



# Trustee Information Pack

November 2018

## Appointment of new trustees

Thank you for your interest in considering the opportunity of serving as a trustee. This is a really exciting time to be joining Thirtyone:eight (the new name for CCPAS). We have seen significant growth in recent years to ensure the charity is fit for the future and ready to take our contribution to safeguarding into a new chapter.

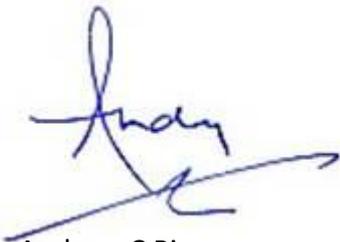
We are looking for trustees who reflect the different communities we serve and bring a range of skills and expertise that will assist us in achieving our mission and vision. Trustees are required to have a personal Christian faith and commitment to our Christian and safeguarding ethos.

Trustees currently meet four times per year and we are open to some of those being accessed remotely where appropriate. The location and timings of trustee meetings may also vary to assist attendance of all members. Trustees may also want to participate in Committees, which again can be accessed remotely where appropriate.

We ask you to complete your application, giving all relevant information and, in particular, setting out the ways in which you feel you would be able to contribute to the Thirtyone:eight Board.

You are welcome to ring me on 07795 563838 or email me at [andrewcpierce@gmail.com](mailto:andrewcpierce@gmail.com) if you have any queries.

Many thanks.

A handwritten signature in blue ink, appearing to read 'Andrew C Pierce', with a long horizontal flourish extending to the right.

Andrew C Pierce  
Chair of Trustees

## Information for Candidates

At Thirtyone:eight we are passionate about protecting vulnerable people.

We're an independent Christian charity which helps individuals, organisations, charities, faith and community groups to protect vulnerable people from abuse.

To do this, we provide training, consultancy, disclosures checks and a 24 hour helpline, making sure everyone is equipped and empowered with the tools they need. We are recognised as leading experts in safeguarding, working with a range of organisations and government to inform legislation and promoting high standards in safeguarding practice.

Trusted for over 40 years, we work together with a network of thousands of member organisations to make sure that standards for safeguarding are upheld and protected.

### How we work

- We are independent, experts providing a complete safeguarding solution.
- We educate, inform, support and equip churches, faith groups, organisations, individuals and government with the tools they need to protect vulnerable people
- We recognise that it's only by working together that standards in safeguarding will rise, which is why 'together' is at the core of everything we do.
- We do this because we are Christian, which means we are compelled to care for and protect vulnerable people.

We are members of the Christian Safeguarding Forum (CFS), UK Council for Child Internet Safety (UKCCIS), Association of Christian Counsellors, the Christian Helplines Association, Churches Together in England and the Evangelical Alliance. We are also a partner agency with CEOP (the Child Exploitation and Online Protection centre – part of the National Crime Agency).

## About Thirtyone:eight

### Our Christian Basis

The work of Thirtyone:eight is faith-based and faith-inspired. It is formed from a desire to reflect Christ's love and commitment to people and their well-being.

As part of God's creation, we believe every person:

- is of infinite value, regardless of race, nationality, gender, ability, disability, class, or religion;
- should be shown love, respect, dignity and protection from all harm; and provided with adequate food, clothing and shelter, if possible within the context of a loving family;
- should have the opportunity to develop to their full potential as wise, loving and creative human beings in a free society.

### Our Vision

**Our vision is a world where every child and adult can feel, and be, safe.**

It's a big vision, and it's what drives us because we believe that when a person or organisation shares this vision, transformation takes place, safer places are created and people's lives are impacted for the

better.

To achieve our vision:

We will **equip** society with the knowledge and skills to create safer environments for children and adults at risk.

We will **empower** society to respond appropriately to those who are vulnerable or have experienced abuse.

We will **encourage** society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.

## Our Values

Our values are what make us tick. They are how we behave and how we communicate. They are what you can expect from us, our DNA.

**Christian.** We are a Christian organisation, who are inspired to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as we believe God told us to. This is the foundational pillar of all our work.

**Thought leader.** We are experts at the forefront of raising safeguarding standards, and we share our knowledge with churches, organisations and the government, as well as the general public.

**Respectful.** We are honest and have strong moral principles. We are transparent and fair in everything we do.

**Empowering.** We want other organisations and groups to grow in knowledge and confidence – that's why we share our knowledge and encourage people to use it.

**Compassionate.** We understand that every person is unique, we value and care for every person who needs our help and treat them accordingly.

## Our People

Thirtyone:eight is a people-focused organisation. Our people are at the heart of everything that we do.

Our teams are comprised of experienced and skilled professionals, all of whom have high levels of expertise that extend across a wide range of professions and backgrounds.

## Person Specification

Each Trustee must accord to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

In addition, a Trustee must have:

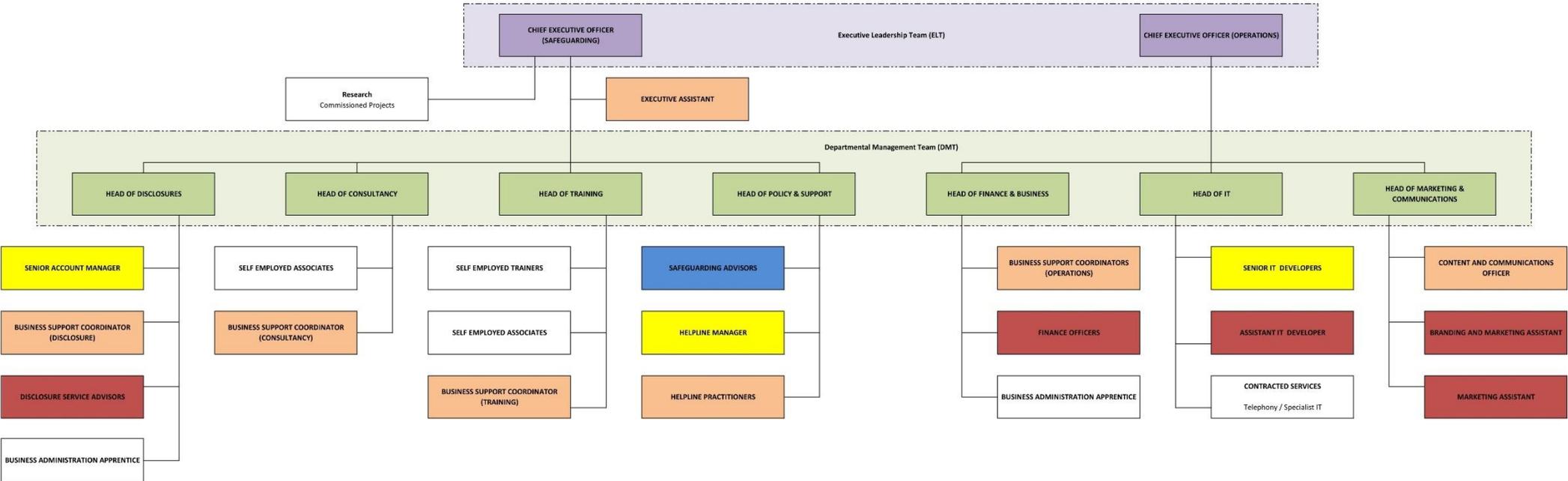
- A commitment to Thirtyone:eight
- A willingness to devote the necessary time and effort
- A personal Christian faith and commitment to the Thirtyone:eight Christian ethos
- Strategic vision
- Good, independent judgment
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship
- An ability to work effectively as a member of a team.

The Board needs skill and experience in the following areas (some of which already exist):

- Leadership at local church or national level
- Statutory child and adult protection work at senior level
- Business and/or financial management
- Fundraising, marketing and communications
- Child and adult welfare/criminal law
- Counselling/therapeutic service provision
- Training and/or organisational development
- Personal experience as someone who has been affected by abuse (survivor)

Over and above the areas identified above, Thirtyone:eight needs Board Members who reflect the different and diverse communities we serve and also from all four nations of the UK.

# Organisational Structure



**NOTES:**  
 The **Executive Leadership Team (ELT)** combines the two Executive Directors (sharing responsibilities of CEO, plus line management responsibility for all departments).  
 The **Departmental Management Team (DMT)** combines all Heads of Department who will work together and meet on a regular basis to discuss and plan the operational aspects of achieving the strategy and vision of the charity under the leadership of the Executive Directors.

**Colour Key:**

Pay Group 1	Pay Group 4
Pay Group 2	Pay Group 5
Pay Group 3	Pay Group 6