



CEASE TRUSTEE APPOINTMENT PACK

Autumn 2024

We are CEASE, the Centre to End All Sexual Exploitation.

We are a national human rights charity with a mission to expose and dismantle the cultural and commercial forces driving all forms of sexual exploitation in the UK.

CEASE recognises the importance of excellent governance if we are to be effective in meeting our aims and objectives. We are currently seeking to expand our team of trustees, and widen the skills and experience represented on the board.

Along with integrity, passion and commitment, we are looking for someone with financial expertise to join the board, as well as someone who can support the development of our fundraising.

If you share CEASE's values, endorse our mission and believe that you can strengthen our governance, we want to hear from you!



Why CEASE?

Sexual exploitation is endemic in our society.

Despite our growing awareness and interventions, there's been a rise in sex trafficking, child-on-child sexual assault, "revenge porn" (image-based sexual abuse), online child sexual abuse material and "rape culture" at our schools.

There are many frontline organisations doing invaluable work supporting victims and holding perpetrators to account. We often partner with these groups, but our focus is slightly different. We're camped further upstream, working to prevent sexual exploitation, violence and abuse from happening in the first place.

We do this by identifying and addressing its cultural and commercial drivers, including hypersexualisation, sexual objectification and what we call the "sex industries" (e.g. prostitution, online pornography, and webcamming sites like "Onlyfans").

Our work is rooted in the underlying principle of human rights and draws on three sources of insight about sexual exploitation:

1. The evidence: hard facts and high-quality, peer-reviewed research.
2. The stories: profiling the testimonies of those directly or indirectly impacted by the issues.
3. The analysis: offering a wide contextual view of the issue that exposes the hidden ideas, and cultural and commercial forces at play.

Our mission is audacious: we want to lift sex out of the marketplace and into the context of real human relationships. We want to influence hearts and minds, culture and industry and the highest levels of government, defending human rights against the vast industrial forces of sexual objectification and commodification. We want to build a movement that's united around common social values of true sexual equality, freedom and justice.



Our Impact

We may be small, but we punch above our weight.
Here are just a few highlights from our [2023-24 Annual Report](#).

We know that there is an urgent need for robust governmental regulation of pornography.

That's why we:

- Developed and co-chaired a coalition of charities and individuals to draft amendments to the Online Safety Act which gained cross-party support.
- Created an open letter, signed by over 75 individuals and organisations, calling for the government to support these amendments, and achieved three significant changes to the legislation.
- Created two new multi-agency coalitions to co-ordinate responses to the UK government's pornography review, and collated our own significant submission.

As a result, the Online Safety Act now contains provisions to regulate pornography sites and social media platforms, to protect the next generation.

We know that the harms of pornography are not reported accurately by key institutional stakeholders

That's why we:

- Commissioned new research with More in Common on the British public's attitudes to, and knowledge of the harms of, online pornography.
- Met with the Government's Pornography Review team to share our knowledge and expertise.
- Gave training to Devon and Cornwall Police Force on pornography as a form of violence against women and girls.

As a result, those fighting sexual exploitation can target their communication more effectively, and government and police are more informed about the realities of pornography and its harms.



Our Impact

We know that there is poor awareness of the direct and indirect harms of pornography and a pornified culture to children, adults and society as a whole.

That's why we:

- Hosted a screening of Exodus Cry's documentary, Barely Legal in the House of Lords, chaired by Baroness Floella Benjamin, and attended by peers and sector stakeholders.
- Gave evidence to the All Party Parliamentary Group on a Fit and Healthy Childhood.
- Spoke at the UK premiere of Magic Lantern Pictures' documentary 'Buying Her'.
- Presented to over 500 people at a multi-agency conference on the discrepancy in regulation of online and offline pornographic content.
- Launched a series of free webinars for our followers and supporters to raise awareness of the many cultural and commercial drivers of sexual exploitation.

As a result, public servants, politicians, supporters and other stakeholders have grown in their awareness of the issue, and are equipped with the knowledge they need to join the movement to fight sexual exploitation.

We know that those harmed by pornography are rarely heard or listened to.

That's why we:

- Launched our Expose The Harm website to collect accounts of the scale and severity of the harms of pornography and created a short film of the testimonies to share on social media and at events.
- Continued to engage with survivors of the pornography industry and facilitated them sharing their experiences with parliamentarians and key decision makers.

As a result, the voices and experiences of survivors have been heard, amplified, and influence policymaking at the highest level.



About CEASE

Current board and staff

The current board is chaired by Naomi Miles, founder of CEASE, and comprises a team of five trustees, with expertise in business, safeguarding, law and operations.

For more details please visit CEASE's profile on the [Charity Commission website](#).

We have a staff team of seven (three of whom joined our team this autumn) which is led by our CEO, Dr Lucie Moore.

Our day-to-day operations are focused on legislative advocacy and raising public awareness, delivered through our Policy and Public Affairs and Communications Teams.

More information

For more information about our approach to sexual exploitation, please read the document '[The beliefs and of CEASE](#)' and visit our website www.cease.org.uk.

Our [Annual Report for 2023-24](#) is available to read online. This includes a copy of our latest financial accounts, our three-year strategy and an overview of our recent achievements.



About the Role

Role description

We are looking for new board members who understand CEASE's mission, share our values and fully endorse our aims and objectives. For our board to be effective, it not only needs the requisite skills, but also a wholehearted commitment to upholding what we do and our way of working.

Potential candidates should ensure that they have the capacity to give enough time, thought and energy to the role, for example by preparing for, attending, and actively participating in all trustees' meetings. Sometimes, the ability to offer insightful, informed opinions or to reach balanced decisions will require a bit of research.

Responsibilities

The role of trustees is imperative in ensuring a thriving, healthy charity. The board is responsible for ensuring that the charity is legally compliant, and that it stays on track in being as effective as possible at meeting its strategic aims and objectives. Trustees have high-level duties and responsibilities in ensuring accountability and best practice within the team.

Trustees must ensure that:

- CEASE complies with its governing document as well as with charity law (and other relevant laws), and with statutory accounting and reporting requirements.
- All of CEASE's activities are in line with its ultimate aims and CEASE uses its resources to support its mission.
- CEASE does not expose its resources, beneficiaries and reputation to undue risk.
- They offer advice and support to the CEO and team, making use of their skills, experience and networks where appropriate.

The Charity Commission's CC3 document is helpful at comprehensively laying out trustee responsibilities [here](#).

You can read CEASE's governing document [here](#).



About the Role

Person specification

Applicants should meet at least one, but ideally more, of the priority criteria that we are currently seeking:

Priority skills, experience and knowledge	Desirable
Finance or accounting	Government/corporate advocacy
Fundraising	Communications and PR strategy
The drivers of sexual exploitation (research, campaigning, survivors)	

In addition, applicants should have the general skills and attributes of a trustee:

- Integrity, energy and commitment.
- Strategic vision and creative thinking.
- Good, independent judgement.
- An ability to work effectively as a team member and to speak with honesty.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship .

Applications will be welcome from any part of the UK or, where appropriate, overseas, and we can be flexible about the use of technology and timing of meetings to enable people from different locations or walks of life to participate. We are committed to our board being inclusive and diverse, and welcome applicants from all backgrounds.

You do not have to have been a trustee before to apply. CEASE will provide training and support to trustees where appropriate. If you are unsure about whether this role is for you, do feel free to contact our Chair of trustees for an initial conversation.

Please note that this role is subject to Charity Commission automatic disqualification rules. Preferred candidates will be required to complete a declaration to confirm that they are not disqualified (see [here](#) for more information).



Terms of Appointment

Remuneration

The role of trustee is voluntary (unpaid), but CEASE will cover reasonable expenses such as travel and childcare where necessary.

Commitment

The board meets four times a year, generally on a weekday lunchtime. These meetings are held virtually over Microsoft Teams. The board occasionally also meets for extended, in-person meetings (e.g. an away day) and for a meal at Christmas.

Trustees may also participate in working groups in addition to the board meetings and will also be invited to occasional public or private events, such as conferences, talks or fundraising events.

Term

Trustees will serve an initial three-year term to be eligible for re-appointment for an additional term(s) thereafter.



How to Apply

If you would like to be considered as a trustee of CEASE please send an up-to-date, comprehensive CV, plus a brief supporting statement (up to 1 A4 page) explaining:

1. Why you wish to be a trustee of CEASE.
2. How you believe your skills and experience match the priority skills and experience that we are looking for (as outlined in the person specification).
3. Details of any business or other interests which might give rise to a conflict of interest, and how you could address this should your application be successful (if successful you will be asked to sign a statutory Trustee Declaration).

Applications should be sent to Naomi Miles, Chair of CEASE, at naomi.miles@cease.org.uk by 5pm on 29th November 2024. If you have any questions about the role or application please contact Naomi.



Selection and Interview Process

There are four phases to the selection and interview process.

1. Sifting for eligibility

Applications will be shortlisted by reviewing against agreed criteria by at least two trustees. Candidates will receive an email informing them either that they were not shortlisted, or that they are being invited to interview.

2. Interview

A sub-group of the board will then form a panel and lead interviews. The Chief Executive of CEASE, Dr Lucie Moore, will be present as an observer and as a source of information should candidates have any specific questions about operational details pertaining to CEASE.

3. Attending a meeting

Shortlisted candidates will then attend the next trustee meeting as an observer, for both them and the existing board to make a final decision.

4. Approval by the whole board

The interview panel will put its recommendations to the whole board for approval prior to appointment. If the board rejects the candidate, the process will start again.

Successful Candidates

Any new trustees will be asked to declare any conflicts of interest and will be required to provide two references which will be taken up prior to their first board meeting. They will also be required to sign a declaration that they are not disqualified from being a trustee as per section 72 (1) of The Charities Act 1993.

Successful candidates, once approved by the board, should be formally proposed for ratification of appointment at the next trustees' board meeting in accordance with the CEASE's memorandum and articles of association.

The Chair will then organise an induction for any new trustees.



Finally, we would like to thank all potential candidates for their support of CEASE and for the time and effort they put into applying for the role of trustee.

As a small charity with huge ambitions, we recognise the value of all our supporters, and in particular those who are willing to donate their time and skills.

