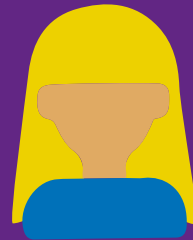
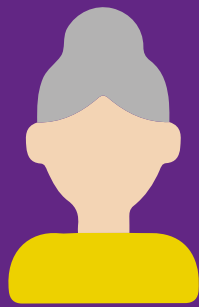




paIise
creating space
for change



Chair & Trustee Recruitment

2024

Note from our outgoing Chair

Over the past six years as Chair of the Board of Trustees, I have been privileged to see firsthand the dedication, tenacity and resilience of Pause. It is with immense pride that I look back on the progress we have made during this period. We have worked *with* and *for* women who have experienced the removal of more than one child from their care, to make things better for them inside and outside of Pause.

After completing my two terms as Chair, it is now time for me to step away from this role and I am very excited to announce that we are looking for a new Chair and two new Trustees. Alongside Jules, Pause's Chief Executive, and a strong team of national and local frontline staff, you will continue to work towards our vision of a society where birth mothers receive the best possible support, so the removal of a child never has to happen more than once.

We're at the beginning of the next cycle of strategic planning - a time of energy and ideas - so this is an exciting and interesting time to join and be part of our work. Join us as we explore piloting earlier interventions and other innovations, share learning and influence key stakeholders.

We are looking for people with different experiences and expertise who are passionate and who share our vision of #NeverMoreThanOnce.

One of our priorities during this recruitment campaign is to achieve greater diversity at Board level, so we better reflect the communities of women we work with. It is so important to have this diversity of perspective on our Board and we work hard to ensure that everyone feels valued and knows that their voice matters.

This pack will tell you more about what kind of people we are looking for, what each role involves and what to expect from the application and recruitment processes. You can also watch [this video](#) to hear directly from some of our current trustees, who you'll be working with.

Thank you for considering joining our Board of Trustees. We hope that this pack will inspire you to apply and we look forward to hearing from you.

Nat Sloane CBE
Chair of Trustees

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  @PauseOrg



About Pause

Pause works to improve the lives of women who have had – or are at risk of having – more than one child removed from their care, and the services and systems that affect them. We want to make sure that women who experience or are at risk of the removal of children into care are given the best possible support so that it never happens more than once. You can find out more about Pause in [this animation](#).

“My Pause Practitioner made me feel comfortable and made me realise that I was important, and this was my time to be supported. She helped me work on building confidence up and discover who I was as an individual”

- Ama (not her real name), a woman with experience of the Pause Programme.

Pause creates space for change through...

Practice

We provide a compassionate programme of support to women who have had – or are at risk of having – more than one child removed from their care.

Influencing

We draw on the expertise, learning and insight from women and Pause Practices, to influence and create positive changes to services and systems.

Partnerships

We partner with local authorities and other organisations to make a difference in their area, through our bespoke training and consultancy offer.

Pause was created because people wanted to do things differently. That spirit of innovation and collaboration remains at the heart of our work. We use our learnings to test other ways of working, like working with younger women who have not yet had children removed. We have also started directly delivering practices, and now four of our 21 Pause Practices across the country are delivered by us.

We know that we will make the biggest difference by listening to women and collaborating with other organisations. Together, this generates sparks of change and inspiration in the system, even where there isn't a Pause Practice.

Find out more about where we work [here](#) and about our practice model [here](#).

Our commitment to anti-racism

Pause is committed to becoming an anti-racist organisation and we are playing our part in dismantling racism that is present both within and outside Pause. Read about our four key priority areas [on our website](#).



What does the Pause Board of Trustees do?

Our Trustees

Our Trustees work together to lead Pause. They meet on a regular basis to discuss Pause's progress, problems and the future. They listen to, support and challenge the Chief Executive and leadership team, to make sure they stay on track and meet all their legal obligations. They also work with the Pause Advisory Group, which is made up of women who have completed the Pause Programme, to ensure that women are consulted and involved in crucial decision-making.

Pause Trustees empower the Chief Executive and leadership team to take responsibility for the day-to-day running of the charity but are the final decision-makers, with ultimate responsibility for the charity's success.

Pause currently has eight Trustees who all have different skills, experience and expertise. What brings them together is their passion for improving the lives of women who've had children removed from their care.

We are looking to recruit two new Trustees and a new Chair to join the Board!

Our committees

The Pause Board has four committees that meet once every three months and report back to the Board. They talk about specific topics in more detail. These are the Risk and Finance Committee, the Practice Committee, the Development Committee and the Direct Delivery Committee.



As a Trustee, you will become a member of one or more of the committees, depending on your skills and/or interests.



The role of a Trustee

Strategy – thinking about the bigger picture and the future of Pause, and making sure there is a clear plan for getting there.

- To support the leadership team to set Pause’s vision, values and overall strategy.
- To ensure that making a difference for women and children is at the centre of all Pause’s work.
- To agree Pause’s goals and targets and make sure we work towards them.

Support – making sure Pause employees feel well supported, listened to and understood.

- To encourage, advise and guide the leadership team.
- To ensure Pause has everything in place to make it a happy healthy place to work.
- To act as an advocate and champion of Pause at all times.

Stretch – making sure the people in the organisation are ambitious.

- To challenge the whole team to achieve the best they possibly can.
- To stretch yourself and other Trustees, encouraging varied views and opinions to be shared and being open to new thinking and changing your mind.
- To give and receive feedback kindly.

Scrutiny – making sure the organisation is well run and safe.

- To review plans, proposals and policies to ensure they are good quality.
- To take personal and collective responsibility to ensure that Pause is keeping women and children as safe as possible.
- To ensure that Pause complies with all the laws and regulations relevant to a charity (training will be provided for this).

Stewardship – to take care of the organisation and its people.

- To appoint and support the Chief Executive.
- To ensure Pause has effective finance and quality assurance systems in place.
- To approve the budget and accounts, and ensure Pause spends money wisely.
- To listen to the voices of all of Pause’s stakeholders - particularly the women Pause supports - when making key decisions.



Who are we looking for?

We are looking for at least two new Trustees to join our Board. The most important thing we look for in a Trustee is that they really care about Pause's work. We are looking for people who are:

- Committed to our vision of a society where no family experiences the removal of a child more than once
- Honest, open-minded and have integrity
- Good listeners and communicators who work well with other people
- Keen to learn from other people, particularly women with experience of the Pause Programme
- Able to challenge with respect and disagree kindly

We are especially keen to hear from people with experience of one or more of the following:

- Women who have completed the Pause Programme
- Fundraising
- Professionals with a background in family law

You don't need to have experience of all these areas. For example, if you have completed the Pause Programme but don't know about fundraising, we'd still love to hear from you!

We encourage applicants from as diverse a range of backgrounds as possible, to better reflect wider society, as well as the women we work with. We would particularly like to hear from people with lived experience of children's services, with disabilities and from communities that experience racism, all of whom are currently underrepresented within our Board.

“If you want to make change, then you have to get up and be involved to make that change... I want to change the systems that failed me since I was a child. I can't stand the thought of my children, or other women, going through the same system I went through”

- Vanessa, former member of the Pause Advisory Group.



Things the Board of Trustees regularly talk about

- What is most difficult for everyone at the moment?
- What is going well for Pause right now?
- How is the team? Is there anything they need from us to thrive in their work?
- What is Pause likely to need to do in the future to be successful?
- How is this particular project going? What might stop it going well?
- Do we have enough money to do the things we want to? If we don't, what do we do about that?
- Are we sure that our work is good quality, safe and effective?





What does the Chair do?

The Chair plays a distinctive and important role on the Board by:

- Leading the Trustees in supporting, challenging and driving the success of Pause.
- Setting the style and tone of Board and committee behaviour and discussion to promote effective decision making, respectful challenge and constructive debate, taking full account of the issues and the concerns of all present.
- Ensuring Trustees receive accurate, relevant, timely and clear information to enable the Board to take sound decisions and provide effective oversight.
- Building a strong Board of Trustees, who bring together the expertise, skills and diversity of background and perspectives to drive success.
- Planning succession in Trustee appointments and oversee the process of recruitment and induction to ensure a strong, sustainable Board.
- Ensuring that all Trustees are actively engaged in the work of the Board and undertake a review the Board at least once a year.
- Nurturing a constructive working relationship with the Chief Executive that balances support, challenge, scrutiny and holding the Chief Executive to account.
- Chairing Trustee meetings, ensuring they have the right attendees and everyone feels included and heard
- Making sure Trustees represent the culture and values of Pause
- On certain occasions, acting as the public face of Pause, for example if there is a crisis.

The type of Chair we are looking for

In addition to all the skills that a Trustee will need, we are also looking for a Chair who is:

- An experienced leader, with a passion for creating change
- Good at chairing meetings that support and encourage everyone to make their voice heard
- Able to support others to challenge and disagree with kindness
- Good at knowing when it's right to stop talking and make a decision
- Good at building relationships with other people
- Energetic, enthusiastic and good at motivating others.





Commitments

How long will I do this role for?

Trustees serve three-year terms and don't usually stay for more than two terms (six years in total).

How much time will it take me?

There are four Board meetings each year, which are in-person and last about three hours. Three of these are in central London and one is usually held at one of our practice locations around the country. Pause supports with travel arrangements for all in-person Board meetings.

We also ask each Trustee to become a member of one of our committees. These meetings last between one to two hours and are online, so you can join from a place where you feel comfortable, such as your home or your office.

We encourage our Trustees to attend as many of our monthly Advisory Group meetings as possible. We may ask you to work with the Pause team to support particular projects or attend other events.

How do I prepare for meetings?

Before each meeting, you will need to read the papers for that specific meeting. They will be sent to you at least a week in advance and will give you more information about the things to be discussed. You will need come prepared with questions, thoughts or feedback.

Is this role paid or unpaid?

It is an unpaid, voluntary role. Pause will cover travel and other costs you pay during the interview process and while doing the role, for example childcare.

Do I need any training?

We will provide you with any training you need to help you do the role well. We don't expect you to know everything or have previous experience of being a Trustee! Each Pause Trustee has skills in some areas and not in others - watch [this video](#) to hear from our Trustees on this.

Do I need a DBS check?

Yes, if you are successful, you will need to have a DBS check, which we will arrange for you. If that worries you, or if you have any questions, email us on recruitment@pause.org.uk.



How to apply

For the Trustee roles, please apply via Applied, [here](#).

For the Chair role, please apply via Applied, [here](#).

If you don't feel comfortable submitting your application through Applied, see the next page for details.

If you are interested in both roles, please apply using the link for the Chair role. There will be a question where you can indicate your interest in both.

The deadline for applications is **5pm on Friday 5 July**.

What is Applied?

Applied is the platform Pause uses for all recruitment, to remove any bias from the application process. We won't see your name or other identifying information when we score your answers. This means that we'll make decisions based on what you tell us about your skills and experiences. Race, gender, sexuality, disability or employment history will not be taken into consideration.

The application process

Application: Submit your application via Applied by **5pm on Friday 5 July**.

1. Answer anonymous questions about equal opportunities, so we can learn more about who we are reaching. This isn't part of your application and won't be linked back to you.
2. Fill in your contact details and upload your CV. We'll only look at your CV if you are shortlisted and invited to an interview.
3. Answer 4 questions about your skills and experiences in up to 250 words. Give as much information as possible, using full sentences or bullet points - it's not a writing test!



Shortlisting: We'll review your application and invite successful candidates to an interview. We'll be in touch with all applicants - successful and unsuccessful - by **Tuesday 16 July**.



Interview: You'll meet with some of our existing Trustees, our Chief Executive and some women with experience of the Pause Programme. We know it can be tricky to find a time that works for everyone, so we'll try to be as flexible as possible **throughout July and August**.



Decision: We'll make our final decisions and let you know by **mid-September**.



We hope this pack and the information on our website, will help you consider whether you have the energy, passion and drive to become a Pause Trustee.

If you have any questions or concerns, or would like to talk about an alternative way of applying, please email recruitment@pause.org.uk We'd like to make this process as easy as possible for all candidates. We are happy to send out the Applied questions separately, for you to submit responses directly to us in writing or on video, or to find another approach that makes sense for you.

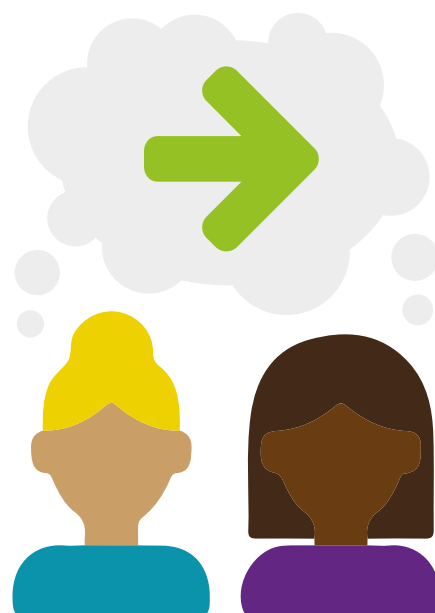
We look forward to hearing from you!

Want to know more?

We're holding three information sessions on Zoom so that you can come along and find out more about Pause. At these sessions, you can ask Nat Sloane, our current Chair, and Jules Hillier, our Chief Executive, any questions you have about the organisation, our Board and the recruitment process. You don't need to register in advance and can join the sessions using the links below.

- [Tuesday 14 May at 5pm](#)
- [Thursday 16 May at 10am](#)
- [Tuesday 21 May at 5pm](#)

We'd also like to encourage anyone who is interested in applying for the role of Chair or Trustee to have a one-to-one informal chat with one of our Trustees or Nat or Jules. If you'd like to do this, please contact recruitment@pause.org.uk.



“If it wasn’t for Pause, I don’t know where I would be today but I do know that I wouldn’t be on this road with light at the end of the tunnel”

- Anya (not her real name), a woman with experience of the Pause Programme.

pause.org.uk
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May 2024

Pause Creating Space for Change is a registered charity in England and Wales (1170310) and Scotland (SC049817). We are a company limited by guarantee, with company number 09703298, and our registered office is Ground Floor, 209-211 City Road, London EC1V 1JN