

# CAUSEWAY

FREE TO LIVE



**Chair Recruitment**

**Candidate Information Pack**

**February 2025**



Eastside People

# Welcome

Thank you for your interest in becoming our next Chair.

At Causeway, our purpose is to empower marginalised and vulnerable individuals to find their voice and ensure society recognises their value. We are committed to transforming lives and driving lasting change—both for the people we support and for society. We work to create thriving futures for all and strive to be the bridge to lasting change for marginalised and vulnerable people.

We are seeking a new Chair of Trustees to lead us forward for the next three years alongside our experienced Executive team and enable us to continue fulfilling our purpose to the highest possible standard.

Our new Chair will join us at the start of our next three-year strategic plan cycle and will have the opportunity to help further our Board development and move with us through a critical period of contract renewals and wider development of Causeway to ensure it can thrive into the future.

*“As I step down from my role as Chair, I hope to leave behind a diverse and cohesive board, with a mixed and varied skill set, suitable for the needs of Causeway, and a legacy of strong governance and accountability, enabling Causeway to provide the best possible services to create lasting change.”* Jennie Oswald, Chair.

We are committed to ensuring we have a Board of Trustees that reflects UK society and that lived experience voices are at the heart of all we do.

If you have a passion for social change and a commitment to the needs of vulnerable people, we would love to hear from you.

Warm Regards,

*Helen Ball and Jennie Oswald*

CEO and Chair

## About us

We are Causeway, the UK-wide charity that believes in the power of lasting change. We take people from existing to living, and empower our service users, including survivors of modern slavery and exploitation, to find their voice and place in society. Since 2005, we have expanded across multiple regions and now provide accommodation and outreach support to hundreds of survivors of modern slavery every year.

In 2018, we collaborated with South Yorkshire Police in an initiative called Plan B. This helped to launch the LifeNavigate department. Using a trauma-informed approach, we are fully committed to breaking the cycle of crime, alongside other organisations such as South Yorkshire Police and Merseyside Police. Our vision is to ensure a thriving future for marginalised and vulnerable people, and it would not be possible without our dedicated team of staff and volunteers.

Our annual turnover is currently around £8m a year. Funding comes from a range of sources but is predominantly through the delivery of public sector contracts. For further information about our work, please see our website [www.wearecauseway.org.uk](http://www.wearecauseway.org.uk).

## Modern slavery

Causeway are one of the largest providers of modern slavery support in the UK, and are experts in the field of survivor recovery.

Our modern slavery services seek to prevent the re-exploitation of survivors, protect them while they recover, and support their progression back into realising their hopes and ambitions as they take their place in society.

## Crime reduction

Causeway's crime reduction services provide support for those committed to breaking their cycle of criminality.

Our trauma-informed approach to supporting those who commit crime has proved successful in reducing rates of reoffending, which not only benefits the individuals involved, but reduces the number of victims and creates a safer society for all.



## How we work

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Causeway offers a person-centred approach to trauma support so that those on their recovery journey feel seen and heard but not judged or defined by their experiences.

Our modern slavery and crime reduction services include safe houses, outreach, community programmes, holistic crisis interventions and signposting to counselling, training and employment.

We are committed to raising awareness of modern slavery and trauma-informed crime reduction across the UK, as we advocate for a fairer and more understanding society.

We do this through investing in research, national campaigning, strategic partnerships, community and corporate fundraising, and collaborating with local authorities, government officials, media and influencers.

## Elevating voices

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We are innovative in our approach to participation and dedicated to amplifying the voices of survivors of modern slavery and exploitation.

We partner with influential research centres and academics to ensure our contributions are vigorous, ethical and impactful, and provide our service users opportunities to learn new skills and take part in research projects.



Our impact



*'Causeway helped me with so many things. They helped me access a lawyer and contacted a lot of people for me. They always call me to make sure everything is fine with me, and I can text them when I want. They 100% help me when I need it. It's been a very hard journey, but things are getting brighter for me.'*

– Jena

*'I felt so relieved when I got to the safe house. I was a shell of a man, I was a wreck, but Causeway were like family to me. The gang who had taken over my house, had turned it into a hovel, but my bedroom at the safe house was amazing. The caseworkers are such nice guys. I'm a different person now, and it's down to Causeway.'*

– Jon

*'Plan B offered me avenues to resolve my issues. My life is quite isolated, and I don't have much social interaction, so Mark from Plan B was someone to talk to. We would go for coffee and chat about everything. Luckily for me, Mark was my good advice fairy! He helped put a stop to my cycles of low moods, low self-esteem, and depression.'*

– Declan

# Recruiting a Chair

This is a key point in Causeway's story, bringing interesting challenges for the new Chair to get their teeth into. From its roots as a small organisation founded and led by committed volunteers, the organisation has been on a journey successfully scaling up in both size and impact.

Under the outgoing Chair and current CEO, the foundations have been put in place to support the committed, experienced and stable leadership team and board, in the form of effective systems of finance and governance which ensure accountability and a continued focus on sustainability and resilience for the charity.

Following a recent restructuring and amid changes to the funding landscape, there are two key challenges for the Chair.

Firstly, the funding landscape is changing, and the new Chair must be an advocate for Causeway in the wider world, raising awareness of its vital work and opening up opportunities for new funding sources.

Secondly, the contributions of individual trustees should be maximised. Our developing Board brings together a diverse mix of experiences, including invaluable insights from lived experience. It is crucial to create an environment where all voices are heard and treated equally, fostering respectful and healthy debate within the group.

We are seeking a new Chair who is an experienced Trustee or Board member, preferably with prior chairing experience and a solid understanding of effective governance. The ideal candidate will be an inclusive leader, deeply committed to social justice and attuned to the needs of vulnerable individuals. Experience in leading or overseeing services for vulnerable people would be highly desirable.

The people Causeway support are often overlooked, yet the passion of our employees and Board members shines through in the immediate and tangible impact we make on lives that might otherwise go unnoticed. As Chair, you would play a pivotal role in driving this mission forward!

# Job description

## Key Information

<b>Job Title:</b>	Chair of the Board of Trustees
<b>Remuneration:</b>	The role of Chair is not accompanied by any financial remuneration, although reasonable expenses may be claimed.
<b>Time commitment:</b>	There are 4 full Board meetings (2 held online and 2 held in person at our office in Sheffield) . The Chair is expected to have regular meetings with the Chief Executive and engage with individual Trustees on a regular basis. The overall time commitment is approx 2.5 days per month.  Trustees are appointed for an initial term of three years. One further term of three years can follow, up to a maximum of 6 years.

## Main Purpose Of The Role

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The Chair will hold the Board and Executive Team to account for Causeway's mission and vision, providing inclusive leadership to the Board of Trustees, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will also support, and, where appropriate, challenge the Chief Executive and ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives.

## Strategic Leadership

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- Provide leadership to Causeway and its Board, ensuring that the people in our care receive the best possible support services and all our work is delivered in a holistic, safe and trauma informed way.
- Monitor the performance and impact of the Board and its individual Trustees in fulfilling their duties and responsibilities for the effective governance of the Charity.



- Monitor the performance and impact of the CEO, acting as their line manager and leading an annual appraisal and remuneration review.
- Put arrangements in place so that the Board can regularly review and manage major risks and take advantage of opportunities.
- With the board, maintain effective systems which ensure financial accountability, sustainability and resilience.
- Keep abreast of Charity Law and all legislation relevant to our work to effectively inform strategic decision making.
- Represent Causeway at key strategic meetings as and when required, acting as leading figure head for the Charity alongside the CEO.
- Advocate for the charity in professional circles, raising the profile of Causeway's work.
- Be a visible figurehead internally for Causeway employees and work to ensure a good level of connectivity between the Board and the staff team.

## Governance

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- Chair meetings of the Board effectively and efficiently, bringing impartiality and objectivity to the decision-making process, ensuring that decisions are taken in the long-term interests of the Charity.
- Foster and maintain constructive relationships with and between the Trustees
- Create an inclusive environment where every Trustee's voice is heard equally, encouraging positive change and managing healthy debate.
- Support the individual development of Trustees, ensuring that appropriate inductions and training are available.
- Appraise the performance of all individual Trustees and the Board annually.
- Maintain the Board's balance of diversity, skills, knowledge and professional and lived experience.
- Work closely with the CEO to ensure that meetings are well-planned, meaningful and reflect the responsibilities of trustees.
- Monitor that decisions taken at meetings are implemented.



## Relationship with the CEO and the wider management team

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- Build a constructive working relationship with the Chief Executive, holding them to account on agreed strategic objectives.
- Support the CEO, whilst respecting the boundaries which exist between the two roles.
- Maintain a healthy level of working knowledge of Causeway and its operations to be able to effectively manage and support the CEO in co-leadership of the Charity
- Ensure that the Chief Executive has the opportunity for professional development and external professional support.
- Maintain a cohesive and transparent relationship between the Board of Trustees and the Senior Leadership team.

## What we are looking for

### Experience, knowledge and skills

- Experience operating at a senior strategic leadership level within an organisation.
- Experience in charity governance and working with or as part of a Board of Trustees
- Experience in external representation, delivering presentations and managing stakeholders.
- Experience and confidence in chairing meetings and events.
- Strong leadership skills, ability to motivate staff and volunteers and bring people together.
- Ability to foster and promote a collaborative team environment.
- A broad understanding of charity finance issues.
- An understanding of the modern slavery and criminal justice sector and issues affecting it is highly desirable.

### Personal qualities

- A strategic thinker who innovates and manages change well.
- Demonstrates a strong and visible commitment to the Charity, its strategic objectives and its cause.
- Prepared to speak honestly and openly for the good of Causeway.
- Exhibit strong interpersonal and relationship-building abilities.
- Demonstrates tact and diplomacy, with the ability to listen and engage effectively.

- Strong networking capabilities that can be utilised for the benefit of the Charity.
- Demonstrable commitment to diversity and inclusion
- Able to commit time to conduct the role well, including travel and attending events.



## How to apply?

[Eastside People](#) is supporting Causeway in the recruitment for this role. Please [click here](#) to apply by submitting your CV and a cover letter. Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in a Chair role, and why with Causeway?
- How can you contribute to Causeway as our Chair?
- Please highlight relevant experience and demonstrate how your skills match the specific requirements of the role as set out in the role description.

If you would like a call to discuss the role in more detail, please contact John Sanger ([johns@eastsidepeople.org](mailto:johns@eastsidepeople.org), 07522 163938) to arrange a convenient time. Having a call of this kind will not influence the success of your application.

We want you to have every opportunity to demonstrate your skills, ability, and potential. Please contact us if you require any assistance or adjustments so that we can help with making the application process work for you.

The closing date for applications is **Monday 10<sup>th</sup> March** and our candidate assessment schedule is as follows:

- EP interviews and informal conversations carried out through the recruitment process, no later than Mon 17<sup>th</sup> March.
- Formal interviews with The Causeway Board, in the week commencing 24<sup>th</sup> March.
- The successful candidate will have a period of three months handover from the outgoing Chair and be supported by the existing Deputy Chair and will attend the June Board meeting as an Observer, after which the appointment will be confirmed and ratified by Trustee vote.

Eastside People is fully committed to equality of opportunity and diversity and works with our clients to ensure that we recruit inclusively, seeking to address the underrepresentation of some groups of people in leadership teams. We warmly welcome applications from all suitably qualified candidates.



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