

# SOPHIE HAYES

F O U N D A T I O N 

Sustainable freedom from human trafficking

Candidate Pack

**Trustee with Legal Expertise**



Thank you for your interest in the role of Trustee.

Sophie Hayes Foundation is the only independent organisation in the UK that solely focuses on helping women survivors of modern slavery build confidence through coaching and skills development that leads to education, employment, and independence, helping them to achieve sustainable freedom.

Our mission is to reach the thousands of women survivors of modern slavery in the UK today to shape a better future for themselves. We provide coaching and development programmes to remove barriers to freedom, including vocational work placements, internships, volunteer opportunities, training, and formal education.

We are committed to creating a society that views and treats these women with respect, leading to a better society for us all.

Our unique programmes have been designed to support women by sharing essential life skills that will help with confidence building, followed by essential skills development for future employment and education. All of which are important for living independently, finding work, and remaining free.

We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential and we are currently looking for a senior leadership level volunteer with previous board experience and legal expertise to join the Sophie Hayes Foundation Board as a Trustee.

This committed individual will join to help the charity through a period of growth, providing specialist knowledge in key areas. They must also support our mission, be aligned to our values, and be able to act as an ambassador for the organisation.

A handwritten signature in black ink, appearing to read 'Nicola Murphy', with a stylized flourish at the end.

Nicola Murphy  
Chair Board of Trustees

## Our Vision

A society that views and treats women survivors of modern slavery with respect and allows every freed woman to realise her potential, achieve her goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create greatest impact.

## Our Values

### 1. **We are courageous**

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status quo, and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage, and go beyond the status quo.

### 2. **We act with integrity and respect**

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty and confidentiality. We do the right thing by survivors, and always do what we say.

### 3. **We are an open and inclusive community**

We think everyone has a valued voice and we work with others (and with each other) to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships.

### 4. **We respond well to change**

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential.

## **Job Description – Trustee with Legal Expertise**

Sophie Hayes Foundation is a dynamic charity, focused on helping survivors of modern slavery rebuild their lives and achieve sustainable freedom by providing invaluable training, coaching, work experience and advocacy across the UK.

We are seeking new a Trustee with legal expertise to join our growing charity to help us increase our reach and transform the lives of many more survivors of modern slavery.

### **The Board**

The Board, like the organisation itself, is undergoing a transformation and we need a new Trustee to help us grow, increase our reach and transform the lives of many more survivors of modern slavery.

### **The Role**

We are currently seeking a committed individual with to join as a Trustee. Experience and expertise required:

- Senior leadership.
- Should be a solicitor or barrister qualified in England and Wales, or otherwise have a background or significant experience in legal practice in England and Wales.
- An understanding of the laws applicable to company and charity governance and the legal duties of company directors/charity trustees.

As well as these specialist skills, we are seeking independent thinkers and team players. You must also support our mission, be aligned to our values, and be able to act as an ambassador for the organisation.

The Board of Trustees seeks a wide-ranging level of experience, thinking and background to ensure that we have the skills, expertise and diversity of thought and perspective to draw upon in our governance and decision-making roles.

You will need to have the time to contribute to our growth of the charity, by attending Board meetings (6 per year for 2 – 3 hours), support Committee Chairs and Board officers, work and support our small but mighty management team, and represent Sophie Hayes Foundation to key stakeholders.

## **Trustee Responsibilities**

The role and responsibilities of Trustees are governed by charity law and are to:

- Ensure that the Foundation complies with its governing document, charity law, and other relevant legislation or regulations
- Ensure that the Foundation pursues its objectives as defined in its governing documents
- Ensure that the Foundation applies its resources exclusively in pursuance of its objectives
- Contribute to the Board on strategic direction, help to set overall policy, define goals, set targets, and evaluate performance against agreed targets
- Safeguard and promote the reputation and values of the organisation
- Ensure the financial stability of the organisation

In addition to the above statutory duties, it is expected that Trustees will:

- Attend and contribute to Board meetings
- Review and comment on Board papers
- Contribute to the work of those committee(s) of which they are a member
- Support fundraising and brand building initiatives
- Remain informed about Sophie Hayes Foundation's activities and wider issues which affect its work

## **Personal Qualities**

- Integrity
- A commitment to the organisation and its objectives
- An understanding and acceptance of legal duties, responsibilities, and liabilities of trusteeship
- A willingness to devote the necessary time and effort to their duties as a Trustee
- Strategic vision
- An ability to think creatively with good, independent judgment
- An ability to work effectively as a member of a team yet be willing to speak your mind
- A commitment to abide by the code of conduct

## Time Commitment

### Term

- Start date 1<sup>st</sup> February 2024
- 3 Years

### Board Meetings

- 6 Board of Trustee meetings per year (usually held on weekday evenings, after close of business), plus preparation and reading of documentation

### Committees

- 6 meetings per year, plus preparation and contribution to the work of the committee

### Other

- Attendance at major Sophie Hayes Foundation events (1-2 pa) plus possible ad hoc stakeholder meetings

## The Recruitment Process

### How To Apply

Please send your application and resumé to:

[boardrecruitment@sophiehayesfoundation.org](mailto:boardrecruitment@sophiehayesfoundation.org) and mark **Application for Trustee** or apply via our LinkedIn page.

If you would like more information or to discuss the positions, please contact Trustee and member of the Governance and Nominations Committee, Mamoona Shah – [mamoona@sophiehayesfoundation.org](mailto:mamoona@sophiehayesfoundation.org)

Potential candidates will be contacted by email and meetings will be scheduled with shortlisted applicants.

Please note that due to the volume of applications we expect to receive, we are unable to respond to each applicant individually.

Thank you for your interest in Sophie Hayes Foundation.

# SOPHIE HAYES

FOUNDATION 

Sustainable freedom from human trafficking

107-111 Fleet Street, London, Greater London, EC4A 2AB.

Registered England & Wales Charity Number: 1145176.

Registered Company Number: 7886303.

Charity address: 107-111 Fleet Street, London EC4A 2AB. United Kingdom