



TRUSTEE RECRUITMENT PACK JUNE 2026

Welcome from our Co-Chairs

Thank you for your interest in joining the Board of Trustees for Devon Rape Crisis. We began our journey over 25 years ago, when a group of determined feminists got together to do something about the lack of specialist support services for victims of rape and sexual assault here in Devon.

We have grown considerably since those early days, and we now have services operating in Exeter, Barnstaple and Torquay, with strong partnerships across the County.

We have achieved the Rape Crisis England and Wales National Service Standards, won the Queens award for voluntary service and we have developed our own in house core training programme (accredited by the Open College Network London).

Despite lots of changes, and growth, we remain true to our core values of being feminist and survivor led.

Like many charities, we are operating in challenging times. This is a competitive climate for funding, and the needs of the people that we support are more complex than ever. However, we look to the future with optimism, confident in our wonderful team.

We have recently reviewed our three year strategy, and have lots of plans for the future. This is an exciting time to join our friendly and experienced Board.

We hope that this pack will give you plenty of information about the charity, and the role.

We look forward to hearing from you.

Maggie Parks OBE and Linda Regan MBE



About Devon Rape Crisis

VISION

Working towards a world without sexual violence.

MISSION

To work with victim - survivors of sexual violence to provide safe spaces where they are supported and believed, through advocacy, listening, counselling and solidarity. To campaign for transformational change in societal attitudes and institutional responses to sexual violence, through research, education and training.

VALUES

Feminist

Treating everyone with respect and offering choice

Trust

Providing support which is ethical, safe and of a high quality

Collaborative

Working in partnership with the community, agencies, survivors and their support networks

Inclusive

Working in ways which are accessible and value diversity

Creative

Adapting to need by recognising people's individuality

IMPACT

Taken from our Impact Report 2024/25

- 1,684 people supported
- 1,320 volunteer hours
- 7 external training sessions delivered
- 174 learners trained

At the outset of support - 16% of survivors reported 'never' feeling positive. Post support - 76% felt positive 'often' or 'all of the time'

"I cannot thank this service enough – without the support, guidance, and expertise – I hate to think where I would be at this moment. " **Survivor Feedback**



WHO WE ARE LOOKING FOR

We are looking for women who share our values and are passionate about supporting Devon Rape Crisis to deliver its mission.

Following a recent Board skills review, we would particularly welcome applications from women with knowledge, skills or experience in areas such as marketing and communications, fundraising, volunteer management, digital strategy and cyber security. We would also welcome women who have strong connections with local organisations supporting survivors, or involvement with national organisations, networks and policy.

These are not essential requirements and we do not expect individual trustees to have experience across all of these areas. We are looking to build a balanced Board with a broad range of skills, experiences and perspectives. Applicants should also review the key competencies set out later in this pack.

ELIGIBILITY AND GOOD GOVERNANCE

Due to the nature and aims of Devon Rape Crisis, the Board has determined, in accordance with Schedule 9 of the Equality Act 2010, that being female is a genuine occupational requirement for this role.

As part of our safer recruitment process, all applicants will be required to provide two references and to undertake a DBS check.

WE VALUE DIFFERENT EXPERIENCES

We are committed to building a Board that reflects the communities we serve. We welcome diverse perspectives, backgrounds and lived experiences, and value these as highly as professional skills and achievements.

We believe that diversity makes us a stronger organisation. We therefore particularly welcome applications from:

- Women aged between 18 - 45 years
- Women from black or minoritised ethnic communities
- Women from working-class and underrepresented socio-economic backgrounds

HOW TO APPLY

Please complete the Trustee Application Form through the Reach process



TRUSTEE ROLE PROFILE

Job Title	Trustee
Time	There are four full Board meetings per year.
Commitment	These are half-day meetings and are normally held in person. In addition, there are occasional meetings as the need arises. These are held online. The overall time commitment is approximately one day a month, with additional time required at the start of appointment for training.
Expenses	We have a Volunteer and Trustee Expenses Policy to ensure that all reasonable expenses are reimbursed.

Role Purpose

As a member of the Board of Trustees, you will, with all other Trustees, have responsibility for the overall governance and strategic direction of **Devon Rape Crisis**. This includes ensuring our finances are healthy and all activities remain true to our charitable objectives.

The Board of Trustees must also ensure that **Devon Rape Crisis** complies with our constitution, charity and company law and other relevant legislation / regulation

Key Accountabilities

- Promote the success of **Devon Rape Crisis** for the benefit of service users
- Ensure the Board of Trustees acts within its powers
- Act within the power given to you by the Board of Trustees
- Make judgements that are not influenced by others when making decisions
- Take reasonable care to use the general knowledge, skill and experience that you have for the benefit of **Devon Rape Crisis**.
- Read the agendas and prepare for and attend all relevant meetings
- Constructively challenge and contribute to debates at Board meetings
- Respect, share responsibility and support the decisions of the Board
- Declare conflicts of interest appropriately (policy guidance)
- Keep confidential information and documents required to be confidential by the code of conduct and the data protection law
- Undergo induction upon appointment and ongoing training as necessary in order to carry out duties and responsibilities
- Participate in Board of Trustees reviews
- Undertake volunteer/core training within 18 months of appointment.

**Key Competencies**

- Deep understanding of and commitment to the feminist agenda, including violence against women and girls (VAWG).
- Strategic thinking, planning and direction setting
- Commitment to equality and diversity
- Good communication and interpersonal skills
- Impartiality, fairness and the ability to respect confidences
- A broad understanding of charity finance issues
- A belief in supporting and empowering women
- Decision making and risk management
- Ability to build and secure trust and value from relationships
- Achieving through team working
- Able to commit time to conduct the role well.

Key Outcomes

- Contribute to functioning board with integrated members
- Organisation strengthens and extends its provision to service members
- Funding obtained to sustain and grow the charity

Role Dimensions

- Appointment by board vote
- Elected for three years recurring with board approval.