



Chair

Candidate Pack

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Welcome letter

Welcome, and thank you for your interest in POW Nottingham.

It is a genuine privilege to introduce this Trustee Candidate Pack at such an important and hopeful moment in our journey. POW has long been a vital voice and support network for individuals within the sex worker community - championing dignity, safety, and self-determination. Our mission remains as important today as it has ever been: to empower individuals, challenge stigma, and create meaningful, lasting change.

Over the past year, like many organisations, we have faced significant challenges. However, what stands out most is not what has been paused, but what is possible. With plans to reopen our building, restart services, and implement a renewed strategy, we are entering a period of rebuilding, innovation, and growth. POW Nottingham is pleased to announce the successful awarding of National Lottery Funding. This funding gives us the opportunity not simply to reopen our doors, but to rebuild a stronger, safer, and more sustainable organisation for the future. POW has always been about dignity, compassion, and meeting people where they are. We now have the opportunity to create an organisation that reflects the resilience of the community we support and the incredible commitment of everyone who has stood by us.

A key first step in this next phase is strengthening our governance. We are therefore particularly focused on recruiting an experienced Chairperson who can provide clear strategic direction, alongside a skilled and diligent Treasurer who can help ensure strong financial stewardship and sustainability. These roles will be central to stabilising and guiding the organisation as we move forward with confidence and purpose.

This is where you come in.

We are also looking for passionate, thoughtful, and committed individuals to join our Board of Trustees and to help shape the future of POW Nottingham.

Whether you bring experience in governance, fundraising, communications, lived experience or simply a deep commitment to our values, your contribution can make a real difference.

Being a trustee is both a responsibility and an opportunity: to support a dedicated team, to guide strategic direction, and to stand alongside a community that deserves to be heard, respected, and supported.

I warmly encourage you to consider becoming part of this next chapter. Together, we can rebuild stronger, think bigger, and ensure POW continues to be a place of safety, empowerment, and positive change for years to come.

Thank you for your interest and your commitment to making a difference.

With best wishes,

Matt Rooney

Chair, POW Nottingham



About Us

Who we are

POW Nottingham is a non-profit, voluntary organisation supporting the rights of sex workers and those at risk of being exploited. We recognise and support the rights of individual sex workers to self-determination, including the right to remain in or leave sex work.

- POW aims to empower our diverse community, focusing on ending violence and stigma through education, advocacy and multi-agency working.
- POW aims to preserve and protect good health within the sex worker community whilst ensuring appropriate services are accessible.

POW also seeks to affect larger societal change through advocacy and training, increasing public awareness and providing the tools needed to engage the local and national communities around issues of sex work and sexual exploitation.

Where are we now?

POW is currently undergoing a structural reset following the closure of the building and a halt in services last year. Following our recent successful bid to the lottery which secured crucial funding, we plan to reopen the building and restart services once necessary building works, recruitment and essential training has taken place.

“Respect from the staff, trust, confidential and feeling safe.”
– Feedback from beneficiary

About Us

What we do

Our Services

We provide a holistic set of complimentary activities and services to reach, engage and support our clients through the issues and barriers that they are facing. The needs of our community are often varied and complex, and as such it remains important for us to provide support at different stages and levels that are appropriate to their needs at that time, we do this through:

- **Drop-in support** with various specialised clinics for substance use, sexual health and other health and wellbeing interventions.
- **Outreach activities** which primarily consist of on-street support via the POW van and off-street support visiting venues and homes in the community.
- **Casework**, both short and long-term, that recognises the varying needs and demands of our community.

We need new board members and a new chair to support us to roll out a new strategy and make this vision a reality, for this we welcome candidates with a range of experiences.

“*I am breathing, that is because of POW. I feel my drug use has reduced and my mental health is a bit better.*”
– Feedback from beneficiary

About the Role

Overview

The Chair provides leadership to the Board of Trustees, ensuring the charity is well governed and focused on achieving its vision and mission. They create an inclusive and supportive environment where trustees can contribute effectively, while also offering guidance and constructive challenge to the Chief Executive.

The Chair will play a pivotal role in leading the organisation through its next phase of development, including supporting the delivery of a new organisational strategy and overseeing the recruitment and development of a refreshed and effective Trustee Board. They will act as a visible representative and advocate for the organisation.

Responsibilities of the Chair

- Lead the Board in setting and maintaining the strategic direction of POW Nottingham, including overseeing and supporting delivery of the organisation's new strategy.
- Work collaboratively with the Chief Executive to support delivery of the charity's mission and strategic priorities.
- Provide supervisory support, annual appraisal, and ongoing development input to the Chief Executive.
- Ensure the Board operates effectively and meets its governance obligations.
- Lead the recruitment, induction, and ongoing development of Trustees, building a diverse, skilled, and engaged Board, including succession planning.
- Promote positive and productive relationships between trustees, staff, and volunteers.

- Help the organisation prepare for significant future opportunities and challenges, including navigating a complex funding environment.
- Sit on appointment and disciplinary panels, including overseeing the appointment of a permanent Chief Executive.
- Chair Board meetings and the AGM, ensuring discussions are focused and decisions are well-informed.
- Address conflict within the Board and the organisation, working with the Chief Executive where appropriate.
- Represent and promote POW Nottingham externally as an ambassador and spokesperson.

Person Specification

Essential Criteria

- Previous experience as a trustee is essential - Chair experience is preferable but not essential with trustee and other leadership experience.
- Ability to think strategically and work effectively with the Board of Trustees and Chief Executive to shape and deliver the organisation's strategic vision.
- Experience of, or strong interest in, organisational development, including governance, strategy delivery, and Board development.
- A collaborative and inclusive leadership approach.
- Strong interpersonal skills, with the confidence to facilitate open discussion and constructive challenge.
- A strong commitment to supporting the rights of sex workers and those at risk of exploitation.
- Commitment to promoting the work of POW Nottingham through networks and public channels.
- A clear commitment to equity, diversity, and inclusion.
- Willingness to be accessible and responsive when needed.

- Ability to respond flexibly to emerging issues in a small charity environment.
- Live within reasonable travelling distance of Nottingham and have knowledge of the geographical area in which the charity operates.
- Share POW's vision to empower our diverse community and to support the rights of individual sex workers to self-determination, including the right to remain in or leave sex work.

In addition to the above, the Chair will also be a Trustee and will share the responsibilities and qualities expected of all Trustees.

Trustee Role Description

Our Board needs new Trustees as well as a new Chair and we would welcome applications from individuals who do not want to take on a Chair role at this particular moment in time but who would be interested in joining us as a Trustee.

This is an exciting time to join POW as a new strategy is rolled out, with a new board and CEO needed to deliver this vision. This is a real opportunity to join a charity which has a great impact on the lives of those we support, at a time of crucial change for the charity.

What does a Trustee do?

- Trustees ensure their charity has a clear strategy and that all decisions put the needs of the service users first.
- They safeguard the charity's assets – both physical assets, including property, and intangible ones, such as its reputation.
- They make sure that the charity is run sustainably.
- They hold the leadership team to account and provide support and encouragement to them.
- Trustees are jointly responsible for all their decisions and work together to ensure the charity delivers its aims.
- They support the CEO.

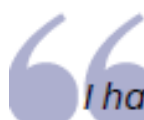
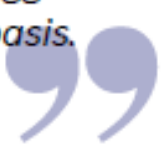
Trustee Person Specification

We encourage applicants of all backgrounds and identities who are passionate about the work we do and who can bring new and innovative ideas. We will consider applications from anyone with an interest in our work, and welcome candidates with a variety of experiences, but we are particularly interested in hearing from people with experience in **Marketing, PR, HR, Organisational Change, Fundraising, Charity Governance and Financial Accountancy.**

All Trustees should support the POW vision of self-determination, and the rights of our clients to leave or remain in sex work.

Skills and Qualities Needed

- Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a Board member.
- Effective communication skills and willingness to participate actively in discussion.
- Commitment to the Charity Governance Code and Nolan's seven principles; leadership; integrity; decision making, risk and control; board effectiveness; diversity; openness and accountability; all underpinning organisational purpose.

 *I have always treated all clients with respect, however, working with POW has been eye-opening in that they help me to understand the struggles and barriers that sex workers face on a daily, sometimes hourly, basis.* 

– Feedback from partner organisation

What your impact will be as Chair or Trustee with POW Nottingham?

This is a meaningful opportunity to contribute your time, skills, and passion to a cause where you can make a genuine difference. As Chair or as a Trustee, you will support a community that benefits directly from the organisation's work, while also developing your own skills and gaining valuable experience in governance and leadership.

You will be part of an inspiring team of Trustees, volunteers, and staff, working together to deliver life-changing support services and strengthen the organisation for the future.

You will bring your skills and insight to help the organisation build on its strengths, learn and grow, and successfully deliver its new strategic direction. This includes supporting the implementation of POW Nottingham's strategy and helping ensure the organisation continues to provide the vital, trusted support it is known for.

You will also play a role in shaping and strengthening the Board itself, contributing to a positive, inclusive, and effective governance culture.

You will help ensure we deliver impactful, high-quality services, while continuing to challenge stigma surrounding adult entertainment and sex work.

You will contribute to ensuring we are collectively the best we can be for our beneficiaries, while helping to grow a strong and engaged community of supporters for our work and mission.

Alongside this, you will support the essential work of good governance—helping to ensure the organisation is well-run, sustainable, and provides a positive experience for beneficiaries, funders, and everyone involved.

This is your opportunity to be part of positive, lasting change for a community that will truly benefit from your contribution.

Our Commitment to Equity, Diversity and Inclusion

We believe that diverse backgrounds, perspectives, and lived experiences make our organisation stronger and more effective. We are dedicated to building an environment where everyone feels valued, respected, and empowered – and where intersecting identities are recognised and represented at every level, including our Trustee Board.

We particularly welcome applications from people of colour, young people, LGBTQ+ individuals, and those with lived experience of socio-economic inequality. We are looking for Trustees who share our passion for equity, diversity, and inclusion, and who will help embed these values across all areas of our work. We are committed to an accessible recruitment process and are happy to make reasonable adjustments – please don't hesitate to let us know what support you need.

Time commitment

In total, the expected time commitment for our new Chair will be one day a month. For Trustees, this will be 3-4 hours monthly.

Currently, our Board meetings are held fortnightly during the evening. These are currently held virtually through Teams and last circa 1/1.5 hours. The number of Board meetings is reflective of our current circumstances and it is expected that moving forward this will be reduced to monthly then quarterly meetings as the new strategy settles into place. In the future it would be ideal to be able to hold some of these meetings in-person, with hybrid options available where needed. All Trustees are expected to attend our AGM in May which will be in person in Nottingham.

During this time of change our current Chair is available for some additional meetings (online) with the CEO over the week, this would be not be an ongoing expectation.

You will need to spend some time reading the board papers ahead of the meetings and we expect that you will be able to attend some of our events (one or two a year) and board development activity.

How to Apply

The TrusteeWorks Team at Reach Volunteering are supporting POW Nottingham with their Trustee recruitment.

Applications should be made via TrusteeWorks in the first instance. To apply, please send a CV with a covering letter stating why you wish to join the organisation and how your skills and experience would add value to our Board. Please add anything else that you think is relevant to your application.

If you would like to talk to one of the TrusteeWorks team or one of our existing Trustees or the Interim Chief Executive before you apply, please contact the TrusteeWorks team to arrange it.

Please send applications and enquiries to:

trusteeworks@reachskills.org.uk

Applications will be accepted until 5pm on Friday the 7th of August. We will review applications throughout the process and will interview candidates on an ongoing basis. We reserve the right to close the application process before the deadline if we successfully fill the position.

