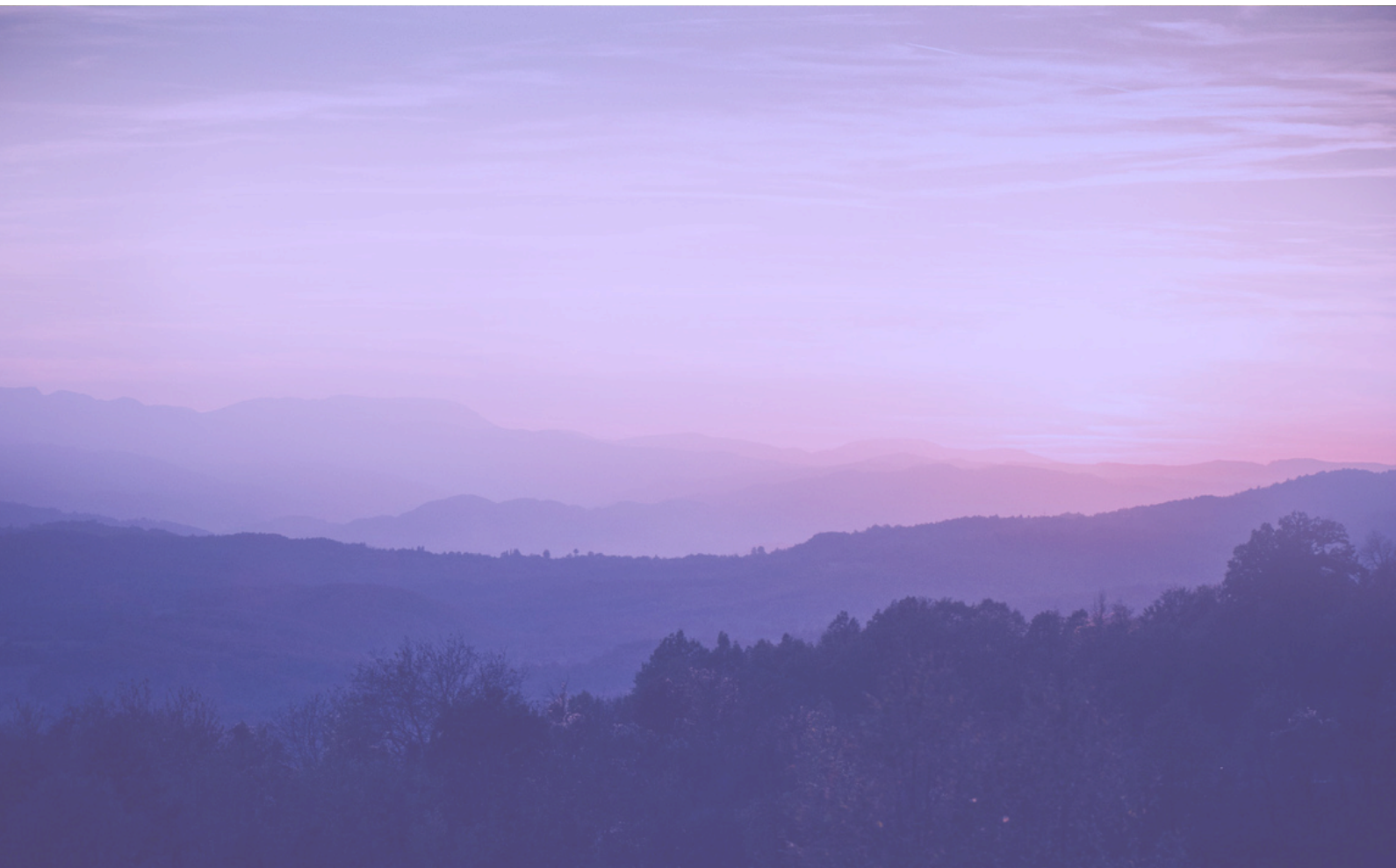
Sail

Sexual Abuse and Incest Line

'Surviving and Thriving'

Trustee Candidate Pack



Chair’s Welcome Letter



Welcome

I am honoured to serve as Chair of the Board of Trustees of The Sexual Abuse and Incest Line (SAIL) charity, a position I have held for the last 4 years. I am fortunate to be working with such a dedicated and talented group of individuals who are committed to the organisation's mission.

As we look forward, I am pleased to share that SAIL has now completed our suite of support offers by opening the service to those aged 14 to 18. This will benefit of all those in our communities across Derby and Derbyshire that need this support to improve the quality of their lives.

I am deeply passionate about SAIL's work and am thrilled to be working alongside the board to achieve its goals:

Our mission is to ensure that survivors of childhood sexual abuse, incest or violence in Derbyshire can access free, specialist counselling and wrap around support services to help them thrive, not just survive.

A warm welcome awaits you as we invite you to contribute to SAIL’s success.

Warm Regards,

Michelle Grant,
Chair of Trustees

About Us

Thriving and Surviving

Since 1992, SAIL Derbyshire has been dedicated to supporting adults who have experienced childhood sexual abuse, incest, or sexual violence. As a registered charity based in Chesterfield, we provide free, specialist counselling and support services across Derbyshire. You can visit our website here.

Our Mission

Our mission is to enable survivors of current and historical sexual abuse and incest to live safe lives in which they can recover and thrive. We believe in empowering individuals through empathetic, non-judgmental support tailored to their unique needs.

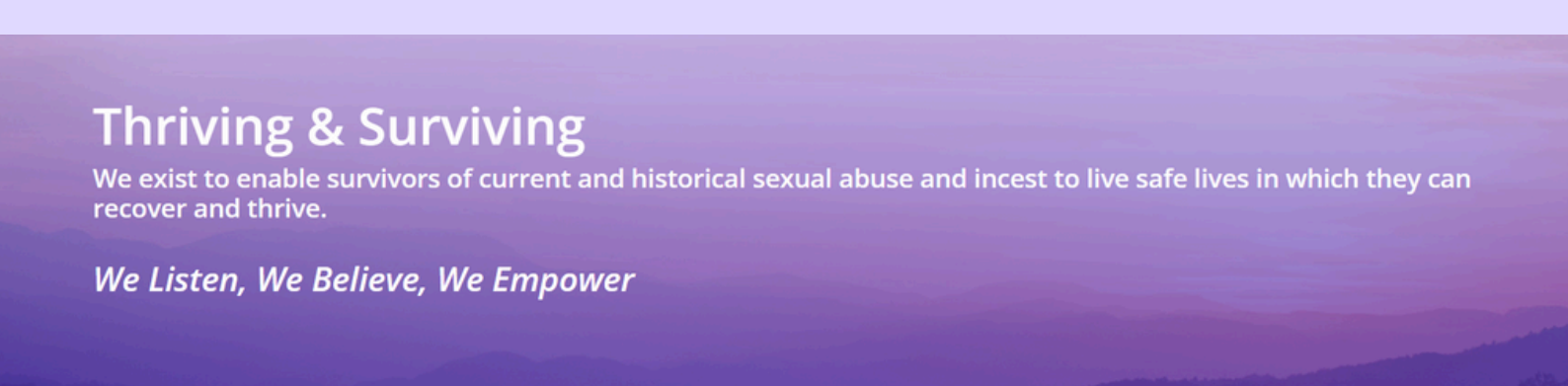
Our Ethos

- **Believe. Empower. Support.** We stand with survivors, offering belief, encouragement, and consistent care throughout their journey.
- **Inclusive:** We support all adults (18+), regardless of gender, religion, or culture.
- **Client-Led:** Services are shaped by each individual's needs and choices.
- **Compassionate and Non-Judgmental:** We offer a safe, respectful space for all.
- **Equality-Focused:** We promote equal opportunities and value every individual.

Our Team

Led by Director Ruth Gartland since 2013, our team comprises qualified counsellors and Independent Sexual Violence Advisors (ISVAs) who are deeply committed to helping survivors recover. All our counsellors receive supervision and adhere to the ethical framework of the British Association of Counselling and Psychotherapy.

After over thirty years, our vision remains steadfast: to see survivors of sexual abuse thriving and living full lives.



Our Services

SAIL Derbyshire delivers a range of specialist support services for adult survivors of sexual abuse, incest, and sexual violence. Our trauma-informed approach is client-led, inclusive, and rooted in empathy. Staff and volunteers play a crucial role in offering safe, respectful, and empowering care.

Helpline

Our confidential helpline is often the first point of contact. Staff provide a safe, supportive space for callers, offering information, emotional support, and referrals to further services.

Independent Sexual Violence Advisor (ISVA)

ISVAs offer emotional and practical support, whether or not a survivor chooses to report to the police. The role involves advocacy, safety planning, and guiding clients through systems such as health, housing, and the criminal justice process.

Counselling

We provide long-term, one-to-one counselling tailored to each survivor's needs. Counsellors work at the client's pace, using a trauma-informed, BACP-aligned framework to support recovery and resilience.

Male Support

We offer a dedicated service for male survivors, including individual support, group work, advocacy, and help with wider needs such as housing or addiction recovery. This service recognises and responds to the distinct challenges faced by men.

Access and Referral

Clients can self-refer or be referred by professionals or trusted individuals. Our team handles triage, safeguarding, and service matching. We do not work with perpetrators of sexual abuse.

About the Trustee Role

Overview

This is an exciting time to join the Trustee Board at SAIL. Our new Trustees will play a key role in enabling us to continue to innovate our work and support service improvement. The role will enable you to put your professional skills to great use as well as give you the opportunity to develop your insight and expertise in all that is involved in the governance of a growing charity.

Role description

The Board of Trustees is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities, and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

All Trustees should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual Trustees in any particular aspect of the governance of the charity.

The statutory duties of a Trustee are:

- To ensure the organisation complies with its governing document, the Articles of Association.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining
- goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To appoint the Director and monitor their performance.

With other Trustees, to hold the charity “in trust” for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard.

As well as the various statutory duties, any Trustee should make full use of any specific skills, knowledge or experience to help the Board make good decisions. Ensuring that the organisation acts in accordance with Equality and Diversity legislation in letter and in spirit Upholding the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership The above list of duties is indicative only and not exhaustive.



Who We're Looking For

The Trustees will be expected to perform all such additional duties as are reasonably commensurate with the role.

Person specification

We are looking for individuals who have a strong empathy with our mission. We welcome applications from candidates with knowledge and background across the following areas:

- Fundraising, including events and bid writing
- Human Resources and Equality, Diversity and Inclusion.
- The Youth Services Sector.
- Marketing/PR
- Safeguarding
- Project Management
- Social Media Management

Lived experience of the issues faced by individuals we support is also much welcomed.

Attributes and understanding

- Commitment to the organisation and a willingness to devote the necessary time and effort.
- Preparedness to make unpopular recommendations to the Board, and a willingness to speak their mind.
- Willingness to learn about our frontline work and engage with our team appropriately.
- Good, independent judgement and strategic vision.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.
- An ability to work effectively as a member of a team.
- An understanding of the respective roles of the Chair, Trustees and Director.
- People who can give time to attend evening meetings in Chesterfield quarterly and additional ad hoc work to include including responding to emails, preparing for meetings, training sessions and attending our Annual Event.

More Information

Our Commitment to Equality, Diversity and Inclusion

SAIL is proud to be an equal opportunities employer that values the contribution each individual makes to our work. We strive to build a diverse and inclusive environment where all feel valued, respected and empowered to be who they are at work.

We aim to achieve a workforce and trustee board that is diverse and inclusive - one that reflects the individuals we support.

We recognise that people from Black and Asian communities and other minoritised ethnic groups are underrepresented in the leadership of the charity sector, as are disabled people. We welcome and encourage people from these historically excluded groups.

Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process.

Why become a Trustee

As a small charity, SAIL recognises the great work, time and commitment of our board. If you join our Trustee Board you can expect the following:

- A warm welcome
- Satisfaction from knowing you are making a difference
- A chance to develop your leadership capabilities
- A chance to do more collectively than you could do by yourself
- Utilise your experience and skills within the voluntary sector.

Time commitment

- Trustee Board Meetings are quarterly and are online in the early evening (approximately 2 hours), for planning and to share the workload generated by the Trustees meetings.
- Ad hoc correspondence and the time needed to read and digest reports
- Attendance of an Annual Away Day

In all, the total time commitment is anticipated to be circa 1-2 hours a month.

How to Apply

The TrusteeWorks Team at Reach Volunteering are supporting SAIL 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 the board. along with the names and contact details of two referees. Please add anything else that you think is relevant to your application. This might include personal, organisational or counselling experience; paid or unpaid work etc. Tell us how you think it is relevant to working with SAIL.

If you would like to talk to one of our existing Trustees, or to a member of our staff, before you apply, please contact the TrusteeWorks team to arrange it.

Please send applications and enquiries to:

trusteeworks@reachvolunteering.org.uk

Applications will be accepted until 5pm on the 26th of September.

Reach TrusteeWorks

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