



**East Ayrshire Women's Aid**  
*for women, children and young people*



# APPLICATION PACK

## Our Services:



SUPPORT



REFUGE



MOVING ON



TRAINING



Scottish Charity No: SC001205



Registered Company No: 396130



Registered with the Care Inspectorate



01655 536001



[www.eastayrshirewomensaid.org.uk](http://www.eastayrshirewomensaid.org.uk)



10 Croft Street, Kilmarnock, KA1 1JB

# Position of Director/Trustee



## **ABOUT US**

**With over 30 years of dedicated service, East Ayrshire Women's Aid is a trusted provider of specialist support for women, children, and young people affected by domestic abuse across East Ayrshire.**

**Our experienced and compassionate team delivers tailored support that empowers individuals to rebuild their lives free from abuse. We work from a feminist perspective, recognising that violence against women and girls is both a cause and consequence of gender inequality. We understand that domestic abuse is deeply rooted in societal attitudes, values, and structures that perpetuate women's vulnerability.**

**At the heart of our work are the voices and experiences of the women, children, and young people we support. Their insights shape our services and drive our commitment to continuous improvement.**

**We offer a wide range of confidential, community-based services delivered in schools, health centres, community hubs, and through partnerships with other agencies. Our goal is to provide high-quality, responsive, and needs-led support that meets people where they are and helps them move forward safely and confidently.**

**East Ayrshire Women's Aid is a registered charity committed to ending domestic abuse and supporting recovery. We provide a confidential, compassionate service across East Ayrshire for women, children, and young people who are currently experiencing or have previously experienced domestic abuse. Our aim is to offer safety, support, and empowerment to help individuals move forward with confidence and dignity.**

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## **Our Aims**

**At East Ayrshire Women's Aid, our mission is to create safety, support, and empowerment for women, children, and young people affected by domestic abuse. We aim to:**

- ✓ **Protect:** Help women, children, and young people stay safe from harm and navigate pathways to safety and stability.
- ✓ **Support Recovery:** Provide emotional and practical support to help individuals understand, process, and recover from their experiences.
- ✓ **Empower:** Encourage and enable women, children, and young people to make informed choices and take control of their futures.
- ✓ **Collaborate:** Work in partnership with other agencies to ensure the best possible outcomes for those we support.
- ✓ **Provide Safe Spaces:** Offer comfortable, temporary refuge accommodation for women and children in need of immediate safety.

- ✓ **Raise Awareness:** Educate the wider community—especially young people—about domestic abuse and its impact, challenging harmful attitudes and behaviours.
- ✓ **Amplify Voices:** Create opportunities for women, children, and young people to influence service development and policy at a strategic level.
- ✓ **Promote Equality:** Advocate for the rights of all women, children, and young people, recognising that violence against women and girls stems from broader gender inequalities.

## **OUR RECRUITMENT GUIDELINES**

We are committed to fair, transparent, and inclusive recruitment. Here's what you can expect when applying to East Ayrshire Women's Aid:

- ✓ **Application Format:** All candidates must complete our standard application form. We do not accept CVs to ensure consistency and fairness in the recruitment process.
- ✓ **Anonymised Shortlisting:** Page 1 of your application (which contains personal details) will be removed before shortlisting. This helps us maintain an unbiased and equitable selection process.
- ✓ **Shortlisting Timeline:** We aim to complete shortlisting within 10 days of the application closing date.
- ✓ **Interview Notice:** If you're shortlisted, we'll give you at least 5 days' notice before your interview.
- ✓ **Interview Format:** Interviews may be conducted in person or via Microsoft Teams, depending on circumstances and accessibility needs.
- ✓ **Panel Representation:** Women, children, and young people who have used our services are often involved in our interview panels, helping us stay grounded in lived experience.

- ✓ **Outcome Notification:** Successful candidates will be notified following interviews and receipt of satisfactory references.
- ✓ **Unsuccessful Applications:** Due to limited resources, we're unable to contact candidates who are not shortlisted. If you haven't heard from us within 3 weeks of the closing date, please assume your application has not been successful.
- ✓ **Feedback:** As applications are anonymised during shortlisting, we can only offer general feedback at that stage. However, if you attend an interview, we welcome you to contact us for personalised feedback. We aim to notify all interviewed candidates of the outcome within two weeks.

### **Eligibility to Work in the UK**

Before we can confirm a job offer, we are legally required to obtain evidence that you are eligible to work in this country. The successful candidate will be asked to provide documents to satisfy this. This will be photocopied and placed in your personnel file.

### **Disclosure Scotland**

Due to the nature of our work, if you are the successful candidate you will be required to become a member of the PVG scheme. Any offer of employment is subject to this check being satisfactory.

### **Additional Information for Applicants with Disabilities**

The Equality Act (2010) makes it illegal for employers to discriminate against people with disabilities when you are applying for a job. If you have a disability and require assistance during our recruitment process please do not hesitate to contact us.

**Return completed forms, with all required enclosures, by e-mail:**

**[Recruitment@eastayrshirewomensaid.org.uk](mailto:Recruitment@eastayrshirewomensaid.org.uk)**

# OUR ANNUAL REPORT

In 2024/25

We supported

612

women, children & young people

507

of them contacted us for the first time this year



26

refuge requests

77

domestic abuse alarms



18 women and 17 children lived in our refuges

12 women and 10 children were rehoused

We provided 688 support sessions to women children & young people in refuge

[www.eastayshirewomensaid.org.uk](http://www.eastayshirewomensaid.org.uk)

*'Thanks for everything. You gave me that bit of strength to push through when I needed it most'*

We provided 3,006 individual and group support sessions to women through our support and advocacy, outreach and wellbeing services.

We provided 487 individual, group and family support sessions to children and young people through our Children & Young People's services.



We provide advocacy support to women at the highest risk of harm  
*It really helped having someone explain what was happening and what to expect next'*

### Women's Wellbeing Support

Our Women's Wellbeing Support service offers individual and group support to deal with the impact of domestic abuse on women's mental health and wellbeing.

We provided 354 individual and group support sessions.  
*'The Own My Life course is powerful and thought provoking.'*  
*'I've had a few emotional dips but using the tools you gave me I feel I am getting there'*

Our Participation Group is made up of women who have used our service and whose knowledge and experience helps us improve. As well as contributing to our Strategic Plan, they worked with EAC on their gender based violence staff policy, created a new Wellbeing Hub at our Cumnock office and organized and hosted a launch event.

*'I feel so grateful that I can now give back to the organisation through lived experience. I like to reflect on my experience as a positive and I can say I am so glad I experienced this because now I can help other women who are currently where I was at a point in time and also proof that it does get better'*

*'I don't want this to be the last week.'*



There were 12 meetings of the Ayrshire MARAC where agencies come together to support women at the highest risk of harm from domestic abuse.

EAWA provided advocacy support to 77 women referred to the East Ayrshire MARAC, explaining the process, feeding back from the meeting and ensuring that women's experiences and views are shared and understood.



We delivered 33 learning and development sessions to 280 participants from partner agencies on the East Ayrshire Violence Against Women Partnership.

*'it's one of the few places where I felt safe, heard and understood. They helped me make sense of what I'd been through without pressure or judgement. I wouldn't be where I am now without them'*

## **POSITION DESCRIPTION**

**Role Title: Director – East Ayrshire Women’s Aid (*Voluntary Position*)**

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### **Purpose of the Role**

**As a Director of East Ayrshire Women’s Aid, you will help guide the strategic direction of the organisation, ensuring it remains solvent, well-governed, and focused on delivering its mission to support women, children, and young people affected by domestic abuse.**

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### **Scope of the Role**

**Directors serve as both Company Directors and Charity Trustees, with legal responsibilities under the Trustee Investment (Scotland) Act 2005 and other relevant legislation. You will act in the best interests of East Ayrshire Women’s Aid and share collective responsibility for decisions made by the Board.**

### **Core Legal Duties**

- Act in the interests of the charity.**
  - Ensure the charity operates in line with its stated purposes.**
  - Exercise care and diligence in managing the charity’s affairs.**
  - Ensure compliance with all relevant legislation and governance standards.**
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## **Key Responsibilities**

**As part of the Board of Directors, you will:**

- **Uphold and promote the values, mission, and strategic aims of East Ayrshire Women's Aid.**
  - **Contribute to the development and oversight of organisational strategy and structure.**
  - **Support staff in ensuring the organisation operates effectively, responsibly, and transparently.**
  - **Participate actively in Board meetings and decision-making processes.**
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## **Decision-Making Areas**

**Directors share responsibility for:**

- **Strategic planning and direction**
  - **Financial oversight and sustainability**
  - **Business planning and performance monitoring**
  - **Policy development and review**
  - **Risk assessment and management**
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## **Relationships & Communication**

**Directors are expected to build and maintain constructive relationships with:**

- **Fellow Board members**
- **Staff and volunteers**
- **Service users**

- **Members of East Ayrshire Women's Aid**
  - **Partner organisations and funders**
  - **The wider public**
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## **Commitment & Demands**

- **Attend regular Board meetings (typically held in Kilmarnock on Saturday mornings, once a month).**
  - **Dedicate time to understanding the organisation, its purpose, and the external environment.**
  - **Engage in strategic discussions and decision-making.**
  - **Provide support and guidance to fellow Directors and staff.**
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## **Director Skills & Qualities**

### **Personal Attributes**

**We welcome applications from individuals who can demonstrate:**

### **Commitment**

- **Understanding of the responsibilities of a charity trustee and company director.**
- **Alignment with the values and mission of East Ayrshire Women's Aid.**
- **Feminist understanding of domestic abuse and violence against women.**
- **Awareness of the needs of women, children, and young people affected by abuse.**

- **Commitment to equality, diversity, and inclusion.**
- **Willingness to commit time and energy to the role.**

### **Strategic Focus**

- **Ability to think creatively and strategically.**
- **Capacity to remain focused on the organisation's mission.**
- **Analytical skills to interpret and evaluate information.**
- **Openness to learning and personal development.**

### **Communication & Teamwork**

- **Clear and sensitive communication skills.**
- **Ability to contribute constructively to discussions.**
- **Collaborative and respectful approach to group work.**
- **Ability to influence and engage others.**

### **Accountability**

- **Independent and sound judgement.**
- **Willingness to support and uphold collective decisions.**
- **Commitment to confidentiality and ethical conduct.**

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### **Skills & Experience (Desirable)**

**Experience in any of the following areas would be beneficial:**

- ✓ **Strategic planning and governance**
- ✓ **Legal and regulatory frameworks**
- ✓ **Domestic abuse and violence against women policy or practice**
- ✓ **IT and data management**

- ✓ **Marketing and public relations**
- ✓ **Grant and tender writing**
- ✓ **Care regulation and compliance**
- ✓ **Human resources and staff development**
- ✓ **Monitoring and evaluation**
- ✓ **Equality and diversity**
- ✓ **Health and safety, risk management**
- ✓ **Service user engagement**
- ✓ **Property and facilities management**