**Trustee**

**Role Description**

SARAC is a registered charity in Burton on Trent supporting people aged 11 years and over who are affected by sexual violence and who currently live in Burton on Trent, Tamworth, Lichfield, Uttoxeter or South Derbyshire.

We welcome people regardless of disability, gender, racial heritage, religious belief, sexual orientation, identity, or any other difference.

The governance of SARAC as a charitable organisation is managed by a board of trustees who have ultimate responsibility for the organisation.

We support your existing knowledge by providing specialist training in sexual abuse, the criminal justice system and SARAC’s values. Our on-boarding training will take approximate 30 hours over 2 weeks and is a mandatory process prior to starting work with our service users. We ask for a voluntary contribution of £50 toward our training, on-boarding and admin fees.

Please note there will be an interview process upon application.

Working in sexual trauma support can be difficult and emotional at times; please consider the impact this may have on you prior to application.

**The duties and knowledge of a trustee with HR and Employment Law expertise are:**

- Must have a strong background in HR and a comprehensive understanding of Employment Law.

- Will provide guidance and advice on HR policies and procedures to ensure compliance with current legislation and best practices.

- Will support the organization in matters related to staff management, recruitment, training, and development.

- Will assist in resolving any HR-related issues that may arise within the organization.

- Must actively work towards promoting equity, diversity, and inclusion within the organization.

- Will serve as a champion for EDI initiatives and ensure that HR practices are inclusive and fair to all staff and volunteers.

- Will actively work to promote diversity and inclusion in the recruitment and retention of staff and volunteers.

**The duties and knowledge of a Trustee with EDI expertise are:**

- Must have a deep understanding of the challenges and needs of underserved communities of our area.

- Will provide valuable perspectives and insights to help ensure that Sarac is effectively serving and supporting these communities.

- Will advocate for diversity, equity, and inclusion within the organization and in all aspects of its work.

- Must actively work towards promoting equity, diversity, and inclusion within the organization.

- Will actively work to promote diversity and inclusion in the recruitment and retention of staff and volunteers.

- Will serve as a champion for EDI initiatives and ensure that the organization's programs and services are accessible and inclusive to all members of the community.

- Will actively work to promote a culture of respect, understanding, and inclusion within the organization.

 **For all roles:**

At SARAC, we are committed to promoting equity, diversity, and inclusion in all aspects of our work. We believe that a diverse and inclusive board of trustees is essential to effectively serve our community and advance our mission. We actively encourage individuals from underrepresented and marginalized communities to apply for board positions, as we believe that diverse perspectives and experiences strengthen our organization and enhance our impact. We are committed to creating a welcoming and inclusive environment where all voices are valued and respected. The organization is dedicated to fostering a culture that celebrates diversity, promotes inclusivity, and values the contributions of all individuals.

As mentioned above you will receive our specialist training ahead of taking on clients. Our training is split over several sessions covering a range of areas:

* Introduction to Sexual Abuse (statistics / definitions / overview)
* Trauma and the Brain (impact / trauma responses / building compassion)
* Understanding our Service User Journey (how we
* Criminal Justice System
* Inclusivity Training
* Stabilisation
* Data Protection, Confidentiality and Safeguarding

We appreciate that this is a big commitment, however, the training will give you the skills to work within trauma in a safe and controlled manner.

Please note that we will require an Enhanced DBS which we will request and pay for on your behalf.

**Qualifications or experience required**

There are no pre-requisites for this role in terms of professional qualifications, however some experience, education or training in counselling, psychotherapy, support skills, criminology, psychology or any experience of volunteering in the third sector would be an advantage. We highly value personal life experience and we are pleased to accept applications from prospective volunteers without relevant qualifications/work experience.

**Applying to volunteer**

Please understand there is an application and interview process.

The application form can be downloaded from our website [www.sarac.org.uk](http://www.sarac.org.uk/) and should be returned to staff@sarac.org.uk.

If you have any further queries, you can contact us by email at staff@sarac.org.uk or by telephone on 01283 535110.

We do not release our location for volunteering enquiries, however, you can write to us at: SARAC, PO BOX 3, BURTON ON TRENT, DE14 1ZT.