

Respect

Trustee Information Pack 2025



Welcome from the Chair and CEO

Thank you for your interest in becoming a trustee 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/pressures, increased scrutiny, and the need to evolve our structure and systems to match our scale. That's why this is such a meaningful time to join the Board.

We're looking for people from a wide range of backgrounds and experiences – especially with digital, fundraising, charity leadership and VAWG expertise – but you don't need to tick every box. What matters most is that you're committed to ending domestic abuse, embrace our values and that you bring your perspective, your skills and a willingness to think strategically and work collaboratively.

If you're even a little bit curious, please don't rule yourself out, come to our lunchtime intro session on Tuesday 18th November – [sign up using Microsoft Teams](#). We'd love to meet you and tell you more.

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)

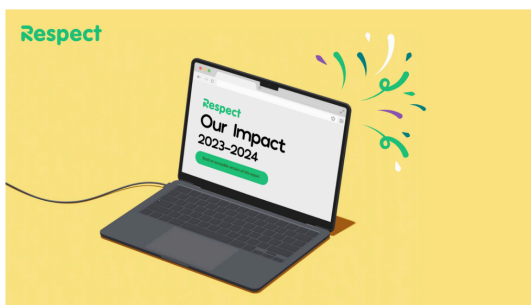
Respect also runs two helplines, delivered by an expert team of Advisers. The Respect Phoneline is the only one of its kind in the UK. Founded 21 years ago, our confidential helpline helps perpetrators take the first step towards accountability and change, to prevent further harm and make survivors safer. The Men's Advice Line is Respect's confidential helpline 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](#)



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

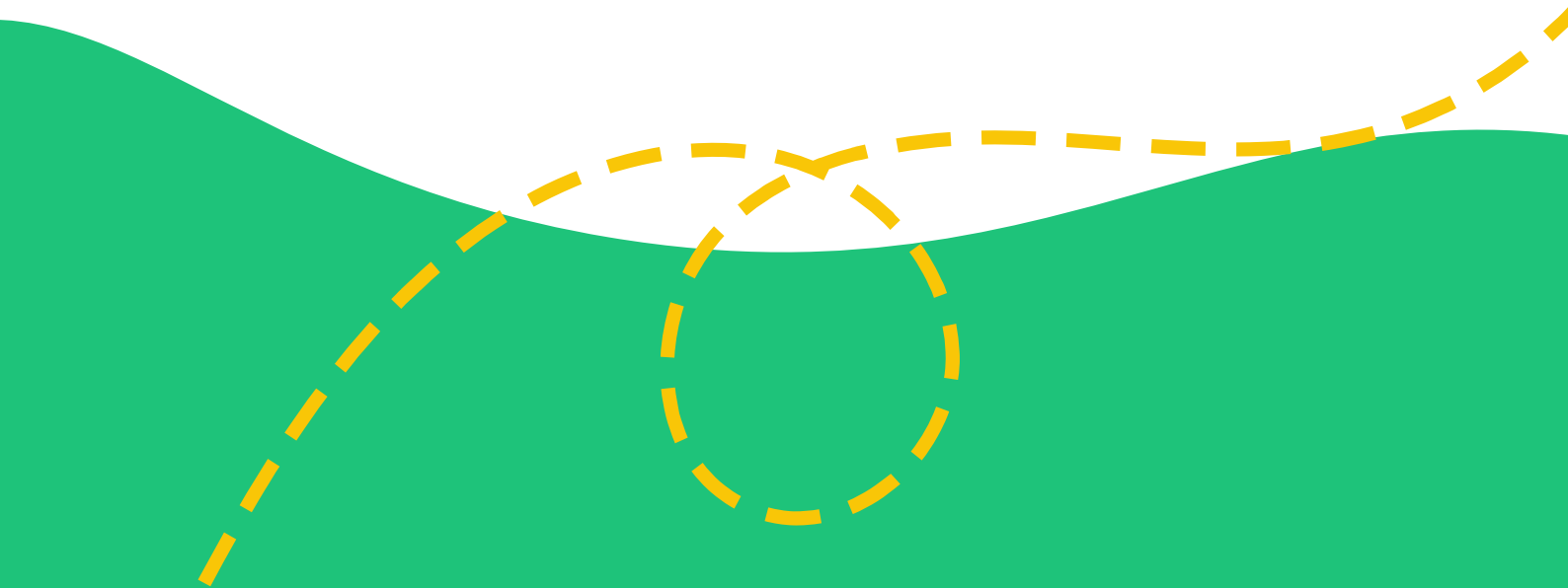
Respect has seen rapid and sizeable growth over the last five years, particularly in the development and implementation of projects and services. The sustainability of our central work, including our influencing work, and our work to support the sector, has been more difficult to secure. We have struggled 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.

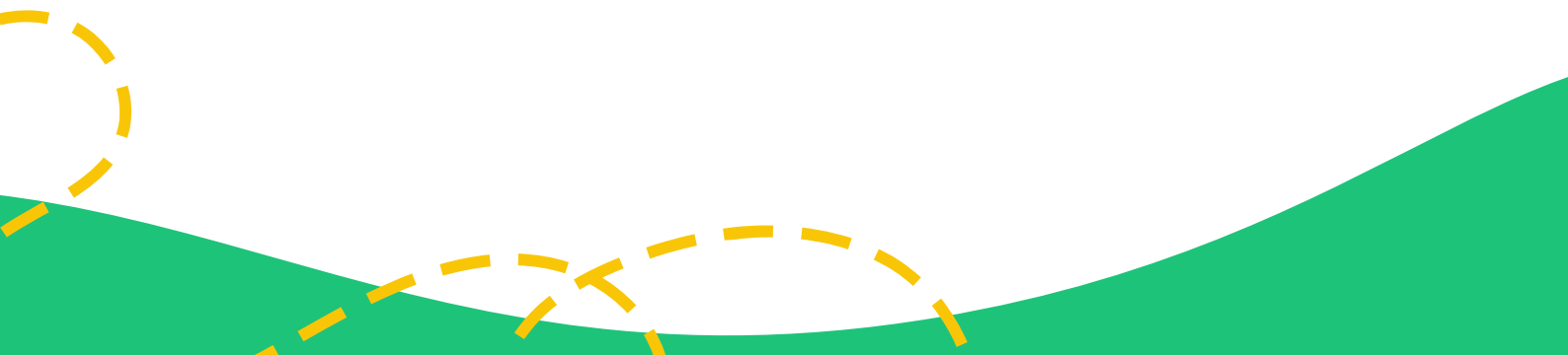
About the Trustee Opportunity

This is an exciting time to join Respect's Board. Alongside a new Chair, you'll become part of an established and collaborative group of trustees and a committed Executive Leadership Team (ELT), working together to guide the organisation through a period of growth and opportunity.

As a Trustee, you'll play an essential role in shaping Respect's direction and impact. Working collectively with fellow trustees and the staff team, you'll help ensure the organisation remains true to its mission of ending domestic violence, achieves its strategic objectives and maintains financial health and sustainability. Trustees are responsible for setting the overall direction of the charity and working in partnership with the CEO and ELT, who oversee the organisation's day-to-day operations and develop Respect's strategic plans and budget for the Board's consideration and approval.

Each trustee also contributes through one of our three Board sub-groups – **Sustainability, Influence, and Development** – aligning their expertise with the area where they can add most value. This structure allows trustees to engage more deeply with key priorities while supporting Respect's progress against its ambitious [five-year strategy](#).

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](#).



About the Trustee Opportunity (continued)

Through these appointments, we are seeking **three trustees** who can bring **one** of the following areas of specialism to the Board:


Domestic Abuse / VAWG Practice and Sector Insight

- Specialist knowledge of domestic abuse and/or violence against women and girls (VAWG) – from practice, service delivery, or research.
- Experience within the charity, statutory or policy environment, with an understanding of how trustees contribute to effective governance.
- Ability to share insight on sector developments and good practice while championing Respect's mission above organisational interests.

Charity Fundraising and Income Generation

- Experience of developing fundraising strategies and securing income beyond government and foundation sources – such as corporates or high-net-worth individuals.
- Understanding of income diversification and building long-term, values-aligned partnerships.
- Ability to advise on opportunities to grow Respect's profile and supporter network.

Digital, Technology and Artificial Intelligence

- Experience of using technology to solve problems, drive efficiencies, and enhance effectiveness across organisations.
 - Understanding of the digital tools and systems that can help an organisation scale up and increase impact.
 - Awareness of the ethical and governance issues surrounding the use of artificial intelligence and other emerging technologies.
 - Ability to advise on digital innovation and data management and to keep the organisation informed about rapid developments in this space.
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Key Responsibilities

Trustees are collectively responsible for everything the charity does. This includes ensuring the charity focuses on its mission, achieves its strategic objectives, and remains financially stable. In practice the day to day running of the organisation is delegated to the CEO and the Executive Leadership Team (ELT). The CEO and ELT also develop Respect's strategic objectives, plans and budget, for the approval of the board.

The statutory duties of all trustees are to:

- Contribute actively to the Board in giving firm strategic direction to Respect, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Ensure that Respect complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensure that Respect pursues its mission, as defined by the objects in its governing document and uses its resources exclusively for the delivery of that mission.
- Safeguard the good name and values of Respect.
- Ensure the effective and efficient administration of Respect.
- Ensure the financial stability of Respect.
- Protect and manage the assets of the charity and ensure the proper investment of the charity's funds.
- Appoint the CEO and monitor their performance.

For further information on the makeup of the Respect Board, please look on the [Respect website](#).

Person Specification

EXPERIENCE	Essential (E) /Desirable (D)
Strategic mindset with ability to focus on long-term direction and outcomes rather than operational detail	E
Experience supporting strategic delivery while contributing to forward planning and development	E
Understanding of the distinct role of trustees/non-executive directors and operational/executive functions	E
Experience working collaboratively with Boards and Executive Leadership Teams	E
Proven ability to build consensus while contributing independent insight and alternative perspectives	E
Experience leading or advising organisations through growth, change, or uncertainty	D
Experience in or exposure to sectors with similar sensitivities and complexities (e.g. social justice, safeguarding, or equality-focused work)	D

KNOWLEDGE	Essential (E) /Desirable (D)
Understanding of charity or not-for-profit governance and strategic leadership	E
Awareness and understanding of financial oversight	D
Familiarity with the dynamics of Violence Against Women and Girls (VAWG) and the work of organisations such as Respect (training will be provided as part of induction)	D
Awareness of Equality, Diversity and Inclusion (EDI) best practice	D
Knowledge of risk management and organisational compliance	D

Person Specification

APPROACH	Essential (E) /Desirable (D)
Passion for Respect's vision, mission, values and approach	E
Passion for social justice and commitment to ending Violence Against Women and Girls (VAWG)	E
Evidence of personal and professional commitment to equity, diversity and inclusion	E
Aware of power dynamics, ensuring influence is constructive and inclusive	E
Clear and succinct communicator; listens actively and responds with tact and diplomacy	E
Embodies Respect's values, and <u>Nolan's seven principles of public life</u> : selflessness, integrity, objectivity, accountability, openness, honesty, and leadership	E

Additional Information

Time Commitment

We are seeking trustees who can commit to a minimum term of four years with a maximum term of ten.

Trustees are expected to commit sufficient time and interest to prepare well for meetings, contribute actively during discussions, and be available to provide occasional advice or expertise to the Executive Team.

The time commitment averages around one to two days per month, including four Board meetings a year (typically 1–5pm, mostly hybrid with at least one in-person meeting annually), four online sub-group meetings (1.5–2 hours each), and one in-person away day each year. Plus occasional, ad hoc calls to provide your expert advice/support to staff. Board and sub-group meetings are generally held in March, June, September, and November/December.

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 trustee 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 Boards' [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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