

# SOPHIE HAYES

F O U N D A T I O N



## CANDIDATE INFORMATION

## CHAIR OF TRUSTEES

OCTOBER 2021



**Trustees  
Unlimited**

# OUR PURPOSE

A better future for every survivor of modern slavery which means a better society for all.

# OUR FOCUS

Sophie Hayes Foundation was founded in 2011 by Sophie, a British girl trafficked to Italy for sexual exploitation.

The Foundation is the only organisation in the United Kingdom focused solely on ensuring all women survivors of human trafficking and modern slavery achieve complete and sustainable freedom, through an independence that can only come with the ability to live and work without fear.

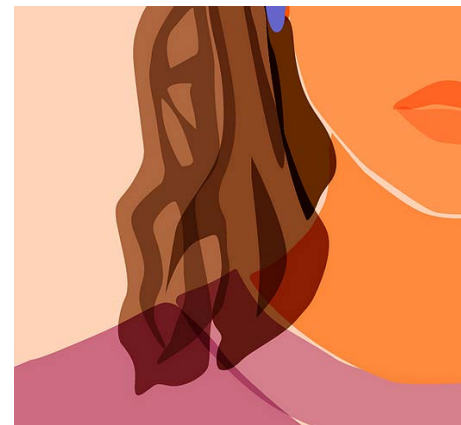
Our programmes provide coaching, facilitation and training, we help renew survivors' confidence, sense of purpose and employment prospects. We support women survivors of modern slavery to achieve the goal of complete and sustainable freedom.

# OUR VISION

A society that views and treats women survivors of modern slavery with respect and allows every freed woman to realise her potential, achieve her goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create greatest impact.



## SOPHIE'S STORY

[WATCH THE FILM](#)

Some viewers may find content distressing

WE RAISE  
AWARENESS

FIND OUT MORE

We tell  
Sophie's brave  
story of  
survival

We offer a  
unique  
programme  
and training for  
survivors

WE REBUILD  
LIVES

FIND OUT MORE

WE BUILD  
PARTNERSHIPS

FIND OUT MORE

We partner with  
businesses who  
are willing to  
provide work  
placements for  
survivors

We offer  
volunteering for  
those who want  
to help

WE OFFER  
WAYS TO GET  
INVOLVED

FIND OUT MORE

## OUR VALUES

### We are courageous

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status-quo and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage and go beyond the status quo.

### We act with integrity & respect

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty and confidentiality. We do the right thing by survivors, and always do what we say.

### We are an open and inclusive community

We think everyone has a valued voice and we work with others (and with each other) to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships.

### We respond well to change

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential.

# MODERN SLAVERY AND HUMAN TRAFFICKING: THE REALITY

## A DEFINITION:

Modern Slavery is the recruitment, movement, harbouring or receiving of children, women, or men through the use of force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

Human Trafficking is the acquisition of people by improper means such as force, fraud, or deception, with the aim of exploiting the individual. Traffickers do not discriminate against age, religion, class, sexual orientation, or disability.



**40.3 MILLION**

People estimated enslaved across the world.  
130,000 in the UK.

**\$150 BILLION**

Organised global crime industry.

**1-IN-4**

In Modern Slavery are children.

**99%**

Of victims sexually exploited are women and girls.

# OUR IMPACT

This year, Sophie Hayes Foundation marks its 10th year of building the confidence and resilience of survivors of modern slavery through coaching and skills development leading to education, employment, and independence.

Our programmes help survivors gain the skills they need to achieve the freedom they deserve by giving them the skills to live independent lives.

To date we have helped hundreds of survivors gain valuable life changing employability experiences across a diverse range of sectors. Additionally many have progressed on to higher education.

Our current participants and graduates have seen:

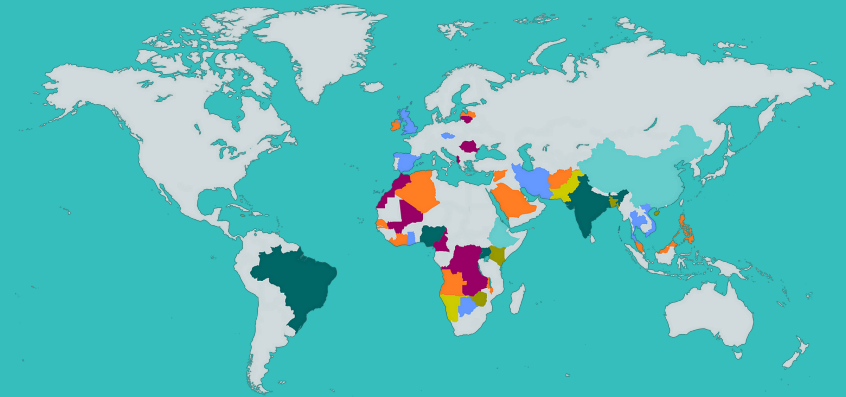
**82%** Increased confidence

**80%** Increased knowledge in CV building/employability

**94%** Participants would recommend the programme

**81%** Rated the programme highly

In the past few years alone, the Foundation has helped 475 survivors from 53 countries



# OUR LEADERSHIP TEAM



**Red  
Godfrey-Sagoo**  
Chief Executive Officer



**Julie  
Cockett**  
Placements & Training  
Supervisor



**Katie  
Thiselton**  
Director of Programmes  
& Innovation



**Carly Webster**  
Volunteering & Survivor  
Network Supervisor

# OUR TRUSTEES



**Laura Haynes**  
Interim Board Chair



**Leanne Maund**  
Interim Board Chair



**John Millidge**  
Treasurer



**Alex Cole-Hamilton**  
Trustee



**Sara Hyde**  
Trustee



**Kevin Hyland OBE**  
Trustee



**Toby Miller**  
Trustee



**Mema Nackasha**  
Trustee



**Mamoona Shah**  
Trustee



**Graham Stanton**  
Company Secretary



# THE ROLE

We have a bold vision to increase our impact through both advocacy work and direct programmes with survivors. In the last few years, we have brought in a new CEO, expanded our leadership team and board of trustees.

As Chair, you and the other trustees will provide appropriate leadership and support the management team on strategy, governance and risk management, ensuring that the organisation can meet its obligations and responsibilities.

You will need to have the time to contribute to our growth strategy by chairing Board meetings supported by the CEO (6 per year), support Committee Chairs and Board officers, work and support our small but mighty management team, and represent Sophie Hayes Foundation to key stakeholders.

# ROLE DESCRIPTION

- As a leader and important ambassador for the organisation, you will be expected to work with the Board, the CEO and key charity stakeholders.
- Working with the CEO and Board, you will ensure proper board governance, support with the development and implementation of the strategy, safeguard and promote the brand, reputation and values of the organisation, support fundraising and ensure appropriate risk management and financial sustainability measures are in place.
- In addition, the Chair is expected to work closely with the CEO as her line manager, as well as with the other Board Officers (Treasurer and Company Secretary) and Committee Chairs.

## Detailed responsibilities include:

- Leadership and contribution to the Board on strategic direction, policies, goals, targets and evaluation of performance against agreed targets.
- Board agenda and chairing of Board meetings.
- Oversight to ensure that the organisation pursues its objectives and complies with its governing document, charity law, and other relevant legislation or regulations.
- Oversight of financial strategy and management, in consultation with the Treasurer and CEO.
- Awareness of, and contribution to, Committee activity as an ex-officio member of all committees.

# OUR DESIRED CANDIDATE

The ideal candidate will have experience chairing a Board or Board committee, support our mission and be aligned to our values. You will have strong leadership skills and be able to act as an ambassador for the organisation. We are seeking an independent thinker and team player with specialist skills that you can bring to the team.

## Required experience:

- Experience as a trustee
- Experience as a Chair of an organisation or committees
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship
- Extensive leadership record of accomplishment
- Experience of delivery through team working

## Personal qualities:

- Personal Integrity
- A commitment to the organisation and its objectives
- A commitment to abide by our values.
- A willingness to devote the necessary time and effort to their duties as a trustee
- Strategic vision
- Good, independent judgment
- An ability to think creatively
- Willingness to speak your mind with an ability to listen
- Work effectively as a leader and member of a team

# TIME COMMITMENT

- Term: 3 Years (Maximum of two terms)
- Board Meetings: Minimum of 6 Board of Trustee meetings per year (usually held on weekday evenings, after close of business), plus preparation and reading of documentation
- Board matters: Meetings with Treasurer, Company Secretary and Committee Chairs on planning and governance matters, and to contribute to and ensure progress on key initiatives
- People Management: Regular planning and update meetings with CEO (and other senior management) to support their activities and advise on ongoing business and management challenges
- Stakeholder Engagement: Attendance at, and contribution to, major SHF events (1-2 p.a.), contribution to key stakeholder and funder meetings (6-8 p.a.), and support to media relations, as a spokesperson for the organisation

Due to these commitments, the candidate needs to be UK based.



# HOW TO APPLY

If you are interested in this excellent opportunity, please apply with the following:

- A CV, with the details of two referees (we will not contact them without your permission)
- A Supporting Statement, which addresses the criteria in the Person Specification and outlines your motivation for applying

All applications will be handled by our recruitment partner, Trustees Unlimited. Please upload your application via their website. [CLICK HERE](#).

For a discussion about the role, contact Melissa Baxter on 07789 985229 / [melissa.baxter@russam.co.uk](mailto:melissa.baxter@russam.co.uk).

**Closing date for applications:** Monday 1st November 2021

**Preliminary interviews with Trustees Unlimited:** Week commencing 8th November 2021

**Interviews with Sophie Hayes Foundation:** Week commencing 29th November 2021

The Sophie Hayes Foundation is proud to be an equal opportunity organisation. We seek to ensure that we have a wide-ranging level of experience, thinking and background, so that the Board has the skills, experience and diversity of thought and perspective to draw upon in its governance and decision-making roles. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, or gender identity.

Therefore, we encourage people to apply from all backgrounds. If you have a disability or special need that requires accommodation, please let us know.



#SustainableFreedom

#IndependenceThroughEmployability

[www.sophiehayesfoundation.org](http://www.sophiehayesfoundation.org)