

CHAIR RECRUITMENT PACK

MASH



until all women have
choice, freedom
and power



Thank you for your interest in becoming Chair of Trustees with MASH.

MASH exists to provide gender and trauma informed support to women in Greater Manchester who are, have been or may start sex working and who are experiencing multiple disadvantage. Our Vision is a world where all women have choice, freedom and power. We recognise the impact that multiple marginalised identities have on women and work to tackle the material barriers women face, challenge structural inequalities and stigma and influence change. We do this by working alongside the women to promote their inclusion and access into existing services, advocating for improved services informed by their needs and supporting them to realise their goals. We want to win the fight for all women's rights, safety and wellbeing and are working towards being an actively trans*inclusive and anti-racist organisation.

Since 1991, MASH has been at the forefront of supporting women in and around Greater Manchester who are sex working and who are facing multiple disadvantage. We were founded as a social justice organisation, starting out as a grassroots, community-led response to the HIV/AIDS crisis. We have continued to support women at the sharpest end of inequalities ever since. Whilst the nature of sex work, the context in which we operate and the support we provide has changed dramatically over the last thirty years, one thing has remained constant: "MASH continues to be a haven for some of the most marginalised women in Greater Manchester

Our current board members bring insights and learning from their day-to-day jobs in a range of organisations, as well as their lived and personal experiences. We want to continue to develop our board to be more reflective of the intersecting identities and diverse experiences of the women we work with. We now need a talented new Chair to help meet our strategic ambitions around developing our people and systems. We are looking for a candidate with the vision to drive forward our new strategy, a commitment to social justice and an understanding of the challenges that women experiencing multiple disadvantages may face. We are really excited to be searching for a Chair to join our team at such a pivotal and transformational time for the charity. We continue to see a sustained increase in demand for our services as the economic impacts from the cost of living crisis and disinvestment in key support services are deeply felt by the women we support. There is huge potential, and commitment, to reach women who need our support across all boroughs and communities in Greater Manchester.

We would be especially interested to hear from people with the above skills and experiences who are from currently underrepresented communities/ identities and backgrounds on our board: Black, Asian and Minority Ethnic, Trans*, lived experience of sex work and/or multiple disadvantage (including, but not limited to, poverty, domestic abuse, mental health, interaction with the criminal justice and/or asylum system, homelessness, substance misuse, stigmatisation and discrimination).

MASH
Trustee Board

Annie Emery
CEO



OUR VALUES

At MASH we are committed to being:

WOMEN CENTERED: we meet all women where they are in life. We focus on women's expressed needs and lived experience and on providing services in a safe environment for women. We work with the most under-served women and seek to reach those most marginalised, such as Black, minoritised and migrant women to ensure that there is no conversation about the needs of women who sex work without the voices of all women who sex work.

RESPONSIVE: we adapt to the changing needs of women whilst always maintaining our core services and ensuring our offer is as accessible as possible.

FOCUSED ON CHOICE: we work to enhance the choices available for women to improve their health, wellbeing and safety and increase their opportunities to realise their goals.

INCLUSIVE, INTEGRATED AND HOLISTIC: we think the best services for women are those that connect the dots across their lives. We collaborate in networks to strengthen pathways for women to access services, better the quality of these services and improve women's experience of them.

GOOD PARTNERS: we know that we are stronger and more effective when we work together to support women. We work in partnerships with women themselves, communities, frontline services, community organisations, local and central government, statutory services and funders. We actively seek to collaborate with those grassroots organisations working with the most under-served and marginalised women and those working actively to end other forms of oppression.

THE VOICE OF CHANGE: we are committed to a world where women facing multiple disadvantage who sex work, have sex worked or may sex work can access care and support and assert their rights without stigma and marginalisation. We will always advocate and work towards this



ROLE PURPOSE & DESCRIPTION

To be responsible for the overall governance and strategic direction of the charity, developing the organisation's aims, objectives and goals in accordance with legal and regulatory guidelines.

MAIN RESPONSIBILITIES:

- Lead the charity and its services with clear vision; ensuring all decisions are made in line with core purpose and values.
- Ensure the charity and its representative's function within the legal and regulatory framework of the sector, continually striving for best practice in governance.
- Maintain the highest standards of ethical and legal frameworks, undertaking your duties in a way that adds to internal and public confidence and trust in the charity.
- Ensure risks are properly recognised and mitigated.
- Determine the overall direction and development of the charity through clear strategic planning and good governance.
- Deliver on our duty of care to staff, service users and the trustee board to take appropriate professional advice in all matters where there may be material risk to the charity, or where Trustees may be in breach of their duties.
- Ensure the Board performs effectively with the skills and experience it needs; make plans to ensure the recruitment, induction and development of new trustees.
- Have compassion, empathy and sensitivity to the experiences of beneficiaries, as well as willingness and openness to understanding the complexity of their circumstances.
- Avoid any personal conflict of interest.
- Ensure the charity complies with legislative and regulatory requirements; always acting within the boundaries of the charity's governance policy.
- Act in the best interests of the charity, beneficiaries and future beneficiaries.
- Promote and develop the charity in order for it to flourish and maintain its relevance to the women it serves.
- Act as a positive ambassador for MASH with support and briefing from staff.
- Maintain sound financial management of the charity's resources, ensuring expenditure is in line with the organisation's objectives.
- Ensure the effective and efficient administration of the charity and its resources, striving for best practice in good governance.
- Act as a counter-signatory on charity cheques and any application for funds, if appropriate.
- Maintain absolute confidentiality about all sensitive and confidential information received in the course of your trusteeship



PERSON SPECIFICATION

EXPERIENCE:

KNOWLEDGE, SKILLS & UNDERSTANDING:

- The vision to drive the organisation forward
- Compassion, empathy and sensitivity to the experiences of beneficiaries, as well as willingness and openness to understand the complexity of their circumstances.
- A commitment to improving outcomes for women in sex work in Greater Manchester.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision-making.
- A history of impartiality, fairness and the ability to respect confidences.
- A grounding in current anti-oppressive practice and a commitment to becoming a diversity, equity and inclusion champion in MASH and to mainstreaming social justice throughout the organisation
- Prepared to lead the Board and a willingness to speak your mind.
- Strong communication and interpersonal skills; including emotional intelligence
- Ability to work effectively and collaboratively as a member of a team.
- Ability to listen, reflect and adapt; positively contributing to a culture of continuous development and learning.
- Sound independent judgement and strategic vision.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.

- Willingness to be available to staff for advice and enquiries on an ad-hoc basis.
- An interest in, and commitment to, exploring how we do ‘governance’ in an inclusive, empowering and effective way.
- Commitment to overseeing annual Board plan, planning agendas with the CEO, chairing quarterly Board meetings and developing an annual trustee development day and MASH team away day.
- Experience of being a trustee already is desirable although not essential

In addition to these duties, the Chair should use their specific skills, knowledge or experience to help the Board reach sound decisions. This will involve scrutinising board papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the Board on new initiatives, or other issues relevant to the area of MASH’s work, in which the Chair has specialist expertise.

TIME COMMITMENT

- 3 year term up to a maximum of 3 terms (9 years)
- 4 quarterly board meetings a year
- Membership of one trustee board sub-committee and attendance at 1 other
- On average 4 hours per week across the year
- Undertake full trustee induction
- Attendance at the annual Trustee Development day
- Attendance at annual MASH organisational development away day

***** All boards and sub-committees meet both in person and online. Reasonable trustee expenses are reimbursed.**



TO APPLY

Please send a copy of your CV and a supporting statement (no more than 2 A4 sides) detailing:

- Why you want to be the Chair of the Board at MASH, reflecting especially on MASH's mission and values? (300 words max)
- How your skills and experience relate to the role description and person specification including key examples. (500 words max)
- How would you bring an intersectional lens to your role as Chair, including how you would engage with MASH'S anti-racist and trans inclusive commitments? (300 words max)

ANTI-OPPRESSIVE PRACTICE AND DIVERSITY, EQUITY AND INCLUSION

MASH is built on and celebrates our people. We are committed to diversity, equity and inclusion within our organization and ensuring that we are truly representative of the communities we serve. All individuals regardless of age, disability, gender reassignment, marriage, civil partnerships, race, religion, or belief, sex and sexual orientation are encouraged to apply. As an inclusive employer we are here to support you and are happy to consider reasonable adjustments if needed if you join our

team. We are a Disability Confident Employer and recently trained with Kusoma on anti-racism and trans* inclusion.

Our goal is to ensure that we have a diverse team with a range of lived and professional experience. Our internal monitoring shows that people of colour, people with disabilities, people with a lived experience of sex work and people from refugee and migrant communities are underrepresented in our workforce, and therefore we particularly welcome applications from these communities.

Prior to the next step in the recruiting process we welcome you to inform us confidentially if you may require any special requirements in order to participate fully in our recruitment process, or if an alternative application process would be more accessible for you.

For an informal and confidential conversation about the role, please reach out to Amelia Lee at Charity People:

Email: amelia@charitypeople.co.uk

Mobile: 07809738477

Applications should be sent directly to our recruitment partner, Charity People: amelia@charitypeople.co.uk

Deadline: Monday 9th October

Interviews: First round w/c/ 16th October. Second round w/c 23rd October



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