




# **Glasgow and Clyde Rape Crisis Board Member Application Pack 2022**



A society where women and girls are equal and free from all forms of sexual violence. To achieve this within a feminist, equalities and human rights framework.

OUR VISION

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# We are currently recruiting new Board Members and a Treasurer

We are an ambitious, forward-thinking organisation and our posts are open to women only applicants as we are a woman only service, covered by the occupational requirement exemption under the Equality Act 2010.

**We are looking for Board Members with a range of skills who can fully articulate our values, and our fundamental belief that violence against women and girls has at its root, the unjust imbalance of power between men and women, and that this reflects deep rooted and structural inequality in our society. We are particularly keen to recruit disabled women and women from ethnic minority backgrounds.**

To support us in achieving our ambitions and as part of our focus on succession planning, we are now looking for enthusiastic and committed women, who share our passion for the community, to join our Board.

As a Board member at GCRC you will be part of a team that is responsible for the overall strategic direction of the organisation together with ultimate control of corporate governance and financial management.

The Board works closely with the Director and the management team in setting and achieving the organisations aims and objectives.

THE  
ROLES



We would welcome applications from women who have skills and knowledge in one or more of the following:

- share our values and the values of the Women's sector.
- have a genuine commitment to strengthening our local communities.
- have specific experience of finance, health and safety, public policy in Scotland or experience of Human Resources.
- have the confidence and ability to question and challenge effectively.
- have a good understanding of governance and the roles and responsibilities of being a board member.

Being a Board member can be a rewarding and enriching experience. This role will provide you with the opportunity for personal and professional development. At GCRC, you will learn about the wide range of activities undertaken within a progressive, service focused organisation operating within the Women's sector, and you will be able to use and develop a wide range of skills, knowledge, and experience.

This is a voluntary unpaid position however appropriate expenses can be paid in line with our Expenses Policy.

In terms of time commitment, you would be expected to prepare for, attend and contribute to Board meetings; sub committees/meetings; and take part in training and development sessions.

We value commitment and experience as much as qualifications and all Board members will receive a comprehensive induction together with ongoing training and support to assist them with this challenging and rewarding role.

# BOARD MEMBER

## Key responsibilities:

Working with fellow Board Members, the position holder will be responsible for the overall control and management of GCRC.

## This includes:

1. Ensuring that GCRC maintains a clear vision, mission and strategic direction and is focused on achieving these.
2. Being responsible for performance and outcomes.
3. Ensuring compliance with all legal and regulatory requirements.
4. Acting as guardians of GCRC's history, reputation and finances: taking all due care over income, expenditure and assets and the use of these.
5. Ensuring that GCRC governance is of the highest possible standard, including understanding and management of financial health, any employers' responsibilities, viability and risks

## Essential skills and competencies for all Board Members:

- Strategic thinking
- Team working
- Good verbal communication

# TREASURER

**In addition to Board Member responsibilities, the Treasurer holds the following duties:**

- Liaising with the Director, Business Services Manager and the Financial Services Provider to oversee, approve and present budgets, accounts and financial statements to the Board of Trustees.
- Ensuring that the charity has an appropriate reserves policy.
- Oversee payments and transactions as part of the Scheme of Delegation procedures within the organisation
- Be a signatory for the organisation
- Ensuring the organisation's compliance with relevant financial and fundraising legislation
- Ensuring that the accounts are scrutinised in the manner required (independent examination or audit) and any recommendations are implemented.

**Skills and Experience:**

- Financial qualifications and/or experience;
- Some experience of charity finance, fundraising and pension schemes is desirable



## **Application Closing Date:**

Monday 1 August, 4pm.

## **Process:**

Applicants are invited to submit a CV of no more than 2 pages, and a covering letter of no more than 2 pages, setting out why you want to join us, and how you meet the Job Description. Please highlight in cover letter if you are applying for Treasurer role.

These should be sent to Claire Gilfillan:  
[CGilfillan@rapecrisiscentre-glasgow.co.uk](mailto:CGilfillan@rapecrisiscentre-glasgow.co.uk)

APPLICATION PROCESS



**Glasgow and Clyde Rape Crisis (GCRC) exists to promote the welfare, and relieve the distress, of women and girls who have experienced rape or any form of sexual abuse or exploitation during their lives.**

We do this by:

- Promoting and responding to survivors' needs of sexual violence through an empowerment model of work;
- Reducing the impact of sexual violence by supporting, educating, informing and advocating for survivors;
- Challenging oppression of women and girls in all its forms;
- Challenging societal attitudes condoning and colluding with sexual violence against women and girls, and doing so in a way that both educates and empowers.

Founded in 1976, we continue to hold one of the the largest service footprint for any Rape Crisis Centre in the country, with 600,000 girls and women able to call on our services if and when needed across Glasgow and Clyde.

We are independent from statutory services. We sit within a voluntary network in Scotland of other Rape Crisis Centres and alongside organisations to end Sexual Violence Against Women and Girls.

Like many women's organisations, GCRC evolved from a collective working model to a feminist governance model.

This means that our Board Members:

- Prioritise survivors' experience and voice.
- Understand and can articulate feminist values.
- Attend to their communication approach and relationships value.
- Take emotional responsibility.
- Review and advance their decision-making, collaboration, emotional intelligence and managing differences skills.

Our posts are open to women only applicants, covered by the occupational requirement exemption (Schedule 9, Part 1) of the Equality Act 2010.



## Services and Structure

Our three services for Survivors are overseen by specialist Team Leaders, who hold expertise and experience in that area.

In partnership with our specially trained Volunteers, we also deliver our Connect Live Service. This provides a phone, text, email and video chat service.

1

### Triage & Survivor Support

**Triage:** Provides a more compassionate and timely response to survivors on our waiting lists.

**Support:** Provided by skilled workers with expertise in counselling, psychology, trauma informed practice and emotional support, and specialist support for young survivors

2

### Justice & Community Support

**Justice:** Our Advocates both support and guide survivors, ensuring their voice is heard by others, such as court officials, police or from health services. and others whilst providing emotional support.

**Community:** Specialist support to survivors from the BAME community.

**Access:** Increasing our understanding on why survivors from certain communities aren't asking us for help.

3

### Prevention, Training & Education

Uses evidence led, survivor-focused and trauma informed content to deliver **prevention** work in schools, **education** work in youth work settings and **training** activity with institutions including colleges and universities.

OUR SERVICES

Free to Call Connect Live Helpline: 08088 00 00 14

Glasgow & Clyde Rape Crisis

5th Floor

30 Bell Street

Glasgow

G1 1LG

[info@rapecrisiscentre-glasgow.co.uk](mailto:info@rapecrisiscentre-glasgow.co.uk)

0141 552 3201

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