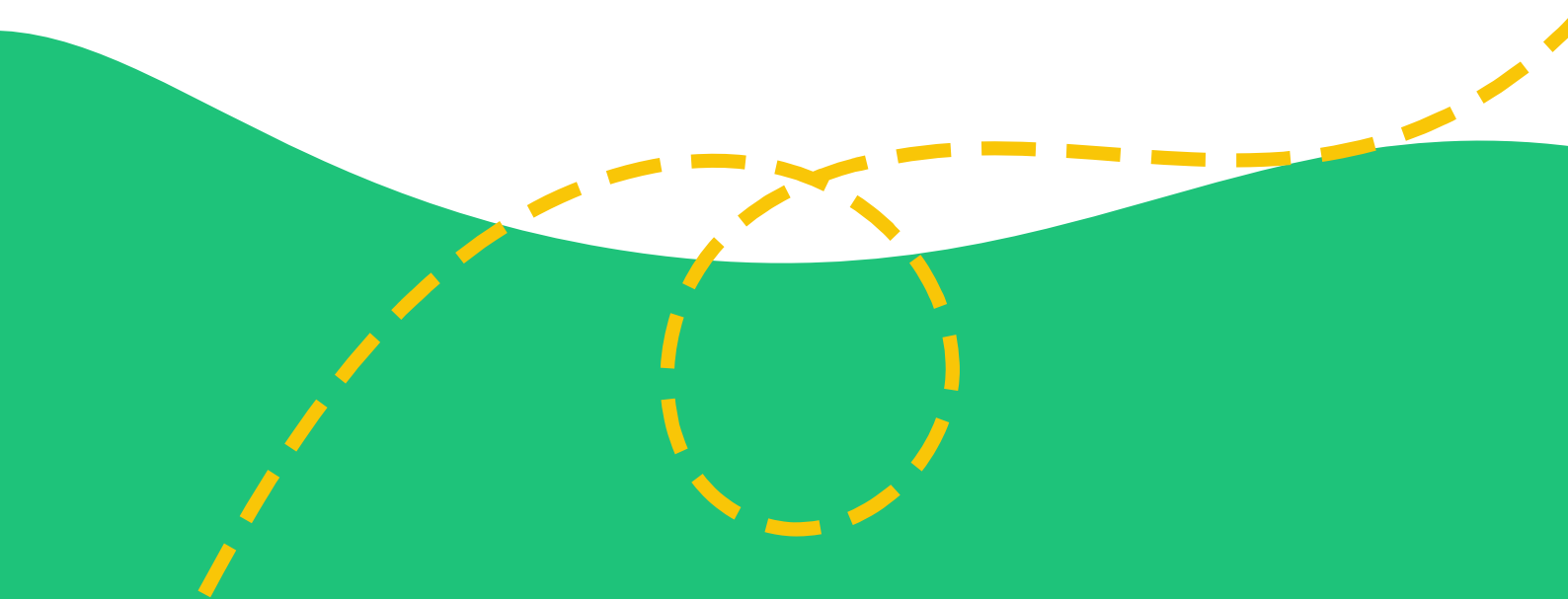
Respect has seen rapid and sizeable growth over the last 5 years, particularly in the development and implementation of projects and services. The sustainability of our central work, including our influencing work, and our work to support the sector, has been more difficult to secure. We have struggled with this for years, and it's holding us back. We know that to address it we need a more business development mindset with a laser-sharp focus on income generation.

Equity, diversity and inclusion

We are ambitious about actively embedding the principles of equity, diversity and inclusion in all areas of our work. We were founded to address the injustice of domestic abuse, and the deep inequalities that underpin it. The impacts of inequality intersect, shaping how individuals experience abuse, how they perpetrate abuse and their experience of accessing appropriate services. It is a fundamental requirement of us, as a domestic abuse organisation, that we recognise and address power and privilege, both within our work and our staff and trustee groups. We are committed to listening, learning, challenging ourselves and improving our practice to bring about genuine change.

People and culture

We are fortunate to have a brilliant team of talented, experienced, passionate people who work incredibly hard. They make Respect what it is, through all that they do and how they do it. We are committed to nurturing a happy, healthy and productive workforce, building a culture rooted in our values, which attracts the best people and enables everyone to flourish and thrive.



Our Approach (continued)

Membership at the heart of our approach

As a membership organisation we are driven by our members and we also lead and support them. At the heart of our role is the knowledge that collectively we're stronger. We speak with and on behalf of our members. We challenge them and hold them to account, and they also challenge us and hold us to account.

We are aware of the complexity of our role and relationship to our members. This hasn't changed since Respect was formed and we continue to hold these multiple facets of our reciprocal role in balance, consciously and carefully. We strive to be ethical, transparent and accountable in our approach. We seek opportunities to collaborate with members in all that we do, and in particular as we develop and deliver this new strategy.

Coordinated action built on solid relationships

We know that we cannot achieve our vision on our own – the scale of the problem is too great for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others – working together. We will build on our relationships and networks, forging new partnerships with a wider range of stakeholders within and beyond the domestic abuse sector, working together to create a world where everyone is free from domestic abuse.



Commitment to Equity, Diversity & Inclusion in the Recruitment Process

We believe that diversity and inclusion are essential to our success as an organisation. We actively encourage applications from people of all backgrounds, experiences, and perspectives. We're committed to creating an organisation where everyone feels valued and empowered to contribute their unique talents, skills, and expertise.

We actively encourage applications from individuals from a wide range of backgrounds and across all protected characteristics.

We aim to embed the principles of equity, diversity, and inclusion in all areas of our work.

If you have personal experience of domestic abuse.

Respect is a charity working to end domestic abuse, and we support applications from people who have experienced or been impacted by domestic abuse. If your experience is recent or ongoing we would encourage you to contact us to talk through the requirements of being a trustee to ensure that you are comfortable with it and that we can adequately support you.

Disability inclusion

If you tell us (on the application form) that you have a disability (please see the Equality Act for a definition) we will guarantee you an interview if you meet the essential criteria for the role as outlined in the person specification.

How can we make interviews accessible for you

Prior to interview, we'll check with you to see if you need any adaptations or adjustments to ensure you can engage in the interview process. We always ask this as part of the interview invitation, to ensure requests are separate from the shortlisting process. Adaptations could include:

- a British Sign Language interpreter,
- assistance if the test is on a computer, e.g. a larger screen, software or a person to read for you
- notification of interview question themes in advance.

If you would like to give us feedback: We are committed to listening, learning, challenging ourselves and improving to bring about genuine change. We want our recruitment processes to be as effective and meaningful as possible.

If you have any feedback or questions about our recruitment processes, please let us know.

Role Overview

As Chair, you will have the opportunity to shape and lead the future of a unique charity, working with other trustees, the CEO and the team, to help reach Respect's goal of ending domestic abuse.

Key Responsibilities

1. Governance and Board leadership

- Ensure the Board is effective, inclusive and appropriately structured, with clear processes and schemes of delegation
- Lead governance meetings: work with CEO to plan annual meeting cycles, set agendas, ensure papers are circulated in advance, facilitate discussion, follow-up on actions.
 - Four Board meetings per year
 - Online AGM
 - Trustee and leadership annual away day
 - Attend at least one of three quarterly sub-group meetings (Sustainability, Influence, Development) chaired by other trustees
- Ensure that the Board monitors its own performance and undertakes periodic reviews of structure, effectiveness, skills gaps and diversity

2. Strategic oversight


- Work with the CEO and Executive Leadership Team (ELT) to define and regularly review the charity's strategy: vision, mission, objectives, risks and financial sustainability.
- Ensure that the charity's activities are aligned with its charitable objects
- Monitor progress: ensure that strategy is implemented, measurable outcomes are tracked and, with the CEO, ensure the Board receives appropriate management information.

Role Overview (continued)

3. Relationship with the CEO

- Act as the lead trustee in the relationship with the CEO: provide support, challenge, act as a sounding board.
- Lead the appointment (if required), performance review and remuneration of the CEO
- Provide monthly supervision to the CEO and ad hoc support as required
- Ensure that staff resources and leadership capacity are adequate for delivering the strategy, and that the Board delegates operational matters appropriately while retaining oversight.

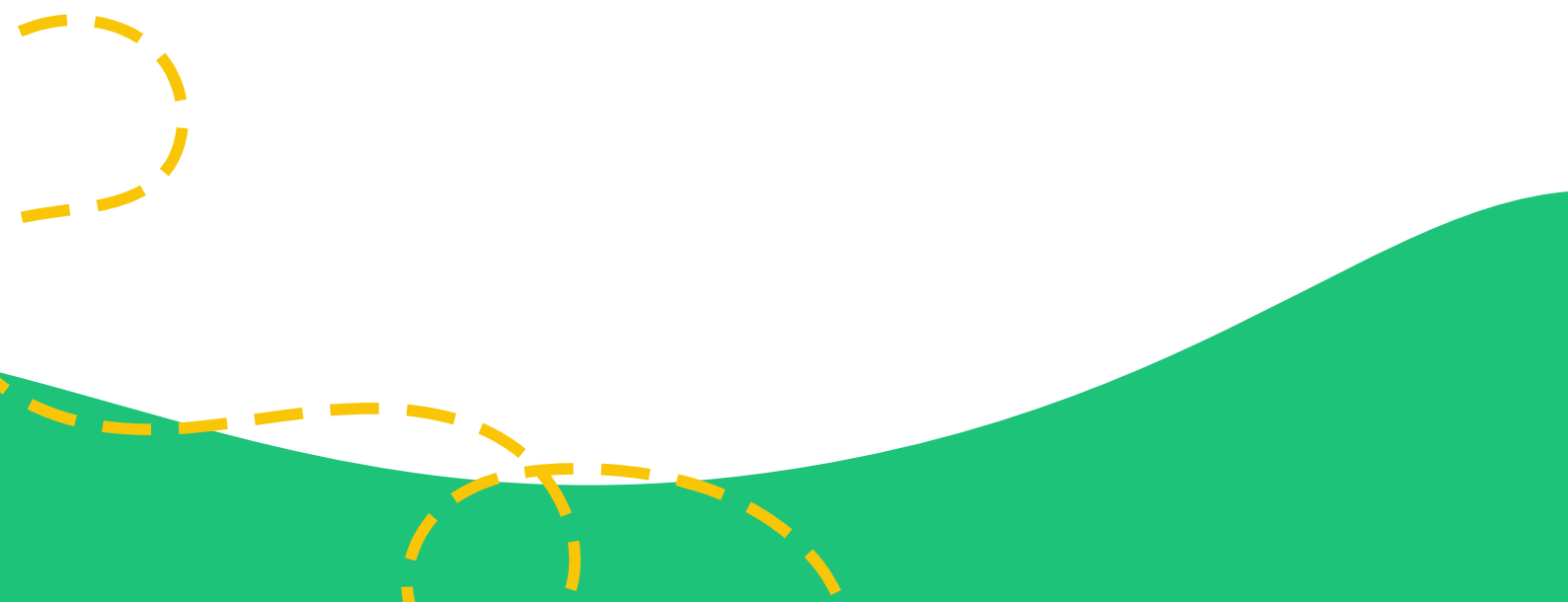
4. Risk, compliance and oversight

- Ensure that the charity operates within legal and regulatory frameworks
 - With the Treasurer, ensure that the Board has proper oversight of finances: budgeting, reserves policy, financial statements, audits
 - Oversee risk management: help ensure that major risks (financial, operational, reputational) are identified, assessed, mitigated and monitored.
 - Ensure the charity is accountable and transparent: with the CEO, ensure that the Board receives clear information, that there is reporting to funders, partners and stakeholders
 - Sit on appointment and disciplinary panels as appropriate
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Role Overview (continued)

5. Culture, development and succession

- Maintain good Board culture: ensuring all trustees engage, voices are heard, conflicts of interest are managed, and decisions are taken collaboratively
- Build a collaborative relationship between trustees, CEO and wider staff team
- Regularly liaise with Vice-Chair, subgroup Chairs and other trustee leads (eg. Safeguarding and EDI)
- Encourage and facilitate Board development: induction of new trustees, training, evaluation of the Board's skills and performance.
- Promote equity, diversity and inclusion within both the Board and the charity more broadly.
- Plan for leadership succession (both for trustees and senior staff) to ensure continuity and renewal.
- Lead by example: model the charity's values, promote an open, respectful culture, ensure constructive debate and robust and timely decision-making



Person Specification

EXPERIENCE	Essential (E) /Desirable (D)
Previous experience at Board level as Chair/Vice Chair	E
Exceptional experience of senior, strategic leadership	E
Evidence of good independent judgement	E
Ability to effectively chair meetings and ensure clear decision making in a thoughtful consensus building organisation and translation of decisions into action	E
Good communication and interpersonal skills, tact and diplomacy	E
Ability to constructively challenge and hold space for compassionate and constructive conversations	E
Experience of driving growth and change management	E

KNOWLEDGE	Essential (E) /Desirable (D)
Good understanding of voluntary sector governance, funding and finance management	E
Thorough understanding of the legal duties, responsibilities, and liabilities of trusteeship (training will be provided as part of induction)	D
Knowledge of the domestic abuse sector (training will be provided as part of induction)	D
Knowledge of fundraising/income generation/business development	D

APPROACH	Essential/Desirable
Passion for Respect's vision, mission, values and approach	E
Evidence of personal and professional commitment to equity, diversity and inclusion	E
Embodies Respect's values, and Nolan's seven principles of public life : selflessness, integrity, objectivity, accountability, openness, honesty, and leadership	E

Additional Information

Time Commitment

The Chair will be expected to commit to a term of at least four years, with a maximum tenure of eight. The time commitment averages two to four days per month, varying with Board and CEO priorities, and is generally spread across shorter periods rather than full days.

This includes four Board meetings a year (typically 1–5pm, mostly hybrid with at least one in-person), one online sub-group meeting (four meetings of 1.5–2 hours each per year), the AGM (usually online, 1-2 hours), one in-person away day annually and monthly supervision calls with the CEO. Board and sub-group meetings are generally held in March, June, September, and November/December.

Most meetings are during office hours

Location

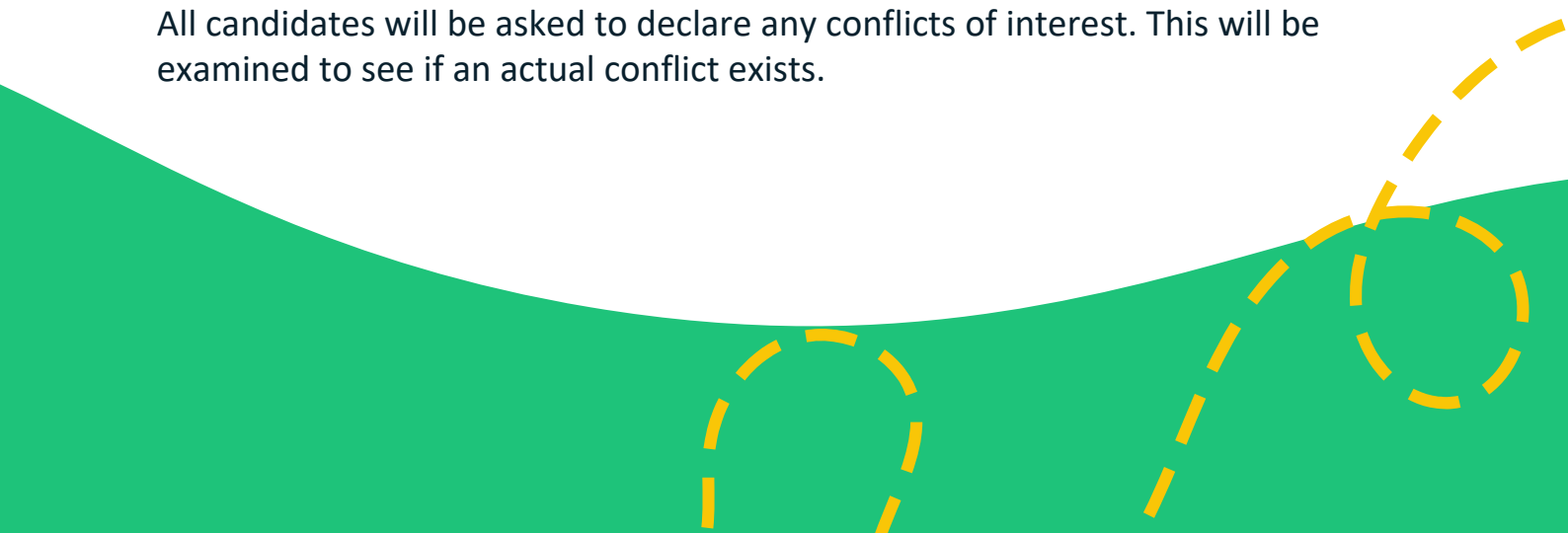
As all Respect staff work remotely, most meetings are held virtually. In-person meetings are generally held at a shared office space in London: Voluntary Action Islington, Second Floor, 200a Pentonville Road, London, N1 9JP.

Remuneration and expenses

The Chair role is a voluntary position. Reasonable travel expenses will be reimbursed.

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 Respect. If you wish to apply for this position, please supply the following by 9am on **08/12/2025**:

- 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.

Please also complete Inclusive Board's [diversity monitoring form](#). The information you provide will stay confidential, and will be reviewed and processed separately from the application you make.

To learn more about Respect and this opportunity, we warmly invite you to an information webinar on Tuesday 18th November from 12 - 1pm, hosted by Respect's Interim Chair and a Board trustee. It's a great chance to hear about the role and ask any questions - you can sign up [using Microsoft Teams](#).

If you have questions after reading this pack, please email Respect@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 Respect@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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