



# Her-Place

Charitable Trust

# Recruitment Pack

## Trustee

## 2025



# Equality, Diversity & Inclusion ♀

Her-Place Charitable Trust is an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. We aim to ensure that no employee, volunteer, trustee or service user receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance or provision of our services. We also seek to ensure that no person is victimised or subjected to any form of bullying or harassment.

We recognise that our organisation has moral and social responsibilities that go **beyond the provisions of legislation** and that we should support and contribute to the **wider process of change** through all aspects of our work and practices in order to eliminate discrimination and promote equality, diversity and inclusion.

# Introduction from our Chair & CEO

Thank you for taking the time to consider this rewarding role with Her-Place Charitable Trust.

Her-Place sits firmly in the heart of the community, listening and being responsive to current needs. We consider any change carefully focussing on the possible impact on both our resources and the quality of our core services which are key to our success.



As Trustees we place the well-being and development of our staff at the heart of our decision making and we are excited to expand our Trustee board to welcome new, talented and committed people to join our team who work together to deliver the best they possibly can to the community we serve. We look forward to receiving your application.

Diane Wright (chair of trustees)



Kate Blakemore - CEO

2025 has been a big year for Her-Place Charitable Trust. As well as changing our name we are celebrating our 10 year anniversary.

From our beginnings supporting maternal mental health to our current, diverse offer supporting women and girls of all ages we are proud of the flexibility and speed with which we can respond to arising issues and funding possibilities.

We are looking to support our ambitious plans for the next ten years by recruiting a new Trustee to our vibrant and committed board.

The role offers numerous opportunities to shape and protect the future of our grassroots charity.

I'm looking forward to working with you

Kate Blakemore - CEO





# Background



With the change of name, our organisation is now ready to embark on its next phase, and it is only right that it is matched with a new three-year strategy. We have made significant progress over the last three years with our Believe In Her, FlourisHER and Inspire Her programmes, the community hub and launderette and the establishment of our training programmes.

We've also learned that demand is growing, particularly for trauma-informed, non-judgmental spaces where women can access mental health support alongside practical resources.

In order to continue with our programmes of support, we know that we need a strategy to sustain our organisation as well as the women and girls we serve and there are significant challenges ahead of us. Rising need is placing pressure on our team and resources as is the closure of other charities which are putting greater demand on our services, alongside the cost-of-living crisis which is increasing demand for essential support like laundry services and clothing access.



However, short-term funding cycles still threaten longer-term planning and innovation, exacerbated by the number of grant-giving charities ceasing operations in the past year or pausing their programmes whilst they reassess their positions. This then increases the pressure on Her-Place to diversify income streams.



There is also more to do to embed environmental goals into our daily operations and culture. This strategic plan will put Her-Place in a strong position to scale its impact and strengthen its position over the next three years. We have a clear brand and identity that reflects our mission. We are trusted by our community and partner organisations and are well-placed to influence wider conversations around mental health, gender equity and soon, climate justice. Diversifying our income streams and developing social enterprise models will also help make us stronger.







# Vision



A future where every woman and girl is encouraged, inspired, and empowered to realise HER unique potential and to live a life full of purpose, and fulfilment.

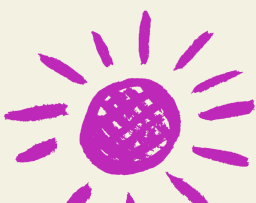


# Mission



To achieve our vision, we will uplift and support our community by creating inclusive, safe spaces that respond to HER unique needs and experiences.

Through active listening, collaboration, and partnerships, we will shape the services to dynamically respond to HER changing needs. As a collective, we will drive positive change through finding and amplifying diverse voices, to build a better world for HER.





# Our Values **SHINE**

## Self Development

All our staff are on a journey of continual self-development in order to be at the forefront of innovation in supporting women and girls



## Heart of the Community

We aim to be easily accessible to any woman or girl who needs our support.



## Innovation

Using our can-do attitude and flexibility of thinking, we are constantly challenging how women and girls are supported in the community



## Non Judgemental

No experience of truth will ever be judged as we find ways to help women and girls flourish



## Empathic

We put our service users at the heart of everything we do. Developing services that give the greatest return on improved wellbeing. Creating calm, capable families and work ready women and girls





# The Her-Place Charitable Trust Board

The board of Her-Place Charitable Trust currently has eight trustees and is chaired by Dr Diane Wright. We meet four times a year and our meetings usually last two hours. Additionally we have one strategic "away day" a year. These meetings are a combination of face to face in Crewe or Winsford with remote attendance possible and some meetings are fully online. At board meetings we hear how things are going from the Chief Executive and look at how our strategy is being implemented. We make sure we have enough funds and are spending them on the right things and may discuss new reports, strategies or policies.

Trustees are also expected to be involved in other aspects of our work, depending on their interest and experience. This can include Finance and Governance sub-committee or other committees, recruiting staff, commenting on papers, attending events, or other one-off pieces of work.

Whilst being a trustee brings considerable responsibility, we work together as a Board, sharing responsibilities, supporting each other and making decisions through discussion and consensus.





# Who we are looking for?

We are always looking to increase the range of voices around the table to bring in different experiences and skills which are essential if we are to make the best decisions for Her-Place Charitable Trust and the women and girls we serve.

People who make good trustees tend to be good at working with others, ready to speak up, thoughtful and open to learning, able to stand back and see the big picture as well as taking their trustee governance responsibilities seriously.



Experience of working with charities is helpful.



In addition to the expertise described above, our trustees need to have the following:

- A deep concern for the well-being of women and girls and a commitment to improving services and care for their benefit.
- Adaptable communication skills so able to get on with different types of people, to listen well, understand where others may be coming from and able to adapt to different groups and settings.
- An awareness of oneself, especially of how emotional or difficult subjects and events can trigger uncomfortable feelings, and be able to manage these well.
- Able to participate in discussions and be part of shared, collaborative decision making, ready to learn and compromise, as well as speaking up in a thoughtful and timely way.
- Readiness to take on trustee responsibilities and a commitment to the time it takes to attend and prepare for meetings, and contribute to all aspects of Board business.





# What do trustees do?



Trustees have overall control of a charity and are responsible for making sure it's doing what it was set up to do. Trustees are the people who lead the charity working closely with the Chief Executive and decide how it is run. Being a trustee means making decisions that will impact people's lives so it is an opportunity to really make a difference.



# Trustee Objectives



Alongside the three year Strategy, Her-Place Trustees have these specific objectives.

**1 -** To provide quality services which meet the needs of women and girls in our communities.

**2 -** To listen to the views of women and girls to ensure that they are communicated



**3 -** To ensure that the Charity observes the principles of dignity, respect in all that it does and to promote these values to the wider community



**4 -** To be proactive in securing the optimum level of resources (financial, staff and volunteers) and to ensure that they are used efficiently and effectively

**5 -** To monitor and evaluate changes in society as they affect women and girls and to react accordingly





# How we will choose our new trustees

We aim to make the recruitment process a mutual one, so that you get to know us and we get to know you. In the end we want to make the right decision for you and for Her-Place Charitable Trust.

**If you would like to find out more about the role, please contact Kate Blakemore, CEO, on [kate@her-place.co.uk](mailto:kate@her-place.co.uk).**

We will offer all interested persons an informal session with the CEO and/or Chair of Trustees to ask questions and find out more about the role and Her-Place Charitable Trust. This would also be the opportunity to discuss any perceived or actual barriers, or have any concerns.

## Application process

To confirm your application to be a trustee please complete the provided application form, or if you'd like a digital version please email your request to [hr@her-place.co.uk](mailto:hr@her-place.co.uk) You will be asked to provide the following:

1. A brief description of yourself - What are your strengths? What would colleagues/friends say about you? What experiences would you bring? (max 250 words)
2. Answers to the following questions
  - a. Why do you want to be a trustee of Her-Place Charitable Trust? (max 250 words)
  - b. What values and issues matter most to you? (max 250 words)
3. The name and contact details of two people who we can ask for a reference.

A panel of trustees and other key stakeholders will review applications against the stated criteria and select the most suitable applicants to meet us and discuss overall suitability.

## Use of AI

We understand that AI is a tool that some of us have adopted and is now a way of working. However we would much rather you did not use AI to write your covering letter or answer the questions, as this limits our ability to hear your voice and personality in your application.



# Her-Place

Charitable Trust