

[The Employers' Initiative on Domestic Abuse](#) (known as EIDA) is committed to equality, diversity and inclusion in our mission to empower employers to act effectively against domestic abuse.

Our aim is to ensure that all team members, volunteers, trustees, job applicants and the people we come into contact with are given equal opportunity and that our organisation is representative of all sections of society.

We want our board to be representative of our society and membership and particularly welcome applications from people with lived experiences of domestic abuse, people based outside the southeast of England and in the nations of Scotland, Wales and Northern Ireland and from people with experience as a people manager or employer, large or small.

Who we are

We are a free-to-join members' network of employers and a registered charity supporting over 1,500 large and small employers to take effective action on domestic abuse. Our members collectively employ over 25% of the UK workforce.

It's an exciting time for EIDA: momentum is growing, with heightened public awareness of domestic abuse following the pandemic, increased government focus, and employers increasingly recognising their crucial role in enabling employees to recognise the signs of, and seek support on, domestic abuse.

Our mission is to equip employers to support their employees affected by domestic abuse and to share best practice with other employers.

We endeavour to bring about constructive change, leading to a society where survivors thrive, and where domestic abuse is not tolerated.

Our Trustees are volunteer board members who play a vital role in making sure that EIDA achieves its mission. As a group, they:

- Oversee the overall management and administration of the charity.
- Ensure that EIDA has a clear strategy and that our work and goals are in line with our vision.
- Provide support and challenge to the executive team, enabling EIDA to grow and thrive.

We are seeking up to four new Trustees to join the existing group of eight.

EIDA has a UK-wide remit with a membership made up of employers, and we want to reflect that across our Trustees.

Trustee duties

Trustees are the people who lead our charity and decide how it is run. We envisage the trustee duties broadly as:

- Support and provide advice on EIDA's purpose, vision, goals and activities.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Oversee EIDA's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve EIDA's financial statements.
- Provide support and challenge to EIDA's CEO.

- Keep abreast of changes in EIDA’s operating environment.
- Use independent judgment, acting legally and in good faith to promote and protect EIDA’s interests, to the exclusion of their own personal and/or any third-party interests.
- Participate in periodic appraisals of the performance of the Board of Trustees, collectively and individually.
- Represent EIDA at external functions, meetings and events.

Who we are looking for

We are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will contribute to the diversity of thinking on our board.

Whether you are an experienced trustee or are looking to take your first step at board level, we would like to hear from you. We ask for:

Commitment to tackling domestic abuse and EIDA’s mission.

Willingness and ability to understand and accept their responsibilities and liabilities as trustees and to act in the best interests of the organisation.

Ability to think creatively and strategically, exercise good, independent judgement.

Effective communication skills and willingness to participate actively in discussions.

A strong commitment to equity, diversity and inclusion and EIDA’s core values of Collaboration, Empowerment, Versatility, Openness and Kindness.

Time to commit to supporting the organisation, including attendance at Board meetings (2 hours, 5 times annually), virtual and in-person events (4-6 annually) and any sub committees.

Ability to build and maintain a healthy network that promotes the aims of EIDA across the business community, to drive member growth, and to enhance EIDA fundraising activities.

Some experience as an employer or people manager.

Terms of appointment

Position	Trustee
Location	This is a remote role, with occasional travel required to Board and network meetings held in central London
Terms	A maximum fixed term appointment of one three-year term followed by a further three-year term This is a voluntary position, but reasonable expenses are reimbursed.
Time commitment	EIDA’s Board of Trustees meets 4-5 times a year within the working hours of 10-5pm. Currently meetings are held in London and remotely (Zoom).
Committee membership	Trustees are generally requested to support a sub-committee. The Board currently runs two additional sub-committees – the Audit, Finance & Risk (AFR) Committee and the Nominations Committee. The AFR Committee meets at least twice a year, the Nominations Committee usually less frequently, as required.

Closing date

9am, Monday 10 June 2024.

We reserve the right to close this vacancy early if sufficient applications are received, so early applications are appreciated.

How to apply

Please send either a CV and a brief covering letter, or a short video application, outlining why you are interested in becoming a trustee for EIDA, and what you would bring to the role to office@eida.org.uk.

For a brief discussion about the role, please contact chair@eida.org.uk.

Interviews will be held online on **Thursday 27 June** and **Tuesday 2 July 2024**.

We want to provide an inclusive recruitment process for anyone who wants to apply so please get in touch at office@eida.org.uk if you have any requests or suggestions.