

WE FEEL THE S R T

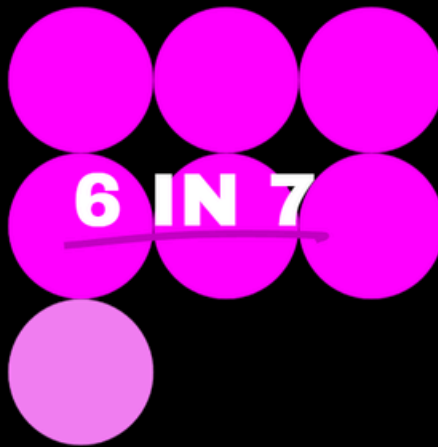
**PEOPLE
& CULTURE**
Recruitment Pack

The reality of rape & sexual abuse in the UK.

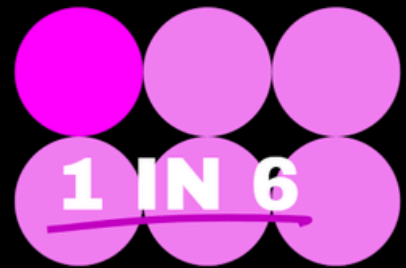
RAPE AND SEXUAL VIOLENCE KNOW **NO** BOUNDARIES



Women have been raped or sexually assaulted since the age of 16.



Rapes against women are carried out by someone they know.



Children in the UK have been sexually abused.

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MESSAGE FROM THE CHAIR



Dear Applicant,

Thank you for your interest in joining the Board of Trustees at Rape Crisis South London (RCSL). We appreciate you taking the time to learn about our work and consider being part of our journey.

Our organisation was founded in 1985 as a Women's Aid project. We became an independent charity in 2010, then known as the Rape and Sexual Abuse Support Centre (RASASC). In 2024, under the leadership of our CEO, Red Godfrey-Sagoo, and a newly appointed Senior Leadership Team, we began an exciting new chapter and changed our name to Rape Crisis South London, reflecting both our growth and our renewed commitment to the communities we serve.

Our mission is simple but powerful: to support women and girls affected by rape, sexual violence and childhood sexual abuse, including children as young as four, who live, work in, or experienced abuse in South London. We are the only and I centre in England and Wales dedicated solely to rape and sexual abuse, with no domestic abuse remit.

Across 12 boroughs, serving a population of more than three million people, we provide safe, confidential counselling, age-appropriate therapeutic support, independent advocacy, and a strong survivor voices network. Every day, we support survivors to navigate trauma, challenge isolation, and overcome barriers to justice and recovery. Care is at the heart of everything we do.

Our Board of Trustees plays a vital role in shaping our future and ensuring we continue to meet the urgent and complex needs of survivors. We are committed to equity, diversity and inclusion, and we welcome applications from people whose backgrounds, experiences and perspectives are underrepresented in our sector. I look forward to receiving your application.

Warm wishes,
Sheetal Dalal. Chair, Board of Trustees

RCSL



ABOUT US



Vision

A world free from sexual violence, where survivors are believed, respected, and supported.

Mission

Providing specialist support to women and girls who have experienced rape and/or childhood sexual violence and abuse.

History

Founded in 1985 as the Rape and Sexual Abuse Support Centre (RASASC) within Women's Aid, we have supported women and girls across South London for four decades. In 2010, we became an independent charity, strengthening our governance and expanding our specialist services. In 2024, we changed our name to Rape Crisis South London, reflecting our role as the largest rape crisis centre in the UK dedicated solely to supporting survivors of rape and sexual abuse.

We are a feminist, anti-racist and anti-oppressive organisation. We recognise gender inequality as both a cause and consequence of violence against women and girls, and understand that survivors' experiences are shaped by intersecting forms of oppression. Care, dignity and empowerment are at the heart of everything we do.

Based at our female-only centre in Croydon, we provide high-quality, professional support to women and girls across 12 South London boroughs: Bexley, Bromley, Croydon, Greenwich, Kingston upon Thames, Lambeth, Lewisham, Merton, Richmond upon Thames, Southwark, Sutton and Wandsworth, with additional satellite delivery across the region.

RCSL

SURVIVOR SERVICES



ADULT COUNSELLING

Our adult counselling service provides specialist, face-to-face and online counselling for women aged 25 and over who have experienced sexual violence at any point in their lives. Our approach is designed to help survivors rebuild their lives.

We focus on growing resilience and providing tools to help survivors cope with trauma's lasting effects. A combination of strategies help identify strengths, choices, and the impact of broader societal issues such as sexism and patriarchy.

INDEPENDENT SEXUAL VIOLENCE ADVOCATE (ISVA) & CASEWORK

Our Independent Sexual Violence Advocate (ISVA) team provides specialist support to women and girls aged 13+, who are considering reporting to the police or currently navigating the criminal justice system. ISVAs work with survivors who live, work, or study in South London, or if the incident took place in South London. We also provide an independent and confidential case worker service, to women aged 18+, who are receiving support from our counselling, outreach and advocacy services. Case workers can help navigate housing and welfare benefits systems. Survivors can report a sexual offence at any time after the event, there is no time limit.

CHILDREN, YOUNG PEOPLE (CYP) & FAMILIES

We provide trauma-informed face-to-face counselling for women and girls aged 13 to 24 years and play therapy for children aged 4+, who have been raped or sexually abused at any time in their lives, and who live or work in any of the South London boroughs.

We know that with the right support, children and adults can find ways to re-build and move forward from the sexual violence they have endured. Our services provide a safe and structured space for recovery.

CONT'D



SURVIVOR VOICES

Ensuring that we respond to the needs of the women who use our services in the best way we can is critical to our mission. To achieve this, we created Survivor Voices—a space for women who have used RCSL's services to share insights, take part in decision-making, and help shape our work.

Involvement as a Survivor Voices Member can include but is not limited to: The development of the organisation's strategy. Service development. Opportunities to connect with other women who share similar experiences in a supportive space.

TRAINING & PREVENTION

AWARENESS & PREVENTION

Rape and Sexual Violence is a crime that knows no boundaries, yet this form of abuse is shrouded in silence, myths, and false information. We are committed to breaking the silence, creating cultures where survivors are believed and supported, and where abusive behaviour is not tolerated.

In our awareness briefings we introduce key frameworks, definitions, and statistics around sexual violence, the key principles for how to respond to a disclosure, and available support services.

YOUTH & EDUCATION PROVIDERS

For schools, colleges and youth settings, we provide trauma-informed workshops on sexual violence, consent, and respectful relationships - creating safe spaces for young people to explore these topics with care. As we believe that young people need safe spaces to talk openly and honestly about sexual violence and consent. Meaningful conversations about these topics, as well as factors such as primary prevention, respectful relationships and the impact of social media can empower young people to challenge the attitudes and beliefs that support sexual violence.

CONT'D

SPECIALIST PRACTITIONER TRAININGS

Our training programme is founded on our decades-long history of providing specialist sexual violence services in London. We offer specialist training to both statutory and voluntary agencies, business & companies.

RC SL is a proud member of the CPD Certification Service, ensuring high training standards.

SURVIVORS. AT THE HEART OF WHAT WE DO.



TRUSTEE RESPONSIBILITIES

Our trustees play a vital role in ensuring that RCSL achieves its core purpose. They oversee the overall management and administration of the charity. They also ensure that RCSL has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable RCSL to grow and thrive, and through this, achieve our mission of supporting women and girls that have suffered rape and sexual abuse. Board members have a collective responsibility. This means that trustees always function as a group and not as individuals.

STATUTORY DUTIES

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations. It is not about being an expert, but trustees need to take reasonable steps to find out.
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- To ensure that RCSL is conducting its purposes for the public benefit. That resources are being used exclusively in pursuance of our objects and no monies are being used on activities not included in our objects, no matter how worthwhile or charitable those activities may seem.
- To act in RCSL's best interests; with co-trustees making balanced and adequately informed decisions, focusing on long term as well as the short term.
- To ensure RCSL's resources are responsibly managed through financial stability, protection of all assets, safeguarding people and beneficiaries, risk, and reputation management.
- To act with reasonable skill and care; by using one's skills and experience, by deciding when advice is needed, by preparing and being informed for meetings,
- To ensure RCSL is accountable; by meeting legal accounting/legal requirements, by being accountable to members/others with an interest in RCSL and by ensuring that staff and volunteers are accountable to the Board.

CONT'D

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- To ensure RCSL is accountable; by meeting legal accounting/legal requirements, by being accountable to members/others with an interest in RCSL and by ensuring that staff and volunteers are accountable to the Board.
- To appoint the Chief Executive Officer and monitor her performance.

OTHER RESPONSIBILITIES

In addition to the above statutory duties, each trustee should use the skills, knowledge or experience they have to help RCSL's Board of Trustees reach sound decisions and ensure the organisation fulfills its objects. This will involve:

- Leading discussions and providing guidance on new initiatives, particularly in areas where the Trustee has specific skills, knowledge, or expertise.
- Participating in one or more Board subgroups as required
- To ensure that effective mechanisms are in place for individuals/groups of people/organisations to bring to the attention of the trustees any activity that threatens the integrity of RCSL.
- To ensure that the trustee board continuously has the required capacity and capabilities, with expertise and diversity of experiences to implement its legal obligations and mission commitments.
- Participate in activities to promote RCSL to our beneficiaries, funders and the wider public.

VALUES

- A commitment to the organisation and our values
- A commitment to equal opportunities and the promotion of diversity.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- A willingness to speak their mind.
- Empathetic and empowering leadership style
- Collaborative and supportive of others

CONT'D



INDUCTION

All new trustees will receive:

- An orientation and induction to our work with the Chair of the Board, CEO, and members of the SLT and relevant staff.
- Governance refresher training
- Financial governance refresher training
- Safeguarding training

REMUNERATION

This role is an unpaid with reimbursement of agreed expenses incurred while performing official duties.

PEOPLE & CULTURE ROLE

EXPERIENCE & SKILLS ESSENTIAL

We celebrate and nurture equity, diversity and inclusion and warmly encourage and seek trustees who bring backgrounds, perspectives and insights that are underrepresented on our Board to enable us to build a trustee board that more accurately reflects the women we serve.

The specific responsibilities of the People & Culture Trustee are:

- Being committed to supporting the Director of People & Culture in ensuring highest standards of governance in policies and practice related to employee relations, recruitment, retention, reward and recognition as well as staff and trustee training and development.
- Assessing risks and measuring the impact of HR interventions in the light of changing legal requirements and best practice.

CONT'D



- Ensuring long-term strategic oversight of the organisation's personnel and staffing requirements in relation to the overarching goals of the charity.
- To actively contribute as required to policy setting, strategic direction, goal and target setting, and evaluate performance against targets, budgets, plans and charitable objectives.
- To ensure that HR activities and interventions are linked to the charitable objectives.

EXPERIENCE & SKILLS ESSENTIAL

- Experience of being a Trustee
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- Significant experience of charity human resources including at a strategic level.
- An ability to work effectively as a member of a team.
- An ability to challenge current thinking, the method of governance and management of the organisation in a constructive manner.
- Ability to evaluate and interpret management information and other data/evidence.

Note:

This role is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 201.

All Trustees are required to complete an enhanced DBS.

CHARITIES COMMISSION

Guidance from the Charity Commission

IMPORTANT NOTE: None of the information in this document supersedes the guidance provided by the Charity Commission. Please read and understand the official guidance and legal responsibilities of becoming a Trustee prior to applying, available here: <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

NEXT STEPS

If you would like an informal conversation with the Chair or the CEO please contact:

[SLT Support Manager](#)

If you are ready to apply please send a cover letter and a person specification providing an overview of why this role appeals to you, and how your experience fulfills the skills required to [HR](#)

As a open until recruited position, we are unable to respond to all applications, and will respond only those selected for informal conversations or interview of next steps.

Thank you for your interest.

RCSL

www.rapecrisissouthlondon.org

Charities Commission number: 1085104
Company number: 4113588

**RAPE
CRISIS**
SOUTH LONDON