

EMPOWERMENT THROUGH SUPPORT



Empowerment ○ Choice ○ Change ○ Strength



Chair/Co-Chairs

Candidate Information Pack

March 2025



# Welcome

Thank you for your interest in joining the Board of Trustees and becoming our next Chair or Co-Chair.

WHAG was founded in 1981 to support vulnerable homeless women. Over the years, our services have expanded to include support for women and men experiencing domestic abuse and young parents whilst maintaining our core value of being an organisation that supports women.

We deliver solution-focused and trauma-informed services to create a positive difference in our clients' lives, and we are committed to supporting and making a difference for the most disadvantaged and excluded within our client group.

Our values of: Empowerment: Choice: Change and Strength lie at the centre of our service delivery.

We are seeking a new Chair/Co-Chair of Trustees to lead us forward alongside our experienced Executive team and enable us to continue fulfilling our purpose to the highest possible standard. This role is open to women only, in line with the Equality Act 2010 (Schedule 9, Paragraph 1). As a charity supporting homeless vulnerable women, we believe it's important that our Chair reflects the experiences of the people we support.

WHAG is a thriving and welcoming charity where you'll collaborate with a dedicated, talented, and supportive team. If you're inspired by our mission and values and excited about this opportunity, we'd love to hear from you!

Thank you again for your interest, and we look forward to hearing from you.

Best regards,

*Kirsty Rhodes*

CEO



## About us

WHAG was set up to provide accommodation and support to homeless, vulnerable women in Rochdale. At the time there was no other support for women in Rochdale.

Some 45 years later WHAG is a leading charity delivering quality support services to homeless women, young parents and women, men and their families who are affected by domestic abuse, across North West England, improving the safety and life opportunities of our service users and supporting them in their recovery.

Our 65 staff work from 5 locations in Rochdale, Wigan and Cheshire West and Chester supporting people in our portfolio of 100 properties and a range of community/floating support settings. We provide vital 121 and practical housing support for vulnerable homeless women, those who have experienced domestic abuse, we support young parents to sustain their families and advocate for greater understanding and prevention of domestic abuse.

Our leadership team has seen the charity establish itself as an integral part of the communities we serve and has overseen successive periods of growth, especially in recent years.

We strive to empower the people we support to build up the skills and resources they need to take on a tenancy of their own and maintain a quality of life in the long term. We give them the information they need to make positive choices about their futures.

As well as delivering courses to our staff, WHAG delivers healthy relationship training to employers and schools to raise awareness and assist in the education and prevention of domestic abuse.

WHAG has a strong values base, embedding, empowerment, choice, strength and change into our organisation. We are looking for staff who can work in alignment with our values, who can deliver person-centred, trauma-informed services, and who are innovative, trustworthy, and self-motivated.



## Our vision, mission and values

### Our Vision

To support and empower vulnerable women and those affected by domestic abuse

### Our Mission

End domestic abuse, homelessness, and relationship breakdown.

### Our Values

Empowerment, Choice, Change, Strength

### Guiding Principles

Our guiding principles help define how we will act at all times through the development and delivery of WHAG in the future:

- Be non-judgmental and supportive at all times.**
- Ensure trauma-informed, flexible support is accessible to all those in need**
- Support individuals to take responsibility and accountability for their actions**
- Support individuals, partners and families to live independently within the community of their choosing.**
- Help develop new knowledge and create new skills for individuals and families to make better life choices.**
- Provide positive alternatives to current services and resources available in a community.**

# Recruiting a Chair or Co-Chairs

We are flexible in our approach and are open to a single Chair or Co-Chair arrangement. The Chair/Co-Chairs will provide strategic leadership to the Board, CEO and staff ensuring that WHAG achieves its mission while maintaining high standards of governance, integrity, and effectiveness. They will lead the Board in supporting and challenging the executive team, fostering a culture of inclusivity, effectiveness, and sustainable growth.

As the future Chair/Co-Chair, you will find yourself surrounded by a dedicated and experienced support network that includes our CEO, the wider Board of Trustees, as well as our committed staff members and volunteers. Together, we share a steadfast commitment to advancing the mission of WHAG and making a lasting impact in our community.

Our new Chair will be an experienced Trustee or Board member with a good understanding of effective governance experience. We are looking for someone who is committed to improving the lives of homeless women, young parents and women, and men and their families who are affected by domestic abuse, across North West England. Running a healthy and successful charity requires a strong Board that offers both strategic leadership and challenge in a collegiate and positive way and has our beneficiaries at the core of everything they do.

Sitting on a Board can be an absorbing experience, not least because it allows you to adapt and apply your skills, knowledge and experience in an entirely new setting. Even for people with previous experience of leading a Board, a Chair role can continue to provide opportunities to learn new skills. Understanding how to adapt your professional knowledge to useful and impactful ends is a good reminder of your versatility, giving you confidence in your existing abilities whilst challenging you to push the boundaries of your expertise.



# Role description

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

## Main Purpose Of The Role

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The Chair will hold the Board and the leadership team accountable for WHAG’s mission and vision, providing inclusive leadership to the Board of Trustees, and 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 leadership team of the charity to achieve agreed objectives.

## Responsibilities

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In addition to the general responsibilities of a Trustee, the Chair is responsible for:

- Planning the annual cycle of board meetings in consultation with the CEO.
- Setting agendas for board meetings in partnership with the CEO.
- Chairing and facilitating board meetings.
- Giving direction to board policy making.
- Monitoring that decisions taken at meetings are implemented.
- Representing the organisation at functions and meetings and acting as a spokesperson as appropriate.

- The Deputy Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair.
- Liaising with the CEO to keep an overview of the organisation's affairs and to provide support as appropriate.
- Lead the process of appraising the performance of the CEO.
- Liaising with the CEO to develop the Board of Trustees.
- Bringing impartiality and objectivity to decision-making.
- Facilitating change and addressing conflict within the board and the organisation and liaising with the CEO to achieve this.

## What we are looking for

### Experience, knowledge and skills

- Experience operating at a leadership level within an organisation.
- Governance experience (ideally in the charity sector) and experience of working with or as part of a Board of Trustees or similar committee setting.
- Ability to foster and promote a collaborative team environment.
- Tact and diplomacy.
- Good communication and interpersonal skills.
- Impartiality, fairness and the ability to respect confidences.
- A broad understanding of charity finance issues.
- A belief in supporting and empowering vulnerable women and those affected by domestic abuse.
- Able to commit time to conduct the role well.



# How to apply?

[Eastside People](#) is supporting [Women's Housing Action Group \(WHAG\)](#) in the recruitment of 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 WHAG?
- How can you contribute to WHAG 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. Please give examples where possible.

If you would like a call to discuss the role in more detail, please email Bryan McPaul, [bryan@eastsidepeople.org](mailto:bryan@eastsidepeople.org) to arrange a convenient time. Having a call of this kind will not influence the success or otherwise of your application.

**The closing date for applications is Friday, 11<sup>th</sup> April.** Longlisting interviews with Eastside People will take place the week after, and shortlisted candidates will have an interview with WHAG in either the week commencing 21<sup>st</sup> or 28<sup>th</sup> April.

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

## Diversity and Inclusion

**This role is open to women only**, in line with the Equality Act 2010 (Schedule 9, Paragraph 1). As a charity supporting homeless vulnerable women, we believe it's important that our Chair reflects the experiences of the people we support.

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.





# Eastside People

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