



# Trustee Candidate Information Pack

[safeandsoundgroup.org.uk](http://safeandsoundgroup.org.uk)



<b>Content</b>	<b>Page</b>
Welcome from the Chief Executive Officer, Tracy Harrison	2
Our Vision and Mission	3
Background Information	4
Governance and trustee Information	8
How to Apply and Recruitment Timetable	11



## Welcome from our Chief Executive Officer, Tracy Harrison

On behalf of the staff and the Board of Trustees thank you for your interest in joining the team at Safe and Sound Group.

This is a pivotal time for the Charity; whilst specialising supporting children, young people and families at risk of all forms of exploitation we now have a community hub based in one of the most deprived wards of Derby city providing support and a safe place for young people and families.

As a trustee you will be joining an established board, which oversees an organisation with a committed and skilled workforce and an experienced senior management support team.

Largely working remotely with support from our office in Darley Abbey and our community hub in Osmaston the voluntary role of trustee role is to provide governance and support to our organisation.

This role will require someone who is enthusiastic, engaging, forward thinking, well organised, able to think outside the box and passionate about their commitment to young people.

The post holder will need to be a team player and be an important ambassador of Safe and Sound's work.

We are extremely proud of all that Safe and Sound has achieved since its inception and the strong reputation it has achieved amongst professionals, external stakeholders and the public. We are now looking for outstanding trustees to be part of our high performing team. In doing so, they will be helping us to achieve our mission of "transforming young lives" affected by child exploitation.

If this sounds like something you will relish, I urge you to make an application.

**Tracy Harrison, Chief Executive Officer**



## Safe and Sound: Our vision, Mission and priorities

### Our Vision

To always be there when young people need us and to prevent exploitation wherever and however we can.

### Our Mission

To transform the lives of children and young people in Derbyshire who are affected by child exploitation. We all have an idea of what being safe and sound is, but the reality for many young people is very far from that. At Safe and Sound we are passionate that every child should live a life without exploitation but sadly still many are affected and far from safe. That is why we will work to prevent, support and help rebuild lives to a point where we are no longer needed, no matter how long that takes.

### Our Priorities

- **Awareness** – Working with young people, parents, communities, professionals and corporate organisations. Influencing and contributing to the learning, education and research data at a local, regional and national level.
- **Prevention** – Engaging with young people through school and outreach activities and providing intervention at the earliest opportunity.
- **Support** – Working one to one and in small groups with families, young people, vulnerable adults and identified vulnerable communities.
- **Recovery** – Working in partnership and through activities, transition and therapy help young people and families move on with their lives.



## About Safe and Sound

Safe and Sound transforms the lives of children and young people in Derby and Derbyshire affected by child exploitation. It is a local charity with a national profile, promoting best practice across the UK. Since 2002, we have been tackling child sexual exploitation. In 2020 we expanded our services to include children and young people affected by all types of criminal exploitation, such as county lines, trafficking and radicalisation, as these are often interlinked. In 2024 we secured a community hub in Osmaston enabling us to have a greater reach, supporting more young people, families and communities.

Child exploitation is growing nationally and has a devastating impact on the individual child or young person, as well as their wider family and the community. We work within government policy and national programmes to empower children and young people who are survivors of exploitation to have a voice, be advocates for change and to raise awareness of child exploitation and its impact. This is achieved following one-to-one and group support for children affected by child exploitation, empowering them and enabling them to move on in their lives.

### Safeguarding

The Board of Trustees at Safe and Sound, the CEO and all staff seek to create a safe, secure culture enabling support for all children, young people and their families. Safe and Sound will always seek to provide protection to any person that receives our services. We provide staff and volunteers with guidance and procedures they should adopt if they suspect a person may be experiencing or be at risk of harm. We have a responsibility to promote the welfare of all children, young people, and adults at risk to keep them safe. We are committed to work in a way that protects them.

Getting the right people involved at Safe and Sound; This is achieved through adherence to Safe and Sound's Safer Recruitment Policies and Procedures. Creating a safe environment for children, young people and vulnerable adults; This is achieved by providing all required safeguarding training, support, and best practice advice; and further guidance by the effective communication of Safe and Sound's Code of Conduct.

Promoting clear systems to deal with any safeguarding concerns; This is achieved through implementation of all Safe and sound's policies and procedures relating to safeguarding.



## Inclusion

Safe and Sound recognises the value of diversity in all its forms at all levels of the organisation. We celebrate its role in the creation of an inclusive workplace culture and thrive on the range of experience and insight diversity brings to our organisation. We want to increase the diversity of our team particularly welcome applications from people with disabilities, people of colour and different ethnic backgrounds, LGBT+ and from different socio-economic and educational backgrounds.

## Strategic Need

Child sexual exploitation is devastating for victims and for the people close to them. It is a growing problem. It is difficult to determine the actual scale and prevalence of CSE due to under-reporting and under-recording. The Crime Survey for England and Wales estimates that 76% of adults who experienced rape or assault by penetration as children did not tell anyone about their experience at the time.

Looking at police-recorded crime, non-recent cases (i.e. those where the offence was a year or more before it was reported to the police) accounted for 34% of all sexual offences against children recorded by the police in the year to March 2019.

Over recent years, we have seen steep increases in the reporting of child sexual abuse offences to the police. In the year to March 2020, Office for National Statistics (2020), over 83,300 child sexual abuse offences were recorded by police, an increase of nearly 270% since 2013. In the same period there were approximately 8,200 charges for CSA offences but it remains difficult to identify (group-based) CSE offences within these data sources, in part due to the categorisation and classification of offences. Those perpetrating group-based CSE are charged and convicted with a whole range of offences, from rape and other sexual assault, to indecent imagery offences, through to trafficking offences.

In 2019 within the National Crime Agency briefing on County Lines, Violence, Exploitation and Drug Supply, two in three police forces reported that the exploitation of children and young people was identified in relation to county lines activity. The number of “deal lines” used by city gangs to sell drugs around the UK has nearly tripled from 720 to approximately 2,000 over the past year. One in four police forces reported that children and young people involved in county lines were experiencing sexual abuse. However, the latest report also acknowledged that, although the exploitation of children and



young people continues to be reported, the true scale of abuse remains an intelligence gap in many parts of the country. Criminal exploitation interlinks with a number of multiple vulnerabilities and offences, including the child or young person being exposed to, and/or being victim of, physical and emotional violence, neglect, sexual abuse and exploitation, modern day slavery, radicalisation and human trafficking, domestic abuse and missing episodes.

### The local picture: Derby and Derbyshire

Derbyshire has a mixture of heavily built up areas and large rural areas and a population of 1.053 million. Over 25% of Derbyshire's population (257,000 people) live in the City of Derby.

Children aged 0-18 years make up 24% of Derby's population (62,990 children) and 21% of them live in low-income families. Both figures are significantly higher than the East Midlands and national averages. 24.7% of the population is from minority ethnic groups, with a significant British Asian/Asian population (12.5%) Derby is ranked 67th out of 316 authorities in terms of deprivation and NEET rates are high. Anti-social behaviour and first-time entrants to the Youth Justice System are also significantly higher than national averages.

Mental health and wellbeing are significant issues at county and city level. Self-harm is significantly more prevalent than national average as is alcohol related harm and prevalence of children's mental and emotional disorders is higher than national averages.

These statistics show that children and young people in Derbyshire have specific vulnerability factors which increase their risk of exploitation.

Children and young people supported by Safe and Sound in the last 12 months reported feeling isolated and lacking in purpose, in addition to experiencing the trauma of exploitation. 42% disclosed a special educational need or disability and 34% did not identify as white British.

### Our support services include:

- Intensive one-to-one and group support with specialist workers for children and young people at risk of or affected by exploitation with a specialist worker for those with SEND.
- Mentoring programme
- Support for children from the Roma community and other BAME communities in Derby and their families



- Support for wider family members of children affected by exploitation.
- Family support through family conferencing groups.
- Transition support to help young people to move on in their lives with basic skills and knowledge, such as budgeting and finances, cooking and nutrition or CV Preparation.
- Education sessions in schools and community centres which help to raise awareness and encourage safer more resilient communities.
- Outreach support and engagement in the community
- Training and awareness for professionals in statutory services, community organisations and care homes
- Youth and family activities at our community hub
- Collaborative working with partners to learn from and shape best practice and research.

### Our outcomes for young people in 2023/4

- 100% had a reduced risk of exploitation
- 97% said they had reduced contact with risky peers, and had improved friendships
- 95% were more able to recognize online dangers and recognize the signs of grooming and exploitation
- 94% now feel they have positive, healthy relationships with clear, safe boundaries
- 92% had a reduced risk of going missing or associating with risky peers/adults
- 81% said they were more able to take new situations in their stride and see themselves in a more positive light

Young people said that their diet and general wellbeing had improved, and were now more likely to exercise or get involved with recreational activities.





## Governance

### Trustee Board

The Board is responsible for the governance of Safe and Sound and all its activities. Safe and Sound can have a minimum of three and maximum of ten trustees. Currently there are six trustees.

For more details visit our website

<https://www.safeandsoundgroup.org.uk/our-board-of-trustees/>

Safe and Sound has a Chair, Vice Chair and Treasurer as its officers.

### Sub-Committees

Currently Safe and Sound has three sub-committees which it uses to advise on certain aspects of its operations. We expect all trustees to play an active role in the sub committees as well as the wider board.

- Finance and Governance Sub-Committee
- People and Performance Sub-Committee
- Fundraising, Marketing and Communications Sub-Committee

### Description of the role and Job specification

#### Background

Salary: Unpaid. Expenses incurred while travelling to meetings

Hours: Four meetings a year. Additionally, trustees are invited to the AGM, bi annual trustee away days and membership/ attendance at any relevant sub group

Location: Safe and Sound, East Mill. Darley Abbey mills, Darley Abbey, Derby. DE22 1DZ

#### 1. Who are the charity's trustees

The Charities Act 1993 defines charity trustees as those responsible under the charity's

governing document for controlling the administration and management of the charity. This is the case regardless of the terminology used to describe the role. For Safe and Sound the charity trustees are the board of directors of the charity known as the trustee board. The trustee board comprises:

- Chair
- Treasurer
- Secretary
- Up to seven appointed trustees.

The trustee board appoints a vice chair from among the trustees.



## 2. The role of the board of trustees

At its simplest, the role of the trustee board is to offer governance, leadership and support of the charitable purposes of Safe and Sound. The trustee board must always act in the best interests of Safe and Sound, exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. The trustee board must act as a group and not as individuals.

## 3. Duties of a trustee board member

The duties of a trustee board member are to:

- Ensure that Safe and Sound complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations
- Ensure that Safe and Sound pursues its objects as defined in its governing document
- Ensure Safe and Sound applies its resources exclusively in pursuance of its objects. For example It must not spend money on activities which are not included in the objects, however worthwhile they may be
- Contribute actively to the board of trustees by giving firm strategic direction to Safe and Sound, setting overall policy, defining goals, setting targets, and evaluating performance against agreed targets
- Safeguard the good name and values of Safe and Sound
- Ensure the financial stability of Safe and Sound.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the trustee has particular expertise.

## 4. Minimum time commitment

Trustees are invited to attend an induction session with the CEO and team at Safe and Sound prior to their first board meeting.

Trustees are expected to attend all board meetings. These are held four times a year. The meetings last approximately two hours and are held locally in Derby. Papers are distributed one week in advance of meetings.

Trustees will be asked to join one of the board sub groups, each of which meets up to four times a year, for approximately two hours.



Trustees are invited to the annual general meeting (AGM), which takes place prior to the October board meeting.

Trustees may attend events to represent Safe and Sound.

Trustees can claim out of pocket expenses incurred in travelling to meetings.

## 5. Person specification

Each trustee must:

- Share the commitment and values of Safe and Sound
- Have experience as a trustee, or equivalent, for example, school governors, leading or participating in senior teams
- Be able to create strong working relationships, bringing appropriate levels of support and challenge to debates
- Communicate clearly and concisely; being prepared to listen to others and recognise different viewpoints
- Be committed to helping create a diverse and inclusive Charity, demonstrating an accepting and positive regard for others
- Have empathy with the services and client groups that we seek to serve - direct experience in the field would be an advantage
- Be able to meet the minimum time requirement

## Trustee roles

We are looking to augment our already strong Board of Trustees, in the following areas, though we welcome applications from all sectors;

- Finance
- HR
- Charity/Business Development
- Performance / Compliance / commissioning
- Health
- Education / Research / Evaluation

We want our team to be representative of our communities, so we actively encourage applications from ethnic minorities, disabled people and anyone who identifies as part of a community that is under-represented in the charity.



### How to Apply and Recruitment Timetable

Please complete the application form to:

[recruitment@safeandsoundgroup.org.uk](mailto:recruitment@safeandsoundgroup.org.uk)

Please use the email above to clarify any aspects of the application or the recruitment process.

Activity	Date
Closing date and time for applications	9am Wednesday 8th January 2025
Shortlisting completed by	13th January 2025
Interview completed by	W/C 20th January 2025

The appointment will be made subject to satisfactory references and clear enhanced DBS.