

Oasis Domestic Abuse Service Trustee Recruitment Pack 2024

oasisdaservice.org

Registered Charity No: 1126198

   @oasisdomesticabuseservice



Oasis

Working to end violence and abuse.

A little bit about Oasis...



We provide refuge and safe accommodation, community based services including MARAC support, hospital support and court support, group work, young people's services and a helpline

1994

An old hotel in Margate was turned into a refuge for women and children

15000

Adults supported every year



Oasis has since expanded to cover Thanet, Dover, Medway, Gravesend

4000

Children supported every year

Our vision

A world free from abusive relationships where every person is safe at home and in their community.

We believe in a just, fair and equal society.

Our mission

For family life to be free from abuse. We will keep working towards this and creating innovative responses to domestic abuse that increase safety, rebuild lives and create lasting change, for as long as it takes.

Our goals

To save lives, now and in the future:

We provide needs led, risk focused services that promote safety and build resilience; we work with young people to prevent abuse through education and mentoring.

To champion the needs of people affected by abuse:

We keep the people we help at the heart of all we do. We ensure that their voice is heard, and their safety is paramount, as well as working to highlight the injustices they face.

To empower people affected by abuse:

We empower people who use our services through strengths and solutions-focused support. Later in their journey, we help them through our volunteer programmes that offer skills, confidence and friendship.

To listen and learn:

We know that good ideas can come from anyone at any time. We are committed to listening and learning from our service users, our colleagues and our partners.

Be positive and proactive:

We believe that we can and do save lives, that we have and will change lives. We believe that breaking the cycle of violence and abuse is possible.

Our values

Compassionate

We provide compassionate support to people in need, no matter who they are or what situation they find themselves in. We are always here to listen and help without judgement.

Curious

We undertake research and development to ensure our services continue to be innovative, effective, and efficient. We are always looking for ways to do what we do better, using trauma-informed data and practice.

Committed

We are committed to providing the best level of support. We find new ways of support and forge new partnerships to help end the cycle of abuse.

Collaborative

We are generous with our expertise, our tools and our time. We believe in working with families, professionals and agencies to create stronger and more resilient communities.

Connected

We connect with individuals, organisations, and services in meaningful ways. This is to ensure that we are providing the highest level of service and support. We adopt a multi-agency, holistic approach to the work that we do.

What's involved?



Time commitment

We estimate the role could take up to 1-3 hours a week (with some flexibility) if you attend Board meetings and are involved in one of our Subgroup Committees or Governing Bodies. Many of our existing Trustees work full-time and can provide advice and guidance about managing and balancing your time commitments. Our Board meets a minimum of 4 times a year, normally on the second Tuesday of the month and we aim to distribute papers electronically two weeks before the meetings.



Location

Most of our work is a mixture of virtual online and face-to-face meetings. We provide services across Kent, so our meeting location can vary, with our main locations being Margate and Gravesend.



Term of office

Trustees are appointed for a minimum of 3 years and can continue for a further two periods of 3 years (maximum term 9 years).



The role is voluntary

Our trustees' and volunteers' roles are unpaid; however, we reimburse you for reasonable out-of-pocket expenses. This does not form any type of employment contract and should not be interpreted as such.



The formal role

Trustees have and must accept, ultimate responsibility for directing the affairs of Oasis, ensuring that it is well-run and delivering the charitable outcomes for the benefit of the public for which it was formed. The Board ensures that all of its decisions and actions are consistent with the charity's values.

The principles of a trustee

Members of the Board will adhere to the Good Governance Code for the Voluntary and Community Sector – please find this document at:

[Charity Commission guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/charity-commission-guidance)

All Trustees of the organisation are expected to uphold the seven principles of public life. Please refer to, for further information:

[The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/the-seven-principles-of-public-life)

Who can and can't be a Trustee?

[Why some individuals can't act as charity trustees - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/why-some-individuals-cant-act-as-charity-trustees)

Key responsibilities (1)

Trustees must ensure that we comply with:

- Charity law, and the requirements of the Charity Commission as a regulator.
- The requirements or rules, and the charitable purpose and objects, set out in Oasis' governing document (our Charity Articles).
- The requirements of other legislation and other regulators that govern the activities of the charity for example CQC (Care Quality Commission) .
- The requirement for trustees to act with integrity, and avoid any personal conflicts of interest or misuse of charity funds or assets.

Duty of prudence:

- Ensure that Oasis is and will remain solvent.
- Use charitable funds and assets wisely, and only to further the purposes and interests of Oasis.
- Avoid undertaking activities that might place Oasis' property, funds, assets, or reputation at undue risk .
- Take special care when investing the funds of Oasis or borrowing funds for Oasis to use.

Key responsibilities (2)

Trustees must make sure we comply with:

Duty of care:

- Exercise reasonable care and skills as Trustees, using personal knowledge and experience to ensure the charity is run well and efficiently.
- Consider getting external professional advice on all matters where there may be material risk to Oasis, or where the Trustees may be in breach of their duties.
- Protect and safeguard people. As part of fulfilling the Trustee duties, you must take steps to protect from harm people who come into contact with our charity, including colleagues, volunteers, clients, and anyone who may benefit.

Trustees must make sure we:

- Pursue our Objectives and Purposes, as set out in its governing document - our Charity Articles and strategic aims.
- Use its assets exclusively to pursue those aims.
- Act in the interest of its beneficiaries.

Key responsibilities (3)

Trustees should also:

- Make decisions for the good of Oasis.
- Uphold and promote the principles of equality, diversity, inclusion, and anti-racism and ensure these are embedded in the organisation and help to deliver the charity's public benefit.
- Avoid conflict with personal interests.
- Not profit from their role.
- Contribute to the Board and the governance of the charity as a whole and also provide strategic advice.

As a Trustee, you will need:

- A commitment to the vision, mission, and values of Oasis.
- Be willing to meet the minimum time requirement.
- Integrity.
- Good strategic vision and independent judgement.
- Creative thinking skills.
- Teamworking skills.
- An understanding of the experiences, needs, and challenges faced by the people we support (or at least a willingness to learn more).
- Comply with our Code of Conduct and Oasis policies.

How do we look after you?



Mentor:

We recognise that if you are new to a trusteeship you may wish to take up our offer of a mentor who is also an existing Trustee – this person will support you in your new role.

EAP:

We also offer our trustees and volunteers access to our Employment Assistance Program.

Development:

You will also be able to have an IDP (Individual Development Plan) with the Chair of the board, which is an opportunity for you to identify any learning needs or areas for development.

Learning:

One of the benefits of volunteering is being able to access learning and development opportunities relevant to the role. We ask you to undertake the following training within your role (please note some training is annual, especially Safeguarding which will be completed more than once in your 3-year term of office).

- Safeguarding Children and Adults
- Equality, Diversity and Inclusion
- GDPR (Data Protection and Confidentiality)
- Health and Safety

If you need additional training, we aim to be as flexible as we can, when booking training dates and will try to give as much notice as possible. Our training can be done through e-learning or in partnership with Runway.

Our board supports these areas:

Safeguarding

Finance

Human Resources

Fundraising

Communications & Media

Health & Social Care

Legal

Health, Safety & Compliance

Lived Experience

**Can you support us with any
of these skills?**

How to apply...

To apply to become a Trustee of Oasis, please email your CV or an extended biography to recruitment@oasisdbservice.org, alongside a short supporting statement on the area you feel you could support us and how that links into our Oasis mission.

By return email, we will ask you to complete an application form.

Interviews will be with a panel and face-to-face in either our Margate or Gravesend locations. Colleagues / Volunteers and Clients may be part of the recruitment process.

If successful we will seek your permission to gain two references supplied in the application form. This will only happen when your express permission has been granted.

There will also be a need to complete a minimum of a basic DBS, this is to help us ensure we complete our safeguarding processes.

Please make us aware of any accessibility support you may require.

Finally, please ensure that you have included a mobile, work, or home telephone number, as well as any dates you will not be available to be interviewed or might have difficulty with.



Thank you for your interest and time

