



Trustee Recruitment Pack



Enquiries: recruitment@sbrcc.org.uk
www.scottishbordersrapecrisis.org.uk



January 2025

Dear Applicant,

Vacancy: Trustee

Thank you very much for your interest in volunteering with Scottish Borders Rape Crisis Centre (SBRCC).

Please find enclosed:

- Would you like to make a difference?
- Background & Services
- Our Vision, Mission & Values
- Strategic Priorities
- Role description
- Person specification
- Trustee' Voices: Why SBRCC Matters to Us.

Further information about our organisation's work is available on our website, www.scottishbordersrapecrisis.org.uk We are always keen to hear from women who are interested in this role and the work of SBRCC.

Closing date: Friday 13th February 2026 at 6 pm. Interviews will take place week commencing 23rd February. Applicants will be contacted by email following shortlisting.

Please note that we do not accept CVs. The full application form should be completed and emailed to recruitment@sbrcc.org.uk

We look forward to receiving your application. In the meantime, if you have any queries, please do not hesitate to contact me by email at recruitment@sbrcc.org.uk

Best wishes,

A handwritten signature in black ink, appearing to read "Susie Stein".

Susie Stein
Chief Executive Officer

Would you like to make a difference?

Our vision at SBRCC is an end to violence, in all its forms, against women and girls. Access to early high-quality support when survivors need it can be life-changing. We believe that women's rights should be protected and their voices heard.

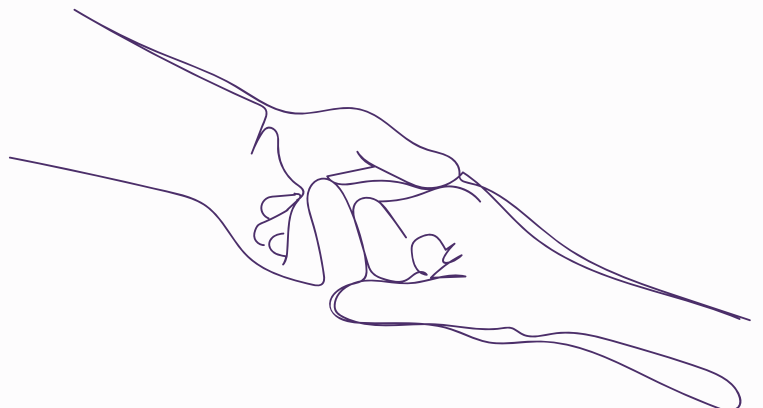
This is reflected in everything we do at SBRCC. By working together with, and listening to, adult and young survivors, communities and by influencing public policy and opinion, we are contributing to transforming the lives of survivors of sexual violence.

Our Board is committed to our vision and values and members bring a wide range of skills, knowledge, expertise, objectivity, insight, and strategic thought to the table. They involve themselves in our work and steer our organisation forward. We are looking for Trustees who can help us expand the range of skills around the table. We are particularly looking for expertise in the areas of marketing, communications, social media, finance/accounting, HR or legal knowledge, community fundraising and engagement and experience of working in the voluntary sector.

We are also keen to hear from applicants with strong business links. We welcome applicants from women across Scotland. Our Board Meetings take place in a hybrid way, Trustees can attend in-person at our centre in Galashiels or via Zoom.

The positions are voluntary; however reasonable travel expenses are met. The Board currently meets four times a year, optional development meetings are also scheduled two times a year.

Only women need apply under Schedule 9, Part 1 of the Equality Act 2010



Background Information

Scottish Borders Rape Crisis Centre (SBRCC) provides emotional and practical support, information, and advocacy to hundreds of survivors of sexual violence every year. We offer a safe environment where survivors can talk freely and in confidence. Our support services are person-centered and survivor led. We stand alongside survivors, working at their pace, never putting pressure on them to disclose the details of their experience unless they choose to.

Our staff, trustees and volunteers are part of our all-women team. We believe that this allows us to offer the most appropriate and secure support to survivors affected by rape and other forms of sexual violence. Support can take the form of one to one (face-to-face) support sessions at the Centre or in safe outreach venues across the Scottish Borders, or telephone/online support if preferred.

Our support is person-centred, holistic, inclusive, and accessible. The organisational culture and therefore, all its services and activities are aligned to and underpinned by the trauma informed principles of safety, choice, trust, empowerment, and collaboration.

Our services are aimed at enabling and supporting survivors to reclaim control of their lives and everything we do is aimed at empowering survivors. Support is focused on safety, self-care, and emotional regulation. We offer a safe space for survivors to tell their story and start to recover from the sexual trauma they have experienced.

Our Services

The principal objective of the SBRCC is to provide high-quality, free and confidential support services to survivors of sexual violence.



Emotional and practical, support, information and advocacy for women aged 18+, who have experienced any form of sexual violence at any time in their lives.



Emotional and practical, support, information and advocacy for all young people of any gender/gender identity aged between 12 and 18, who have experienced any form of sexual violence at any time in their lives.

Adult male survivors can contact SBRCC and will be offered initial telephone support, signposting and support to gain access to other support services.

What do we offer?

- One to one in-person specialist trauma support, offered at our centre or in safe outreach venues across the Borders, telephone, text, email and Zoom or MS Teams support can also be offered.
- Support & Advocacy for survivors engaged or considering engaging with the criminal justice process
- Enhanced Specialist Support: for a limited number of survivors who have symptoms of Post-Traumatic Stress Disorder (PTSD) or Complex PTSD.
- No Excuses! Consent & Healthy Relationship Workshops provides training to youth workers to deliver workshops to the young people they work with.
- Sexual Violence Prevention work aimed at young people between the ages of 11-25.
- Meditation classes for survivors.
- Group Work (Butterfly Project) this is 5-week self-esteem and confidence building course. We also provide short courses on topics such as managing anxiety, becoming more assertive, self-care and wellbeing, relationships and intimacy and our quarterly Self-Care Crew group.
- We also have two survivor involvement groups, our adult group- kaleidoscope and our young person's group - Rainbow. Members have been instrumental in the recent development of our promotional material and resources.

Communities and partnerships:

- Training for other external agencies and in-house training.
- Community engagement activities and fundraising
- Campaigning & Events
- Actively involved in partnership working

We are the only dedicated, specialist service in the Scottish Borders providing support to survivors who have experienced any form of sexual violence. Our services are continuously monitored and evaluated to ensure they meet the needs of survivors. We aim to promote awareness and understanding of the causes and prevention of sexual violence and the mitigation of its effects.

Survivor Feedback



'I felt understood and supported when talking to my support worker'.

'Since having support, I am kinder to myself now and look after myself better. I'm also in a better state of mind towards what happened'.

'I liked that there was no pressure to talk about certain things and I could talk freely about things that were bothering me'.

'Since having support, I have realised that your behaviours aren't always your fault but the effects of what the violence has done to you'.

'The team at SBRCC are pretty amazing!'

'I wasn't sure what to expect but they have really helped me so far and been a big support for me'.

'Since having support, I feel more relaxed, and I have had less panic attacks'.

'Being able to talk about everything I was feeling, and it being accepted and believed. I never felt dismissed'.



'I enjoyed being able to talk about whatever I felt I needed to without feeling judged'.

'My support worker is so understanding and actually cares about what it is I have to say'.

'The sessions are better than I thought they would be – they're not scary at all'.

'Since receiving support, I have been able to cope with my anger. I am now able to listen to people before me getting angry'.

Kaleidoscope Feedback – (Survivor Involvement Group)

‘When I first came to SBRCC/Sunrise, I was an anxiety ridden scruffy mess. I used to despise being female. Now, I'm further along my journey, am feeling more feminine, even glamorous now and again, and less anxious. Empowered. I still have further to go, but the path ahead is so much brighter! Thank you so much’.

‘I love being involved, feel like I am giving something back, doing something for you as you have done something for me’.

‘Being part of the group is empowering, energising. I like connecting with others. I have attended so many groups in the past which have made me feel worse, but this is the one group that I love, its therapeutic’.



Rainbow Group Feedback - (Survivor Involvement Group)

‘It's changed my life; I have friends who care’.

‘I have people who get me and care about me’.

‘I'm so grateful to be included, I feel free’.

Vision, Mission & Values

Our Vision:

‘Our vision is an end to violence, in all its forms, against women and girls’.

Our Mission:

Our Mission is to provide trauma-informed specialist support to survivors of sexual violence and others affected, while ensuring equality, diversity and inclusivity. We are committed to creating a safe and compassionate environment and empowering survivors to claim control of their lives. Through prevention programmes and training we aim to raise awareness and understanding of the causes and consequences of sexual violence, working towards a more informed and equitable society.



Our Values:

- Equality: We consider that sexual violence is an abuse of power, not an expression of love or desire.
- Strength: People who have experienced sexual violence are survivors not victims.
- Respect: We will treat everyone with respect and integrity.
- Empowerment: Equality and empowerment will underpin everything we do.
- Compassion: We will believe, listen and support and provide a safe, non-threatening environment where survivors can talk freely and in confidence.
- Collaboration: Services will be based on what survivors tell us they need to support them, to enable them to take their own steps towards claiming control of their lives.
- Feminist: We believe that an all- women organisation offers the most appropriate and safe support for survivors and provide female and women only spaces.
- Accountability: We will use our resources to provide the best possible service.
- Inclusivity: We are committed to valuing and respecting survivors of all identities, abilities and lived experience.

Our Strategic Priorities 2024-2027

Over the last three years we have learned a lot from survivors, staff, volunteers and partners and this has informed our priorities for the next three years:



Secure sustainable funding to maintain, improve and develop services.



Develop and implement volunteering opportunities focused on community engagement and income generation.



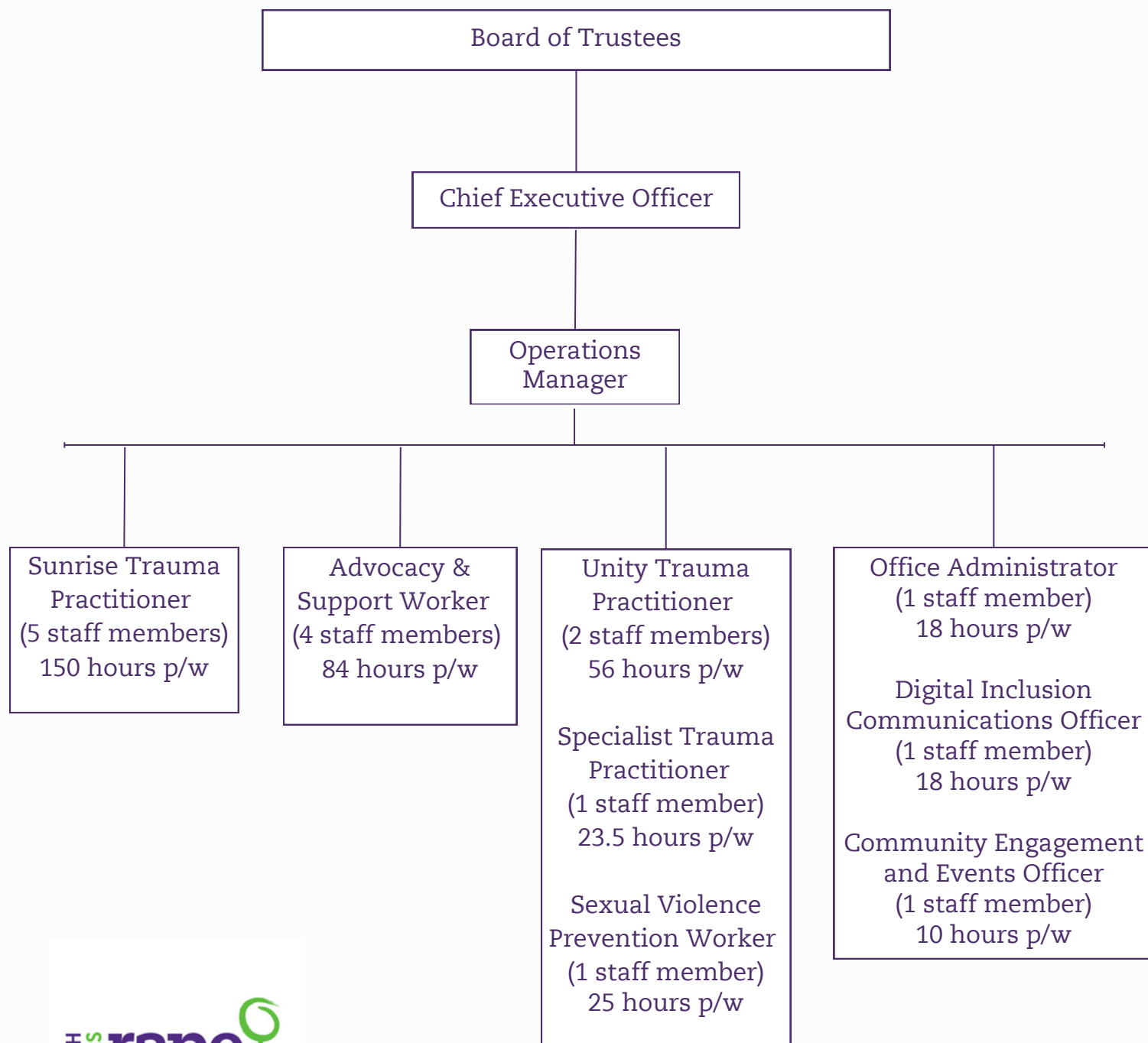
Progress work to embed an intersectional approach, increasing reach and ensuring inclusive services.



Increase the provision of Sexual Violence training to external partners and stakeholders.

SBRCC Organisational Chart

Introducing the flow and internal structure of Scottish Borders Rape Crisis Centre



Total number of staff = 16

Trustee' Voices: Why SBRCC Matters to Us.

Current and former trustees share, in their own words, what drew them to SBRCC and why they chose to give their time, skills and commitment to this work. Their reflections speak to the values that underpin our governance, solidarity to survivors and commitment to equality and justice. We hope that their words help you image yourself as part of our Board.



‘I’d like to see people, particularly women, thrive, and the impact of sexual abuse is to deprive a lot of people of that. As trustees, we make a difference. We allow women to thrive.’

‘I chose to join Scottish Borders Rape Crisis as a trustee because I’m a young woman living and working in the Borders. I thought it (SBRCC) was one of the most meaningful and important charities and organisations that we have here, and I really wanted to give my time for that and join the network of great women doing great work here.’

‘The reason for wanting to become a trustee was because I had gained a lot of knowledge over the years and a lot of training in social care and psychiatry and I just felt that I didn’t want it to be totally wasted .. and that the knowledge I had would be beneficial.’

‘I feel that I am contributing to a very professional, well respected organisation in the Borders - an organisation that’s really flourished over the ten years that I’ve been involved. We’ve recruited great staff who are knowledgeable and provide great support to the survivors that come to the service.’

‘Being a trustee at SBRCC fits in with my life relatively smoothly, I’ve got a really busy schedule, a full time job, I’ve got lots of other projects that I’m involved in, but it never feels like too much. Everyone is really understanding and flexible. Everyone understands that people have lots going on ... and I think the key is that we all communicate really well and it’s a really understanding group of people.’

‘I enjoy the connection with the other board members and the women’s network, and, indeed, I find it very rewarding to be involved with such a worthwhile charity and to support them to expand their services.’