

## **Brief for a Black and Minoritised Women's Consultant to the Board of Rape Crisis England & Wales (RCEW)**

RCEW is looking to appoint an experienced anti-racism consultant to provide expertise and additional capacity to support us in delivering on strategic goals relating to race and ethnicity, and strengthening our accountability to Black and minoritised women and girls who have experienced sexual violence and abuse.

### **Consultant Role Description**

Because our work is about providing services to women, all of our positions are open to women only (exempt under Equality Act 2010 Schedule 9, part 1).

The consultant will be paid to offer challenge, support, advice, guidance and consultancy to the Board and CEO around:

- Taking forward the recommendations from the 'Reclaiming Voice' report produced by Imkaan and the University of Warwick. This includes improving collaboration and co-production across the Rape Crisis network with 'by and for' organisations.
- Leading the Rape Crisis network in strengthening our collective and individual Rape Crisis Centre responses to Black and minoritised women and girls.
- Embedding and delivering race equity goals, practice and policy.

The consultant will have expertise and understanding of working with Black and minoritised women who have been impacted by sexual violence and abuse, and will work alongside the advisory group, which is focused on the issues affecting Black and minoritised survivors.

Specifically, the consultant will:

- Attend all (6) RCEW Board meetings per year (subject to conflict of interest, some parts of the meeting may be held on a closed basis).
- Commit to an initial 1-year contract.
- Scrutinise and comment upon relevant Board papers.
- Use any specific skills, knowledge or experience they have to help the Board reach sound decisions.
- Provide firm strategic direction, supporting the Board in setting overall policy, defining goals, agreeing targets and evaluating performance against these.
- Lead discussions when appropriate.
- Offer skills and advice to sub-groups and committees, where needed, according to areas of expertise.
- Support Board members and the RCEW CEO and wider staff team in the creation and/or review of relevant policies, plans or other documentation.
- Act confidentially and declare any interests in dealing with confidential and commercially sensitive RCEW information.

## **Consultant Person Specification**

- Strategic knowledge and experience in delivering services to Black and minoritised women and girls who have experienced sexual violence and abuse.
- Commitment to the vision, mission, aims, objectives and ethos of Rape Crisis England & Wales.
- Knowledge and experience of working on a Board of Trustees.
- Understanding and awareness of the challenges currently faced by the sexual violence and abuse sector.
- Ability to work effectively as a member of a team.
- Strong organisational skills.
- Adherence to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

## **Terms and Remuneration**

This is a paid position. The consultant will attend Board meetings and work on strategic and governance matters as a paid advisor, not as a member of the Board, and will not have voting rights. It is expected that the consultant will work alongside a co-opted Board member focused on Black and minoritised women and girls who will have voting rights.

The consultant will be paid a fee of £350 per working day. It is anticipated that attending each Board meeting, preparing and following up will constitute one working day. Although the exact amount of time will be determined by the needs of the Board and capacity of the consultant, it is estimated there may be around 12 days of work over a 12-month period.

## **Application process**

Please apply in writing **by no later than 12 noon on Friday 13 August**, to Jayne Butler, RCEW CEO via [ceo@rapecrisis.org.uk](mailto:ceo@rapecrisis.org.uk), including the following:

- Proposal, approach and style of working, including noting any potential conflicts of interest - maximum 2 x A4 pages
- CV, including previous relevant contracts / commissions
- Names and contact details of two relevant referees