



GLOBAL PROGRAMMES CO-OPTED MEMBER

GRANT MAKING JANUARY 2024



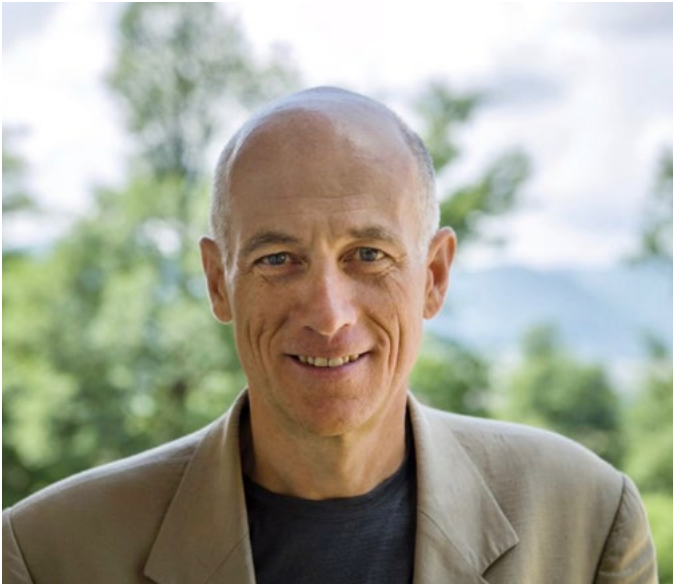
BATTERSEA

HERE FOR EVERY DOG AND CAT

CONTENTS

WELCOME FROM THE CHAIR	3
ABOUT US	4
VISION, MISSION AND VALUES	5
OUR STRATEGIC GOALS	6
ABOUT THE ROLE	7
ROLE DESCRIPTION	8
PERSON SPECIFICATION	9
HOW TO APPLY	10

WELCOME FROM THE CHAIR



For over 160 years Battersea has been here for dogs and cats, and in 2024 the need for our services, expertise and impact for animals has never been greater. We are a globally renowned and highly impactful charity, and we would not be where we are without the passion, motivation and expertise of our people and the generous support of our donors. At Battersea we offer our love and expert care to dogs and cats who need us by rescuing, rehabilitating and rehoming animals at our centres, and by sharing our knowledge and resources with rescue organisations around the world. We do this because we want to help every dog and care, everywhere.

We have invested heavily in redeveloping our animal facilities, providing state-of-the-art kennels and catteries, and an exceptional Veterinary Facility and Centre of Excellence. Battersea is now an organisation known world-wide for its expertise, its knowledge, and highly skilled practitioners, across both animal and support services. We have invested extensively in our people, their engagement and their learning and development and are working hard to become a more diverse and inclusive organisation. Our global programmes provide support and guidance to animal welfare charities in the UK and across the world through a range of learning programmes delivered by our expert staff through the Battersea Academy and through our growing and significant grant making programme. By providing training, expertise and financial support that empowers other rescues in the UK and across the

world to be the best they can be, and by setting best practice and influencing policy as a funding organisation we'll help more animals than ever before. We have built an enviable reputation for being a leader in our field, a driver for change and a champion and a voice for vulnerable animals. In the last decade, we have worked to bring about key changes in the law, such as compulsory microchipping for dogs, banning the third party sale of puppies & kittens and, most recently, significantly increased sentences for animal cruelty. We are recognised for our positive approach to partnership working and sector-wide collaborations, which ultimately help Governments, industry, veterinary, welfare and campaign groups, and the public at large, work together to build a better world for dogs and cats.

Our Board of Trustees (known as Council), and the Co-opted members and Specialist Advisors in its Committees and Advisory Boards are a vital part of Battersea, bringing their considerable experience and skills along with real enthusiasm to these crucial roles.

We strive to create lasting change for animals and the people that care for them, and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, is essential in our mission to deliver great impact for dogs and cats everywhere. This is a strategic area of work for us at Battersea and we are committed to ensuring our Council of Trustees, Co-opted members and specialist advisors have both the depth and breadth of professional and personal experience to help us achieve our plans.

We are currently building our next five year strategy for 2024 and beyond, so this is an exceptionally exciting time to join Battersea. If you believe you have the skills, experience, ambition and qualities we are seeking and are committed to contributing to the governance of one of the UK's best-known national charities, then I very much look forward to hearing from you.

Paul Baldwin **Chair of Trustees**

A handwritten signature in black ink, consisting of a stylized 'P' followed by a horizontal line.

ABOUT US

Battersea is one of the oldest and best known charities in the world.

Our Founder, Mary Tealby, was a pioneer of animal welfare and rescue when she set up Battersea in 1860. Her mission was to never turn away an animal in need of our help, a promise Battersea keeps to this day. Every year we help around 5,000 dogs and cats across our three centres in London, Old Windsor and Brands Hatch, and tens of thousands more beyond our gates.

- We are proud of Battersea's rich heritage. Discover more about our impact over the last 160 years [in this video](#).

More than ever, our focus is on using our profile and voice to make an impact for all dogs and cats that need help including those we will never see at our Battersea centres.

Our expertise means that the Government, the sector and key partnerships seek us out for our trusted advice and to influence and create change. Our Public Affairs Team Actively engages with and influences politicians, key decision makers and wider society to create real change for animals through legislative changes such as animal cruelty sentencing as well as through our impactful campaigning voice. In recent years Battersea

has grown in its wider impact with highly skilled teams in Communications, Marketing and Income Generation working together to engage supporters and change the way the world thinks about rescue animals.

- Wear Blue for Rescue is the next step in our mission to reframe rescue and enable people to show their love and support for rescues, united around the Rescue Symbol we have developed as a mark of support for rescues everywhere. [Watch our ad](#).
- Here is our [2022 Annual Report](#).

Battersea's influence now stretches globally as we strive to build a better world for dogs and cats, sharing our expertise with rescue and rehoming organisations across the world through our Academy and grant making in this growing and increasingly important area of our work.

Find out more about our Academy and the difference it is making in [this film](#).

Find out more about our [grant making](#) ambitions and our [Grant Funding Strategy](#).



OUR VISION

Battersea is here for every dog and cat, and we believe they should have the chance to live where they are treated with compassion, care and respect.

OUR MISSION

We aim never to turn away a dog or cat in need of our help, ensuring they receive the best care possible no matter how long it takes to find them a place to live. We are experts in championing and supporting vulnerable dogs and cats, creating lasting change for animals and those who care for them, wherever they are.

OUR VALUES

Everything we do and the way we work together as individuals and teams, from our committed and expert staff, our amazing volunteers and foster carers and our trustees, co-opted members and special advisors, is underpinned by Battersea's values.



CARE

We care wholeheartedly about our mission to be here for every dog and cat, and the work we each do to achieve this.



EXPERTISE

We are experts at what we do, focussing on continual improvement, learning and growing our expertise, so we can all be the best we can be.



DETERMINATION

We stay focused and solve problems to achieve our goals and our mission to be here for every dog and cat.



RESPECT

We treat on another with respect, just as we treat every dog and cat with respect.



INCLUSION

We champion diversity in all its forms so that everyone can be themselves and feel valued and included.



COLLABORATION

We understand that by working together across teams and with our partners, we can achieve more for dogs and cats.

OUR STRATEGIC GOALS

By 2024 we will have:

- Helped 320,000 dogs and cats through our existing and new centres; our Battersea Communities; the Battersea Academy; our grant giving programme; by increasing the rescue sector's share of the pet acquisition market; and other initiatives
- Increased the number of Battersea centres we operate, whether through acquisition or merger
- Further enhanced Battersea's reputation as a sector leader and expert, through the delivery of the Battersea Academy at home and abroad
- Increased our partnership working to enable shared campaigns and rescue activities
- Established 'Reframing Rescue' as a movement and made it a highly compelling proposition for public choice
- Increased the prominence of the UK rescue sector, leading to tens of thousands of additional dogs and cats adopted from rescue centres annually
- Raised standards in UK dog and cat breeding practices by working collaboratively to enshrine new animal licensing laws and established a regulatory framework for animal rescues, rehoming centres and sanctuaries
- Helped more dogs and cats by connecting more people with pets, by identifying wide ranging opportunities to champion the human/ animal bond
- Promoted and reinforced our One Battersea approach internally, with continued, collaborative working between teams and across all centres



ABOUT THE ROLE

MAIN PURPOSE OF THE ROLE

Our Board of Trustees (known as Council), Co-opted members of Trustee committees and Advisory Board members are a vital part of Battersea, bringing their considerable experience and skills along with real enthusiasm and commitment to these crucial roles to support the delivery of our ambitious organisational strategy.

The Global Programmes Committee is a Board Committee with delegated authority to provide governance oversight on all aspects of Battersea's Global Programmes work including grants (UK and International), the Academy, research, and strategic partnerships. This is a relatively new area of work for Battersea but represents a significant and rapidly increasing investment to increase the impact on the welfare of dogs and cats beyond our gates.

Over the five years of Battersea's Global Programmes Strategy, we are seeking to help almost 500,000 dogs and cats, through investing in local organisations (in the UK and across our focus countries) through our Academy and Grant-making programmes. Through this work we expect to see a sector that is better equipped to address the systemic issues related to dog and cat welfare, a sustained reduction in abandonment, relinquishment to rescue and stray and roaming populations, and an improvement in dog and cat welfare overall. Of a total investment of around £40m over the duration of the

strategy, our Grants programme is expected to make up almost 80%, so is a crucial component within our Global Programmes work, and one that requires expert governance oversight and support.

To further extend the range of skills and experience in our Global Programmes Committee we are seeking a Co-opted member who has significant grant making experience at a senior level within a major grant giving organisational making substantial multi-year grants.

This person will attend and actively participate in all Global Programmes committee meetings (four online meetings each year, with papers shared in advance), providing their expert insight, advice and support to the full range of agenda items.

This role will provide specialist advice to trustees in their final decision making, although as this is not a full Trustee role, this person is not able to make any final decision on behalf of the Committee or Trustees.

The role is an appointment for an initial term of three years.

This is a volunteer unremunerated role, subject to references deemed satisfactory to Battersea and subject to meeting Charity Commission Trustee eligibility requirements.



ROLE DESCRIPTION

- To use your professional skills, knowledge, and expertise to provide advice, guidance and recommendations to the Committee on all aspects of Global programmes work, with a particular focus on international grant making.
- To use your specific knowledge and experience as a member of the Global Programmes Committee:
 - To provide advice and guidance around the administration, oversight and good governance of grants made to organisations operating in the UK and internationally.
 - To share your experiences of the additional considerations and due diligence required when making overseas grants.
 - Support the Committee to review proposals for high value grants in line with Battersea's objectives and the Global Programmes Strategy.
 - Provide advice and guidance around the safeguarding and cultural factors relevant to the countries where grants are being made.
- To support the delivery of Battersea's strategic priorities through good governance and evaluation of performance against agreed targets.
- Collectively with other members of the Committee, Trustees, and the Executive team work to ensure that Battersea functions within the legal, charitable, and financial requirements of a charitable organisation, within company law and any other relevant legislation or regulations and strives to achieve best practice.
- To ensure Battersea pursues its objects as defined in its governing document and uses its resources exclusively in pursuance of its objectives to help more dogs and cats in the UK and across the globe.
- To act in the best interests of Battersea, with integrity and with clear avoidance of any conflict of interest or any activities that might place Battersea's property, funds, assets or reputation at undue risk.



- To ensure a clear and up-to-date understanding of the wider charity governance operating environment and the operating environment of Battersea.
- To act as an ambassador for Battersea, and to be a role model for Battersea's values and organisational commitment to diversity and inclusion, and to reflect these in ways of working and interactions with Global Programmes Committee colleagues, the Board, external advisors, staff and volunteers.
- To attend all meetings of the Global Programmes Committee, studying papers in advance of each meeting and actively participating in constructive debate and decision making.

PERSON SPECIFICATION

ESSENTIAL

- Significant proven grant making experience at a senior level within a major grant giving organisation making substantial multi-year grants, providing oversight, scrutiny and governance of substantial grants, with a strong understanding of and commitment to grant making best practice.
- Experience and understanding of safeguarding and how this applies with grant recipient organisations.
- Ability to think and apply knowledge strategically and creatively.
- Ability to communicate clearly and supportively, to provide positive constructive challenge and to take an active part in discussions.
- Proven ability to work effectively and inclusively as a member of a team while contributing an independent perspective.
- Commercially astute, with the ability to analyse and interpret wide-ranging information, including financial and management information.
- Ability to maintain confidentiality on confidential and/or sensitive information.
- An understanding of the legal duties, responsibilities, and liabilities of being a charity trustee.
- An understanding and acceptance of the distinction between the governance role of the Board of Trustees and its Committees and advisors and the executive function of the Chief Executive, Directors, and staff.
- Ability and willingness to commit the necessary time and effort to fulfilling the role, including regular attendance and active participation in Committee meetings.
- Undisputed personal integrity and credibility, with an understanding of and commitment to the standards of behaviour set out in the Trustee Code of Conduct, Battersea's values, and the Nolan principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- A commitment to and understanding of the value of diversity and inclusion at Battersea, to supporting Battersea's diversity and inclusion commitments and plans, and to modelling inclusive leadership.
- A clear understanding of, and a commitment to the Vision, Mission and Values of Battersea Dogs & Cats Home.

DESIRABLE

- Experience of international grant making.
- Experience of safeguarding within international contexts.



HOW TO APPLY

If you think you have the skills and experience we are looking for, then we very much hope you will consider expressing an interest in becoming a Co-opted member at Battersea.

To apply for this role please send an email titled 'Global Programmes Co-opted Member Application' to jobs@battersea.org.uk containing your CV and a supporting statement of no more than 2 pages that addresses how you meet the requirements of the person specification and brings to life your motivation for becoming a Co-opted Member at Battersea – we would like to know what it is about us, our cause and our work that resonates with you personally.

We strive to create lasting change for animals and the people that care for them and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, is essential in our mission to deliver greater impact for dogs and cats everywhere. This a strategic priority for us at Battersea, and we are committed to ensuring our Council of Trustees and its Committees and Advisory Boards have the depth and breadth of both professional and personal experience to help us achieve our plans and to ensure that this commitment to diversity & inclusion, reinforced by our values, is embedded in our day-to-day working practices and our work together. We welcome candidates from all backgrounds and we would particularly encourage applications for this role from people from Black, Asian and Minority Ethnic communities, and people with disabilities as they are currently under-represented on our Council of Trustees, Committees and Advisory Boards. Battersea is committed to inclusive working practices throughout our recruitment and selection process. We want to enable all who work with us, including all applicants, to be the best they can be so if you wish to discuss reasonable adjustments that would help you to participate in this process, please indicate this in your application and we will be in touch with you.

Closing date: 3rd March 2024

Interviews, Interviews, including a tour will take place at our London site in late March/early April.



DATA PROTECTION

The information you provide in your application will be used by Battersea Dogs and Cats Home (Battersea) to assess your suitability for the role you have applied for. We will not use your personal data for marketing or fundraising purposes (unless you have previously supported Battersea) and will not share your data with any third parties for their marketing purposes. We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Battersea to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not be used in determining whether you are shortlisted for the role you have applied for. Further information about how we protect and use your personal data is set out in our Job Applicant Privacy Notice or contact our Data Protection office at DataProtection@battersea.org.uk.



BATTERSEA

HERE FOR EVERY DOG AND CAT

battersea.org.uk