



Trustees

candidate pack

About Circles South West



**NO
MORE
VICTIMS**

Who we are and what we do

Circles South West is an independent charity established in 2010. We work in close partnership with health, police, probation and youth offending services, uniquely providing Circles of Support and Accountability across South West England. We work across seven counties in the South West of England: Gloucestershire, Wiltshire, Avon, Somerset, Dorset, Devon and Cornwall. We are the only recognised partner of the Ministry of Justice and statutory agencies/MAPPA, providing specialist support and

accountability to enhance the management of people who have sexually offended in the community. Last year we coordinated 58 Circles of Support and Accountability, involving more than 200 volunteers around the region. This is more than 6400 direct volunteering hours, equivalent to £89,500 in kind.

About Circles of Support and Accountability

There are around 5,000 people living in communities around the South West who have been convicted of sexual offences. Evidence suggests that a strengths-based community response can have a significant impact on its prevention. Circles South West enables local communities to prevent further sexual abuse taking place by providing Circles of Support and Accountability for those convicted of sexual offences or with harmful sexual behaviour. It is one of the fastest growing approaches to the management of people who have sexually offended. By minimising alienation, supporting safe reintegration and ensuring the individual takes responsibility for what they do and the effect it has on others, we can prevent sexual reoffending.

Our volunteers

Our volunteers are at the heart of everything we do. Without them, we wouldn't be able to continue our work of helping to prevent further sexual abuse in our communities and achieving our mission of no more victims. Our specially trained volunteers create a Circle with a single individual, meeting regularly every week for 12 to 18 months to help them identify risk, be safe in the community and hold them to account for their behaviour. Progress is regularly reviewed and shared with public protection agencies.

Our vision

Our vision is No more Victims. Circles work towards there being 'No More Victims' by reducing emotional loneliness; modelling appropriate adult relationships; supporting their safe integration; and holding the individual to account for their behaviour. The Circle represents a community engaging with, rather than rejecting, someone trying to live without harming, putting local volunteers at its heart.

Our Services

Adult Services

Circles South West works in partnership with statutory services to assist in risk management of those who have perpetrated sexual harm and/or are registered sex offenders by providing Circles of Support and Accountability (CoSA). Referred individuals will usually be living in the community, though in some areas we have capacity to offer support starting in prison. A Circle offers support and holds individuals to account for their behaviour, attitudes and thoughts. Each Circle is designed in response to the individual's risk and needs according to an assessment made in conjunction with referrer and statutory partners.

Circles South West offers three different programmes for Adults (21+):

Community Circles

Community Circles are for adults convicted of sexual offences. On their release from prison Circles work with them for 12 months in the community, supporting and holding them to account to live an offence-free life.

Through The Gate Circles

'Through The Gate' Circles begin while the Core Member is in prison and then for a further twelve months after release.

Intellectual Disabilities Circles

Intellectual Disability Circles are for adults with a diagnosis of intellectual disability (an IQ of less than 80)

Young People

Our Young People's Service accepts referrals for young people aged between 10 and 20 who have sexually offended or have displayed harmful sexual behaviour. Ideally the young person needs to accept responsibility for their behaviour. A Circle is made up of a young person and a group of specially trained community volunteers. The purpose of the Circle is to provide a supportive social network that enables purposeful reintegration into the community while managing the risk of further harmful sexual behaviour.

Training and Consultancy Services

Circles South West also delivers bespoke training to assist organisations. We are able to offer half day, full day and two day training sessions

"We see Circles of Support and Accountability as an excellent child protection and prevention initiative"

Lead on Tackling Sexual Abuse NSPCC



The Role: Trustee

Trustee Recruitment

Circles South West currently has a Board of very active and dedicated Trustees. We are seeking to strengthen our skill set and community representation of the Board as well as ensure we have a strong succession management plan.

We are committed to increasing the diversity of our Board and we would especially welcome applicants from minority ethnic groups, from people with a disability, and from people under the age of 35 years who are all under-represented on our board.

Trustee Role

Our Trustees play a vital role in making sure that Circles South West achieves its core purpose. They strategically oversee the management and administration of the charity, as well as acting as Board of Directors. They also ensure that Circles South West has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable Circles South West to work towards achieving our objectives.

Duties of all trustees

- Support and provide advice on Circles South West's purpose, vision, goals and activities.
- Approve operational strategies and policies, and monitor and evaluate their implementation.
- Oversee Circles South West's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Circles South West's financial statements.
- Provide support and challenge to Circles South West's CEO in the exercise of her/his delegated authority and affairs.
- Keep abreast of changes in Circles South West's operating environment.
- Contribute to regular reviews of Circles South West's own governance.
- Endeavour to attend all Board meetings, adequately prepared to contribute to discussions.
- Exercise independence of judgment, acting legally and in good faith to promote and protect Circles South West's interests, to the exclusion of their own personal and/or any third party interests.
- Contribute to the broader promotion of Circles South West's objects, aims and reputation through the application of their skills, expertise, knowledge and contacts.
- Oversee our Safeguarding processes to ensure Circles South West is safe organisation for all.

Who we are looking for

We are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our board. You do not need previous governance experience – we will provide a full induction and training.

Personal skills and qualities

- Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a Board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Commitment to Nolan's seven principles of public life: selflessness, integrity objectivity, accountability, openness, honesty and leadership.

As well as the above we are particularly interested in applications from people with one or more of the following skills.

Business / commercial / commissioning: to provide thoughtful leadership, guidance and advice around developing fee earning services. A trustee with this experience will help us diversify our funding base to become more sustainable.

HR Experience: to assist, advise and maintain an overview of our HR processes and policies for paid staff and volunteers. This includes, recruitment and retention, training and development, professional conduct and disciplinary processes. A Trustee with this experience will ensure that HR activities and interventions are linked to the organisation's charitable objectives and complement the organisation's culture.

Time Commitment

- Attending four board meetings per year – currently held on zoom with face-to-face meeting in Taunton resuming when possible
- Annual strategy day
- AGM
- Occasional Circles South West conferences

Terms of office

This is a voluntary role. We will reimburse all reasonable expenses

How to apply

Applications are through Reach TrusteeWorks. Please send a CV or similar (eg LinkedIn Profile) with a short letter outlining:

- why you are interested in joining our Board;
- your relevant skills and experience;
- how you think you could apply your skills and experience to strengthen our board

to: trusteeworks@reachvolunteering.org.uk

If you have any questions prior to making an application or would like to speak to our Chair we are happy to arrange this.



Reach Volunteering - 17 Oval Way, London SE11 5RR
Charity registered in England and Wales No 278837 and Scotland SC041623