

Chair of Trustees Recruitment Pack

Contents

1. Introduction
2. Advert
3. About Sexpression:UK
4. Role Description - Chair Elect
5. Person Specification - Chair Elect



1. Introduction

Thank you for your interest in joining the board of trustees for Sexpression:UK. Founded initially in 2000 and gaining charity status in 2016, Sexpression:UK works to provide relationships and sex education (RSE) to young people across the UK.

This is an exciting time to join the board of trustees of Sexpression:UK as we look to build for the future of the organisation with the development of a new organisational strategy and the opportunity to contribute to a unique youth-led charity playing a leading role in some of today's biggest issues.

With the introduction of statutory RSE in secondary schools in England in 2020 and Wales in 2022, Sexpression:UK has an important role to play in ensuring that all young people are able to access high quality, comprehensive RSE.

With our current chair of the board stepping down from the role, we are looking for a new trustee for this position. We welcome applications from anyone who feels they have the governance experience and strategic understanding to lead a dynamic board of trustees.

The chair of trustees plays a vital role in overseeing the running of the trustee board, and making high-level governance decisions with the future in mind.

We are committed to building a diverse and inclusive board. We encourage applications from individuals of all backgrounds to ensure the broadest perspectives and skills are represented in our leadership.

We hope you decide to apply this role and look forward to hearing from you.



Megan Suckling (she/her) | National Director



Joanna Melville (she/her) | Chair of Trustees

2. Advert

ROLE: **SEXPRESSION:UK TRUSTEE**

Commitment: Four board of trustees meetings a year (usually conducted online), attendance at the Sexpression:UK General Assembly in March or April, attendance at the annual National Committee handover in May or June each year, optional attendance at the Sexpression:UK National Conference in October or November, plus support to volunteer National Committee members in between meetings. Average time commitment around 10+ hours per month although this varies through the year.

Duration: Two-year term (with possible extension to a maximum of three terms)

Location: Remote with occasional in person meetings across the UK

Remuneration: The role is not accompanied by any financial remuneration although reasonable expenses will be granted for attendance at in-person meetings

Are you passionate about using your skills and expertise to help support and develop a UK-wide relationships and sex education charity?

Sexpression:UK provides high quality, comprehensive RSE workshops to young people between the ages of 11-18 in schools and youth groups. We operate across the UK through our unique network of affiliated branches and volunteers based at universities and students' unions across the UK.





You will have strong empathy with our mission to educate and empower young people to make individual, informed decisions about their bodies and their health. You will be committed to using your expertise to contribute to the future development of the charity and to ensure high quality governance.

We particularly welcome applications from individuals with a strong background in leadership and governance with an understanding of the relationships and sex education sector being an additional desirable criteria, however this is not necessarily essential for a successful application.

Sexpression:UK is committed to ensuring that all candidates are considered fairly based on their performance against the person specification. This ensures that we recruit the best candidates for the role irrespective of their background, socio-economic status, gender, ethnicity, disability status or sexual orientation.

How to apply

To apply, please submit your CV alongside your completed application form (attached). Please contact us if you have access requirements whereby an alternative to the written application form would be more suitable; we are happy to accommodate video or voice note answers as an alternative.

Applications must be submitted to chair@sexpression.org.uk no later than **31st January 2025**.

If you wish to arrange an informal discussion about the role before applying then please contact chair@sexpression.org.uk.



3. About Sexpression:UK

Sexpression:UK is a charity registered in England and Wales (1166559) and Scotland (SC047637) with the goal of empowering young people to make decisions about relationships and sex by running informal and comprehensive relationships and sex education (RSE) workshops in the community. We take a 'near-peer' approach to these sessions which are facilitated by university students and as a charity we are entirely run by volunteers.

Founded in 2000 as a pilot study at University College London exploring the benefits of peer-led relationships and sex education, Sexpression:UK developed into a nationwide unincorporated association starting with the addition of a branch in Edinburgh. The organisation operated with no official structure until the attainment of Charitable Incorporated Organisation status in April 2016. Since then, Sexpression:UK has been governed by the board of trustees who delegate responsibility for the day-to-day management to an elected National Committee of student volunteers.

Sexpression:UK now works in 18 university towns and cities throughout the UK. We provide sessions covering the full range of the new statutory RSE curriculum including bodily changes, sex and the media, sexual orientation and gender identity, healthy relationships and consent.



SEXPRESSION:UK VISION AND VALUES

VISION

Sexpression:UK envisions a society in which young people are able to access reliable information about relationships, sex and sexuality; where youth are free from STIs, and unwanted pregnancy; and where they are empowered to make individual, informed decisions regarding their bodies and their health.

PRINCIPLES

- Near-Peer:** Because university students are closer in age to the young people than their teachers and parents, our near-peer teaching encourages young people to participate.
- Empowering:** Young people's individual beliefs are respected, and our teaching helps young people to act on them. We also encourage young people to respect the beliefs of others.
- Informal:** Young people learn best and are more likely to make informed decisions about sex and relationships if they participate in discussions rather than being lectured.
- Comprehensive:** Young people should be informed about all aspects of their sexual and reproductive health.



4. Role Description

The Board of Trustees is ultimately responsible for the governance of the charity. Effective governance relies on a board composed of individuals with diverse backgrounds, experiences, and skills, enabling collaboration to achieve the organisation's aims.

As the Chair of Trustees, you will prepare to take on the leadership role of the Trustee Board, working closely with the Trustees, the National Director and the National Committee. You will play a critical role in shaping the strategic direction of the charity, ensuring effective governance, and supporting the charity's mission to provide high-quality relationships and sex education (RSE) to young people across the UK. This period of change presents unique opportunities for innovation and adaptation. Your expertise will be crucial as we navigate this evolving landscape and ensure the long-term success of our organisation.

You will host quarterly board of trustee meetings and be required to attend the annual General Assembly held in the second term of the academic year and the annual National Committee handover which takes place during May or June. You will contribute to setting the direction of the charity, ensuring good governance and providing support and constructive criticism to the elected volunteers who form the National Committee. You would be expected to, within reason, provide support to National Committee members in between the board of trustee meetings.

The statutory duties of a trustee are to:

- Ensure the charity is carrying out its purposes for the public benefit
- Comply with the charity's governing document and the law
- Act in the charity's best interests
- Manage the charity's resources responsibly
- Act with reasonable care and skill
- Ensure the charity is accountable



To take on the role, as per legal requirements for being a trustee, you must be at least 16 years old and must not be disqualified from being a trustee. Reasons for disqualification include if you:

- Are disqualified as a company director
- Have an unspent conviction for an offence involving dishonesty or deception
- Are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement with your creditors
- Have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement

Principle Responsibilities of the Chair of Trustees include:

- Leading the charity and its Board, aiming to deliver impactful programmes and activities for maximum impact for the young people we work for
- Ensuring that the Board operates within its charitable objectives
- Working collaboratively to provide clear direction for the charity
- Ensure that the Board fulfils its responsibilities to ensure financial health of the charity with appropriate systems
- Managing and mitigating risk
- Ensure that the governance arrangements are working in the most effective way for the charity
- To lead (aka Chair) meetings of the Board of Trustees and ensure they are well planned and each agenda point feeds into driving the organisation
- Work closely with the National Director to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees
- Monitor that decisions taken at meetings are actioned
- Work to resolve conflicts within the Board should any arise
- When recruiting for new Trustees, conduct a skills-audit and lead on the recruitment of Trustees who incorporate the right balance of skills, knowledge and experience needed to govern and lead the charity effectively and which also reflects the wider population
- Ensure regular contact with the National Director and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges



5. Person Specification

EXPERIENCE

- **Essential**

- Demonstrated experience in a leadership or governance role, gained through work or voluntary positions
- A proven track record of sound judgment and effective decision-making at a strategic level
- Strong communication and interpersonal skills, with the ability to lead and inspire a diverse team of trustees and volunteers
- A collaborative and inclusive leadership style, with the ability to manage and mediate differing perspectives effectively
- Knowledge of effective governance practices and an understanding of the statutory responsibilities of trusteeship

- **Desirable**

- Experience of successfully addressing strategic challenges, including interpreting complex information and contributing to business planning
- Demonstrable experience of building and sustaining relationships with key stakeholders to achieve organisational objectives
- Experience in chairing meetings
- Familiarity with the charitable sector, including experience working with or serving on a board of trustees
- An understanding of the relationships and sex education (RSE) sector or a related area
- Previous experience of providing support to others on a board or team, including mentoring or line management



KNOWLEDGE AND SKILLS

- **Essential**

- Strong knowledge of effective governance practices and statutory responsibilities of trusteeship, including relevant legislation
- Proven ability to exercise independent judgment, strategic vision, and collaborative leadership
- Strong communication skills, with the ability to engage effectively with diverse stakeholders
- Team-oriented mindset, with the ability to foster collaboration and provide constructive feedback

- **Desirable**

- An understanding of the relationships and sex education (RSE) sector or related fields
 - A clear understanding of the respective roles and responsibilities of the Chair, Trustees, the National Committee, and the wider organisational structure
-

VALUES AND ATTITUDES

- **Essential**

- A strong and visible passion and commitment to the charity and its strategic objectives and cause
- A leader on equality of opportunity who values diversity and removes barriers to equality
- Ability to commit the time required to conduct the role well, including traveling to and attending events out of office hours
- Willingness to be available to the National Committee for advice and enquiries on an ad hoc basis
- Ability to be decisive and to lead and guide others in decision making processes in order to get things done

- **Desirable**

- A creative and innovative thinker with the ability to drive positive change

