

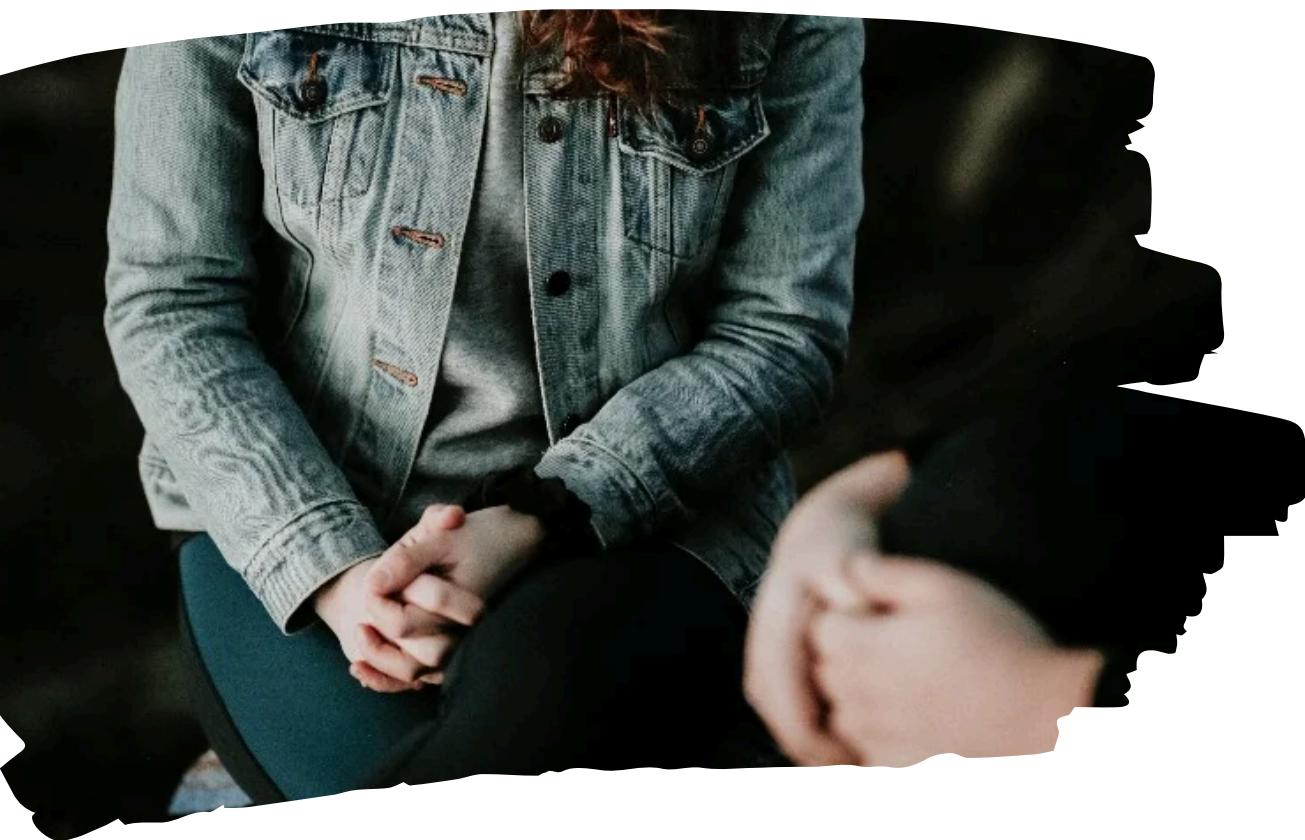
# TRUSTEES

## APPOINTMENT BRIEF

### 2025

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# A MESSAGE FROM OUR CHAIR OF TRUSTEES

## **Thank you for your interest in Action Against Stalking.**

I am delighted to briefly tell you about our work and how our Trustees contribute to our mission to establish a world where everyone has a right to live without fear of psychological or predatory threat. We do this by educating and informing all about the harm caused to people's lives by stalking, championing the rights of those affected by stalking and supporting victims of stalking.

We are proud of what we have achieved over the past 10 years. Action Against Stalking (AAS) was established as a charity in 2014 by our founder, Dr Ann Moulds CBE after her own experience as a victim of stalking. AAS was set up following Ann's successful campaign, 'Action Scotland Against Stalking', which resulted in major legislative changes in Scotland, introducing the first stalking specific criminal legislation. It was with Ann's tenacity, relentless campaigning and collaboration with partners that led the way for the law to be introduced in Scotland, championing the rights of victims and survivors. Other countries have since followed our lead.

We find strength in our partnerships where we can develop our strategy of educating and working together in the sphere of victim support and advocacy. We are privileged to receive funding from the Scottish Government, "VCAF", The Victim Centred Approach Fund, along with many other charitable trusts and organisations who support our work. We partner with Police Scotland, Universities and Colleges, AMINA and Women's Aid, Rape Crisis Scotland to name a few, and we're accelerating at pace delivering training and knowledge sessions to many victim support organisations predominantly across Scotland. We collaborate with victims' organisations based in England and Wales.

With the leadership of our CEO, Hayley Tennant, we are refreshing our strategy for the next stage of our development. We have ambitious plans to develop our people and next-generation leadership to ensure Action Against Stalking provides a high-functioning working environment, maximising our organisational effectiveness, and grows to cope with the demand of individuals needing support. Our vision is big over the next five years, and we want to appoint individuals who can and want to be part of our growth.

# A MESSAGE FROM OUR CHAIR OF TRUSTEES

We are now looking to appoint two new Trustees. We are seeking to appoint experienced leaders who share our passion to end stalking and support victims of this crime. Having an inclusive and diverse Board is important to us; we particularly welcome candidates who add to the range and breadth of experience within the Board, including diverse cultural backgrounds, especially in areas of criminal justice, law, psychology and victim advocacy. We will support those without a background in stalking to develop their knowledge in this area. We are also committed to being an organisation in which there is no 'us and them', everyone demonstrates their commitment of our values: Victim Focussed, Inclusive and Respect.

We welcome applications from people whose own lives have included an experience of stalking directly or indirectly. Trustees will be energetic ambassadors for the organisation and its goals, acting in a supportive capacity on strategic development, communications and income generation. Trustees will be able to demonstrate their commitment to our values.

In the rest of this pack you will find out more detailed information about us and what we do.

**Kevin Quinn**  
**Chair of Board Trustees**



# ABOUT ACTION AGAINST STALKING

The purpose of **Action Against Stalking** is to establish a world where everyone has a right to live without fear of psychological or predatory threat.

We do this by:

- **Educating** and informing all about the harm caused to people's lives by stalking
- **Championing** the rights of those affected by stalking
- **Supporting** victims of stalking

Action Against Stalking is a Scottish registered charity with an expert board including criminologists, academics and clinicians.

We seek to advocate the rights of victims affected by stalking and bringing to light the criminal nature and impact of this crime. Action Against Stalking have been the key driver for legislative change across the UK and Europe. Through determination and hard work, stalking is now recognised as a high profile, high impact, and highly prevalent crime.

## **Our Key Aims and Objectives:**

- Act as intermediary between the victim and justice system, offering victims information, advice, guidance and signposting them to relevant support agencies
- Deliver training, workshops, projects, awareness raising campaigns on the causes and impact of stalking
- Develop early intervention strategies by addressing government and publicly funded bodies, the voluntary sector, private organisations, the general public, education and other relevant bodies, helping to contribute to subsequent reviews and feeding into policy consultations
- Encourage governmental bodies to fulfil their obligations, legal or otherwise, to ensure the effective implementation of the stalking legislations in Scotland, England and Wales
- Encourage statutory authorities and relevant agencies to improve response for victims of stalking
- Connect victims, potential victims, professionals, education sectors, policy and decision-makers
- To work with relevant national and international organisations and professionals to create a cohesive and effective proposition to combat the crime of stalking.

# GOVERNANCE & STRUCTURE

## FOUNDATIONS OF SERVICE

### Throughcare Service Support:

This is at the heart of our charity, and the reason why we exist. We will support, advise, and guide victims and survivors of the crime of stalking. We will create the space for individuals to take control of their power and gain control of their lives. Our independent stalking practitioners will walk alongside victims and survivors throughout their journey. We will always put our victims and survivors first with a trauma informed and person-centred approach.

### Education, Prevention and Inform:

We will continue focusing on empowering people to live their best lives without psychological fear and alarm. We will offer flexible learning and development solutions to groups, organisations and individuals. Our multi-agency partnerships will strengthen with shared learning, and our bespoke offering of training and interventions will have a targeted impact. Our prevention work and community work will gain momentum over the next three years.

### Centre for Action Against Stalking©:

With a lens focus on academic research and collaborative projects, we support education and feed into University based modules. We will continue to develop relationships with UK and international based universities to educate, research and inform on a national and international stage. We will strengthen our partnerships with leaders and health and wellbeing practitioners at schools and colleges as part of our prevention, educate and inform strategy.

### Lobby, Campaign and Change the Narrative:

We will continue with what we started. We are game-changers, tenacious and focused with championing the rights of victims. We will campaign, feed into and be the collective voice for the rights of victims. We will collaborate with multi-agencies across the nation to join forces collectively for impact and sustainable lasting change.

## IMPACT



# TRUSTEE PERSON SPECIFICATION

## Role Description

This is a non-renumerated Board of Trustees role at Action Against Stalking. The Trustees, along with the CEO are responsible for the overall governance, strategic direction, and financial oversight of the charity. The role involves attending board meetings, participating in committee work, contributing to the development and implementation of strategic plans, and ensuring compliance with legal and regulatory requirements. alongside the chair, CEO and appointed trustees. This is a hybrid role, ideally based in Ayr, or surrounding cities, with flexibility for remote work. We are seeking individuals with a passion for supporting our charity with our primary focus on victim rights and victim support. We hold relationships with agencies and support partners across Scotland, and the wider national and international communities.

You may have a background in law, criminal justice system, social care, policing, or previous experience with championing the rights of victims. You could be a HR specialist, or a communications expert. We are seeking committed individuals from wide and varied backgrounds to join us.

## Qualifications

- Experience in governance and strategic leadership
- Understanding and experience of diverse cultures and barriers to accessing support within communities
- Appreciation and understanding of the issues surrounding stalking
- Strong communication and interpersonal skills
- Ability to work collaboratively as a team player and make collective decisions
- Financial literacy and experience in financial oversight
- Experience at a senior level with committees and board representation
- Commitment to the mission and values of Action Against Stalking
- Availability to attend board meetings, engage in committee and project work
- Passionate about victim support, especially understanding stalking

# TERMS OF APPOINTMENT

**Trustees** of Action Against Stalking are appointed for a three-year term, with the possibility of being renewed for a second term.

We offer a full induction programme to support new Trustees as they get to know the organisation, and we actively encourage involvement in our work—from strategic development to observing frontline activities.

These are voluntary positions, and while the role is unremunerated, we will cover any reasonable expenses incurred in carrying out your duties. The expected time commitment is around one day per month, although this may be slightly higher in the early stages as you become familiar with our mission, operations, and the wider impact of our work.

We value lived experience, professional insight, and compassionate leadership—and we're excited to welcome individuals who are committed to helping end stalking and support those affected by it.

## Board Meetings:

- The Board meets four times a year and Trustees are expected to commit an average of a further four days a year for additional sub-committee meeting and participation in internal and external events.

As a Trustee of Action Against Stalking, you'll be more than a board member—you'll be an ambassador for our mission to end stalking and support those affected by it.

We welcome Trustees who are keen to actively engage with our work beyond governance. This might include:

- Supporting or speaking at our events and conferences
- Helping to shape and amplify fundraising initiatives
- Creating or identifying new opportunities to raise awareness
- Championing our message within your networks and community

**"It really does mean a lot having AAS guiding me, I'd have been stuck not knowing what to do and I'm starting to see something positive in my life at last."**  
—Survivor

# HOW TO APPLY

## We're delighted that you're interested in applying to become a Trustee of Action Against Stalking.

If you'd like an informal chat before submitting your application, please feel free to get in touch with us at [enquiries@actionagainststalking.org](mailto:enquiries@actionagainststalking.org) to arrange a time to speak with our CEO, Hayley Tennant.

### What to Submit

To apply, please send us the following:

- Your CV or an extended biography, detailing your relevant experience.
- A short supporting statement, explaining why you are interested in this role and how your skills and experience meet the requirements of the Trustee position.
- Complete the attached application form.

### Accessibility

If you require any accessibility support at any stage of the recruitment process, please let us know – we're happy to accommodate your needs.

### Interview Process

The selection process will involve two stages of interviews:

1. The first interview will take place via Microsoft Teams
2. The second interview will be in Ayr.
3. Trustees will be involved in the recruitment process to ensure a well-rounded and inclusive approach.

### Contact Details & Availability

Please include:

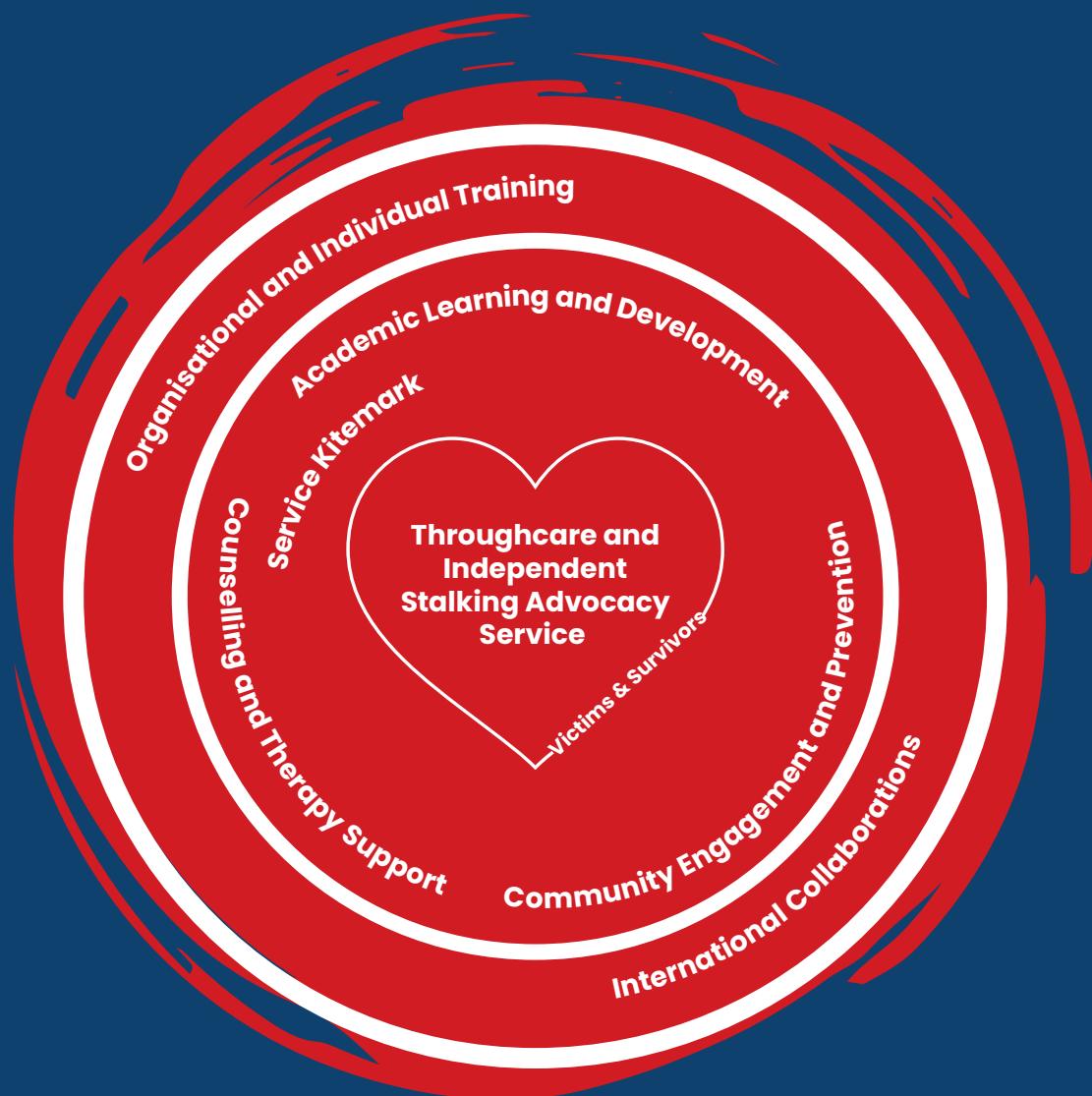
- Your mobile, work, and home telephone numbers.
- Any dates you will not be available, or may have difficulty attending, in line with the indicative timetable.

### Submitting Your Application

As the next step, please complete the attached application form and send your full application to:

[enquiries@actionagainststalking.org](mailto:enquiries@actionagainststalking.org)

**We're grateful for your interest in joining Action Against Stalking as a Trustee and we look forward to hearing from you.**



[enquiries@actionagainststalking.org](mailto:enquiries@actionagainststalking.org)



[actionagainststalking.org](http://actionagainststalking.org)

We provide a unique throughcare support service for victims of stalking. We understand the damage and trauma you may have experienced at the hands of a stalker.

It is our aim to help you take back control and return to normal life by offering practical and emotional support from our experienced practitioners.

