



Every woman deserves respect and support



Join our Board!



Trustee Candidate Pack

April 2025

1. Welcome from Nik & Nneka



Nneka Ikeogu
Chair



Nik Peasgood
Chief Executive

Welcome to the Trustee Recruitment Pack, and thank you for your interest in Leeds Women's Aid.

Over the past five years, LWA has grown in size, impact, and financial sustainability. However, there is still so much more to do. This is why we are looking for four additional trustees with expertise in fundraising, housing, charity law, and business transformation.

Being a trustee is a mutually beneficial role. You will not only make a meaningful impact on the lives of those we support, but you will also gain valuable experience in governance, strategy, and leadership, as well as the opportunity to work alongside supportive colleagues who are all dedicated to working towards achieving the aims of the organisation.

We are committed to fostering a diverse and inclusive Board. We particularly welcome applications from younger women under 40, women from culturally diverse backgrounds and disabled women. If you have lived experience related to domestic violence and abuse, we highly value your insight and encourage you to apply, even if your expertise does not align directly with the four key backgrounds listed.

We have designed this pack to be clear and accessible, but we also offer additional reading materials, including our 2023-2026 Strategy (Section 5). Please explore our website to learn more about our work before applying.

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I am proud to be the Chief Executive of Leeds Women's Aid (LWA). With around 30 years of experience in the sector dedicated to ending violence against women and girls, my passion remains as strong as ever. The strength and dedication of our people and Board make this work both challenging and deeply rewarding.

LWA has seen remarkable growth and transformation in recent years, increasing our income to £4.7m, up from £3.9m in 2022-23. Our services have expanded significantly, allowing us to reach more vulnerable women and girls through innovative and impactful programs. We continue to lead in our sector, ensuring that our voice and expertise shape policy and support services throughout the region.

As we look to the future, we are seeking four new Trustees to join our Board and support LWA's next phase of development. We are particularly interested in candidates with expertise in fundraising, housing, charity law, and business transformation. Your knowledge and leadership can help us drive forward our ambitious strategy beyond 2026.

If this opportunity excites you, we encourage you to apply. Your contributions will make a tangible difference in the lives of women and children affected by domestic violence and abuse. Please also feel free to share this pack with others who may be interested.



2. Leeds Women's Aid, Our Strategy & Our Impact



Leeds Women's Aid (LWA) was founded in 1972 by feminist activists committed to supporting women and children experiencing domestic violence and abuse (DV&A). In 1973, we opened the first refuge outside London and the second in the UK.

What We Do

LWA is the largest women's charity in Leeds. We provide comprehensive support for women and families affected by domestic, sexual, and honour-based violence, forced marriage, trafficking, stalking, and harassment. While we remain dedicated to a feminist approach, our services have expanded to include support for men and transgender people through commissioned partnerships.

We lead several key initiatives, including:

- **The Leeds Domestic Violence Service (LDVS) Consortium**
- **The Women & Girls Alliance – Leeds (W&GAL)**

Our services include emergency refuge accommodations, flagship independent refuges, an Independent Domestic Violence Advocacy (IDVA) service, a 24/7 helpline, community-based programs. We also deliver initiatives such as the **Women's Night Safe Space** and **Ask for Angela**.

LWA continues to advocate for policy change and lead strategic partnerships across Leeds to enhance women-centred support services. This includes the Sanctuary Support Team (SST), as well as the LDVS Voices project, working collaboratively with partners to obtain and share the views of victims-survivors of DV & A across Leeds from a range of people, including women, men, LGBT+ people and children and young people.

LWA continue to have a positive presence within the local community through our charity shop. We have a loyal customer base and our shop receives high-quality donations, for which which we are sincerely grateful. We offer a unique additional service, whereby our retail manager arranges special shopping events for groups of residents from our refuges, where they can come to the shop and choose whatever they like, for free.

We have an ambitious and interactive website: www.leedswomensaid.org.uk along with socials on [X](#), [Instagram](#), [Facebook](#), [LinkedIn](#) and [Bluesky](#).

Our Strategy

Our 2023 – 2026 strategy gives us ambitious plans for development of our services. This means we are continuing to increase and develop services, but also importantly invest in our current offer and develop future plans. LWA's strengths are in delivering excellent services, leading collaborative partnerships, developing new and innovative services and having strategic influence locally, regionally and nationally.

We recently had a Board Away session wherein our Trustees and Senior Leaders got together to begin the process of developing our next strategy for 2026 onwards. This strategy will be more ambitious, achieve more impact and will build on and strengthen how we measure and monitor our strategic outcomes. We will be continuing our work on equity, diversity and inclusion, with our forward focus on our People Plan and mental health supporting our staff. You will help steer LWA in providing strategic direction, supporting the Senior Leadership Team and in advocating our work.

Please follow [this link](#) to read all about our Strategy for 2023 – 2026.

Please follow [this link](#) for our Annual Report for year ended 31st March 2024.



2. Leeds Women's Aid, Our Strategy & Our Impact

**OVER
2,700**

People received individualised support following referrals to our services.



Women & children were supported in our refuge accommodation.

**AVERAGE
168**

Helpline contacts received each week.

98%

Said our support met their needs effectively.

**NEARLY
13,000
REQUESTS
FOR SUPPORT
BY EITHER
PHONE,
EMAIL,
WEBCHAT &
REFERRAL**



**AVERAGE
99%**

Say they are better able to recognise abusive behaviour following our support.

79

Referrals for support each week.

Our Impact

At the end of 2024, ONS data confirms that male violence against women and girls (VAWG) remains terrifyingly high, with around 1.6 million women experiencing domestic abuse in the year ending March 2024. However, these figures are likely to represent the tip of the iceberg as VAWG remains severely under-reported. A recent homicide report in England and Wales states that there were 108 domestic homicides in year ending March 2024 and of these domestic homicides, 83 were women and all but 6 were killed by a male suspect.

We know 1 in 4 women experience domestic violence in their lifetime and over 45,000 women and children stay in refuge each year in the UK. The demand for domestic abuse support services in Leeds is extremely high, and this demand is only increasing.

We record and monitor numerous measures of our impact and receive hundreds of messages of thanks from people that we help. We wanted to give you a snapshot of our impact across the last year and this data is for LWA-delivered-services.



3. Our Beliefs, Values and Principles



Our beliefs and values are not just 'nice words', the whole organisation worked on them, from trustees, managers and staff along with service users and residents, and we conduct ourselves by them, actively using them in staff recruitment and appraisal, and in Trustee recruitment too!

LWA does what it does because we believe:

- 1 ALL WOMEN & CHILDREN SHOULD LIVE IN SAFETY, FREE FROM ABUSE & FEAR.**
- 2 EVERY WOMAN & CHILD HAS A VOICE & SHOULD BE EMPOWERED, INSPIRED & LISTENED TO.**
- 3 WOMEN CENTRED SUPPORT IS POWERFUL & IMPROVES THE LIVES OF WOMEN, MEN & CHILDREN.**

How we do this is driven by our values:

Be Exceptional

- We are experts in our field & proud of having a women-centred approach.
- We are pioneers & leaders, striving to perform & innovate.

Be Courageous

- We are honest, inventive & have the integrity to challenge perceptions & practice.
- We are encouraging & empowering of each other to be courageous & brave.

Be Inclusive

- We are diverse, welcoming, approachable & inclusive in as employers, service providers & people.
- We promote unity, fairness & respect.

Be Inspirational

- We are proud of our creativity & how we motivate, listen, empower & support each other.
- We are encouraging & lead by example to achieve the best.

Be Responsive

- We are collaborative, aware, compassionate & sensitive.
- We adapt our approach to meet changing needs.

Our Key Principles:

- To challenge and support each other to be exceptional by being curious about different ways of doing things thinking beyond our roles, and embracing learning and development in all its forms.
- To be courageous enough to demonstrate humility and vulnerability, and to approach failure with curiosity rather than criticism.
- We welcome, accept and include everyone based on inherent worth and value, enabling divergent thinking in an inclusive environment.
- We believe that everyone has the potential to be inspirational both in what they do, and the way they do it.
- Through our compassionate lens, we find solutions by being responsive, agile and adaptable.



4. Our current Board of Trustees



NNEKA IKEOGU

I'm Nneka, Chair of the Board. I've been a Trustee since 2013, and have been Chair since 2018. It was my first Trustee role and 11 years on I can safely say I've learnt a lot. LWA is an incredible organisation that does incredible work (thanks to all of you!) and seeing it grow in the way that it has during my time here has been a real privilege.

I work as an Educational Psychologist, supporting children, their families and schools. I've always been fascinated by psychology and I love working with children.

I'm also an 'adopted' Leeds resident, having moved here from London in 2001 to go to university.



JUDITH MCARA

I'm Judith, Vice-Chair of the board. I was previously a Trustee at HALT. I am now retired but my background is as a Family Law Solicitor sorting out the money and child arrangements when couples separate; some care work (representing families in their dealings with Leeds Social Care department) and applying to the courts for emergency Personal Protection Orders.

I've always had a strong sense of justice. I loved my work and feel that we can all make a difference to women's lives, particularly if we work cooperatively.

I can be found looking after my wonderful grandsons, going to art exhibitions with my husband Bob, cooking and travelling when we can.



BECCA TREDGET

I'm Becca, a Trustee at Leeds Women's Aid. My background is predominantly marketing - I have worked in marketing agencies for a number of years - often working with charities to promote their services alongside commercial and government clients.

My mum was a Trustee for Tottenham Women's Aid in London so you could say it runs in the family! Some of my earliest memories are of visiting the London refuges and playing alongside the children who lived there. I moved up to Leeds when I went to university here and never moved back down South.

4. Our current Board of Trustees



VANESSA ROLFE

I'm Vanessa and I'm Safeguarding Lead Trustee at Leeds Women's Aid. I'm a recently retired senior Police Officer and have worked in safeguarding roles most of my thirty years' service.

I very proudly spent my last three years using my experiences and skills from previous roles and working with partners, communities and victims and survivors, to lead on the strategy for Violence Against Women & Girls (VAWG) to build trust and confidence, improve outcomes and create safer spaces.

I moved to Leeds in 1990 when I joined what is now, Leeds Beckett's University, and have worked in Leeds almost all of my service, It's a city very close to my heart.



HELEN DANIELS

I'm Helen and I'm the Treasurer. My 'day job' is with a firm of accountants in Leeds where I look after the audits for a number of companies and not for profit organisations. The skills I have learned through my 25 years in the profession help me to support the very capable LWA finance team.

I'm mum to two teenage boys and a very lovely (but lively) Labrador.

I'm passionate about women's rights and spend a lot of time talking about equality and equity with my boys.

I'm fortunate enough to be independent and in control of my own life and am very proud to be a part of the LWA team.



JILL EZARD

I'm Jill, a Trustee at Leeds Women's Aid. I've spent all my career working in HR from large to small organisations. From the first days of my career I've championed women at work from driving the introduction of trousers as workwear for women in Boots (I know, ridiculous!), fighting with unions to ban topless calendars in the workplace to creating women's networks and mentoring programmes.

When I saw the opportunity to become a trustee for Leeds Women's Aid I jumped at the chance!

Outside of my work life I spend my time between wrangling elderly parents and two older kids, volunteering for Make A Wish and running.



LORRAINE WHEWELL

I'm Lorraine, a Trustee at Leeds Women's Aid, previously a Trustee of HALT.

I grew up in Worcestershire and came to Leeds as a student and then worked at The University managing student residences.

For 24 years I was a magistrate sitting in Leeds in adult crime and family courts. Other voluntary work includes running a weekly lunch club for pensioners and running a café in York four times a year to raise money for various charities including LWA.

I fill my spare time baking 300lbs of ginger biscuits a year and 30 fruit cakes. I relax doing cross stitch and knitting.

5. What does an LWA Trustee do?



Being an LWA Trustee is a meaningful and rewarding way to make a real difference in the lives of those we support. A detailed Role Profile is available via [this link](#) but in summary, as part of our Trustee Board, you'll help shape the future of LWA by:

1. Setting the beliefs, values and strategic direction of LWA.
2. Overseeing performance, ensuring we deliver impact and remain accountable to stakeholders.
3. Acting as the guardians of the LWA's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
4. Ensuring that LWA complies with all constitutional, legal and regulatory requirements.
5. Maintain the highest standards of leaderships and decision-making.

What's involved:

- Preparing for and attending quarterly Board meetings – a combination of face to face or Teams meetings, normally happening on a weekday evening.
- Any allocated actions from Board meetings.
- Sitting on one of our three committees; Finance & Governance Committee, People & Organisational Development Committee and Fundraising, Marketing and Social Media Committee.
- Attending two Away Day meetings each year, either late in the afternoon or on a Saturday.
- Attendance at LWA external events.
- Any training as required.

In total, we estimate that an LWA Trustee will spend approximately 1 day per month helping LWA. Our Trustee term of office is for a period of three years, which by mutual agreement can be extended by two further terms of three years, i.e. a maximum period of nine years.

We are happy to consider a hybrid approach to meeting attendance if this helps applicants who do not live in Leeds however we do expect trustees to attend some face to face meetings, including the away days. The position is voluntary; however, we encourage our trustees to claim relevant incurred expenses including business mileage at 45p per mile, public transport costs, car parking, childcare or other caring responsibility costs.

We pay close attention to the personal development of individual Trustees as well as the Board itself. When you start, there will be a full induction programme and a user-friendly Trustee handbook. We also have a buddy system so that there is someone available to you who is willing to discuss anything that puzzles you, any anxieties you might have and to encourage and support your active and effective involvement.

Would you like to be part of something bigger? We'd love to hear from you!

Our ideal trustees will be able to demonstrate:

- Well-developed and effective leadership, management and networking skills in a range of contexts and situations
- A willingness to devote the necessary time and effort to duties as a trustee
- Integrity and a commitment to the organisation and its objectives and values
- An appreciation and acceptance of the legal duties and responsibilities of trusteeship
- Good, independent judgement
- An ability to think creatively
- Willingness to speak your mind, constructively
- A consultative, collegiate and supportive style
- A compassionate and comprehensive understanding of the issues faced by the community that LWA serves.



6. Specific Expertise Requirements



1. Fundraising Expert

- To have a substantial background as a senior charity fundraiser with a sound understanding and experience of charity fundraising at strategic and operational levels.
- Senior-level experience of diverse fundraising practices, including individual giving, community support, corporate partnerships, legacies, events and activities.
- Excellent networking skills, influencing and communication skills.
- Mentorship experience for fundraising teams.
- Experience of developing and leading fundraising strategies.
- An understanding of the UK charity sector, Charity Commission, Companies House and relevant legislations and statutory requirements.
- An understanding of the Code of Fundraising Practice.
- Knowledge of charity digital marketing in supporting fundraising.



In addition to the above experiences, we are also ideally looking for Trustees to bring the following expertise:



2. Housing Expert

- Housing professional with knowledge of social and Local Authority housing at a strategic level.
- Comprehensive understanding of housing legislation and regulations.
- Demonstrated leadership and management of a Housing function or project.
- Experience in property management or emergency accommodations.
- Experience of organisational transformational change projects.
- Experience of working within the charity, voluntary or public sector.
- Understanding of safeguarding policies in housing.
- Experience in creating and implementing housing strategies.



3. Charity Law Expert

- Demonstratable expertise in legal or policy matters, ideally within the charity or non-profit sector.
- Strategic thinking and the ability to contribute to the overall governance and direction of LWA.
- Understanding of risk management and liability.
- Knowledge of safeguarding, GDPR and employment law.
- Experience of advising charities or third sector boards.



4. Business Transformation Expert

- Business transformation experience at a strategic level.
- Demonstrated strategic leadership and management within an organisation.
- Experience of implementing change management.
- Application of business transformation to charitable/not for profit organisations.
- Understanding of financial sustainability in the third sector.
- Knowledge of impact measuring and reporting.
- Experience of advising boards in operational efficiency.

7. Next Steps

If you are interested and would like an informal, confidential chat about what the role involves or any aspect of the selection process, please in the first instance email Toni Anderson at ToniA@leedswomensaid.org.uk. Toni is the Executive Assistant to both the CEO and to the Board of Trustees and will be supporting with this recruitment.

Your application should be no more than four A4 pages in length and include:

1. An abbreviated CV
2. Why you want to be a Trustee of LWA?
3. How you fit with the person specification, including the four areas of expertise and LWAs values?
4. What else you would bring to LWA?

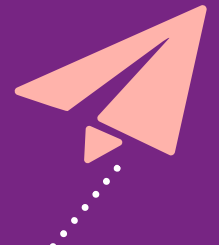
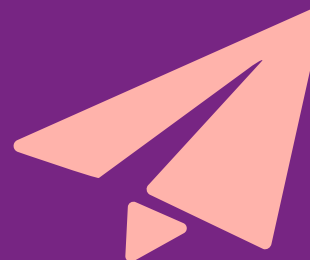
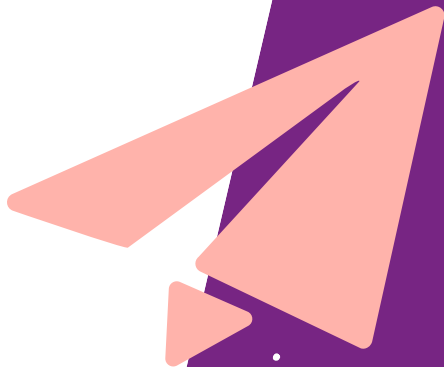
Please email your application to ToniA@leedswomensaid.org.uk by end of the day on Tuesday 27th May. Toni will acknowledge its arrival and send you a diversity monitoring form to complete, which will be kept separately from your application.

In early June, we will inform anyone being invited to an interview, with the interviews (either face to face or via Teams) taking place by the end of June 2025.

We have a Board meeting on 16th July and we plan to welcome the new Trustees to this meeting as Trustees of LWA.

That's it! Thanks for reading about us, we appreciate your interest and hope that you would like to join us and help LWA in the vital work that we do.

Nneka & Nik
April 2025





**Looking
forward to
hearing from
you!**



**Every woman deserves
respect and support**