

# new dawn new day

a brighter future for women

...share your skills,  
make a difference...



[ndnd.org.uk](https://www.ndnd.org.uk)  
Charity Number 1034869

# Introduction from the CEO...

Thank you for your interest in working with New Dawn New Day. We believe the role of Chair presents an exciting opportunity to make a difference to the lives of women who've faced tremendous challenges.

During 40 years of operating in Leicester, we have evolved into a specialist service for women with multiple unmet needs, and now work with over 400 women a year from across Leicestershire. A strong focus of our work today is supporting women referred to us through the Police and Probation services.

Our culture is based on the principles of inclusion, community development and mutual empowerment and our structure is committed to putting the women we support at the forefront of everything we do.

This culture also extends to celebrating the wealth of lived experiences within our staff, volunteers and trustees, fostering an ethos of respect, safety, and belonging.

At a time when marginalised women face unprecedented challenges, we believe our work is vital. We have worked hard to build and maintain our excellent reputation with our current funders, (Ministry of Justice, Office for the Police Commissioner, National Lottery), for high quality service delivery and effective strategic partnerships.

We're searching for a Chair to steer us to a thriving future. If you have the passion, skills and personal qualities to lead us on this journey, we would love to hear from you.

Sara Swire - CEO, New Dawn New Day



# About New Dawn New Day and Our Approach...

We were founded in 1984 by a group of women who pioneered one of the UK's earliest community-led women's centres. They were driven by a shared vision to improve their lives and those of their families, friends, and neighbours.

In 2024 our work is grounded in a trauma-informed, holistic, and gender-responsive framework which aims to provide access to a range of services aimed at tackling the root causes that lead women into contact with the criminal justice system. These include one to one support, alongside therapeutic and educational programmes.

The trauma informed model we have developed recognises the impact of trauma and adversity, on women's pathways to becoming involved in the criminal justice system. It has the potential to work at any stage of involvement in the system, including prevention, early intervention, diversion and rehabilitation, reducing the number of women entering the criminal justice system.

Reducing the need for community and custodial sentences can deliver significant savings for scarce public services.

Connection with others is instrumental in aiding women's recovery from complex trauma by providing a compassionate and understanding support network.

In addition to providing accessible services, New Dawn New Day also offers women the opportunity to feel a sense of belonging and validation along with the chance to build interpersonal connections through peer support, assuring women that they are not alone in their struggles.

Sharing experiences with those who have faced similar challenges can foster empathy, reduce isolation, and support women to rebuild their lives and regain a sense of control and agency over their well-being.



# Why Women Only...?

Our approach for those who have experienced trauma, is to provide a gender responsive service delivered in women-only space. Our experience has shown that by providing a secure, understanding and empowering environment, survivors can heal, rebuild their lives, and regain a sense of control and agency over their well-being.

## Addressing Stigma and Shame

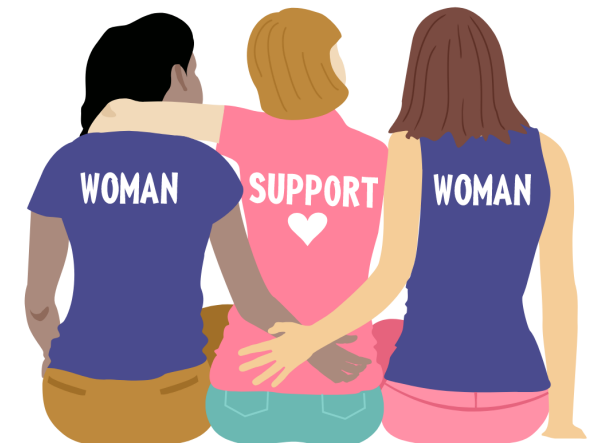
Women may experience societal stigma and shame related to their traumatic experiences, particularly in cases of sexual assault, domestic abuse and involvement in the criminal justice system. A women-only space helps mitigate these feelings by creating a supportive and non-judgmental atmosphere, fostering an environment where women can openly discuss their experiences without fear of social stigma.

## Empowerment and Agency

Women-only spaces empower women by offering them a sense of agency and control over their healing journey. In such environments, women can actively participate in decision-making processes, shaping the direction of their recovery and regaining a sense of empowerment that trauma often strips away.

## Shared Understanding and Peer Support

Women who have experienced trauma often find solace in connecting with others who have had similar experiences. A women-only space fosters shared understanding, creating a supportive community where women can exchange insights, offer encouragement, and share coping strategies, facilitating a sense of belonging.



# Our Impact...

We supported

442

women during  
2022/2023

Of women surveyed

98%

would recommend  
us to other women

98%	Felt <b>more positive</b> about their future
96%	Said they were <b>less likely to reoffend</b> as a result of our support
95%	Had a <b>better understanding of trauma</b> and how it had affected them
93%	Felt <b>better about themselves</b>
85%	Felt that they were now <b>working better with other organisations</b> and professionals
78%	Felt that their <b>emotions were less overwhelming</b> and out of control
77%	Had <b>reduced their level of drug or alcohol misuse</b>
75%	Had <b>reduced their levels of self-harm</b>
75%	Were <b>feeling less lonely or isolated</b>

"When you walk into the centre it feels like a huge hug. The energy & atmosphere are so lovely...It's a safe space & I can drop my walls"

"What would I tell other women ? Push yourself to attend the sessions and watch the better person you become "

"You meet the best people, friends and support workers and they give you the confidence to achieve and to see things differently. "

# About the role of the Chair...

We are looking for a Chair to lead the Board, oversee our strategic direction ensure effective governance & inspire us.

## Key Responsibilities

### Ensuring effective governance

- Providing support and leadership to ensure trustees fulfil their duties and contribute to strategic decision-making
- Maintain a supportive team culture among trustees, leveraging their varied experiences and networks for the charity's benefit
- Supporting new trustees to develop their participation and contribution
- Oversee the plan for trustee recruitment to ensure succession, diversity & relevant skills

### Development of the charity's long-term strategy

- Working in collaboration with trustees, the CEO, and the Senior Executive Team to oversee the development of the long-term strategic plan
- Review delivery of the annual plan to achieve funding & project objectives
- Research broader networks, potential partnerships & stakeholders to support the charity's strategic goals and funding requirements

### Working with the CEO

- Develop a productive working relationship
- Agree their annual objectives and provide support and oversight to deliver them

### Acting as a representative of the charity

- Be an ambassador, developing our network with decision makers and other stakeholders as appropriate



# Person Specification

We seek an experienced leader and advocate for social justice for women, who can demonstrate a personal commitment to our cause and approach

## Experience

- Proven success in in engaging teams to achieve results
- Demonstrable experience of chairing meetings, facilitating discussions to an agreed agenda.
- Working knowledge of management accounting principles

## Attributes

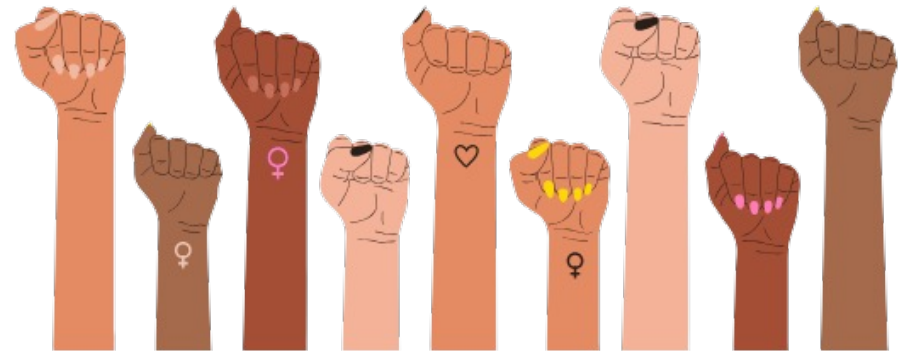
- Inclusive and facilitative approach to ensure all voices are heard.
- Able to demonstrate sound judgement with confidence
- Open to new ideas and different ways of working.

## Knowledge...

- Understanding of the work of small charities is desirable.
- An understanding of the impact of trauma and familiarity with trauma-informed approaches would be useful but full training would be provided for the successful candidate

## Skills and abilities

- Excellent interpersonal and communication skills.
- Strong relationship-building abilities.
- Ability to network and connect with individuals from diverse backgrounds.
- Personal success in managing, motivating, and developing people.
- Ability to support both Board and Executive development.
- Ability to assess and manage risk.





# Additional information & how to apply...

## Time Commitment

The Board meets 4 times a year plus monthly meetings with the CEO.

In addition to this you may also be required to participate in and/or lead working groups and attend events as required.

It is estimated that the average time commitment for this role will be 3 days per month.

Board meetings are held quarterly usually in person but from time to time also online.

We also hold up to 2 "time out" sessions each year to review both the strategy and the effectiveness of our governance arrangements.

## Terms of Appointment

All Trustees are appointed for a minimum period of 2 years. This post is for an initial term which may be extended for one further term of 2 years.

## Vetting

Due to the nature of our work, Trustees are required to undergo vetting with the Disclosure and Barring Service (DBS) prior to confirming appointments

## Location

New Dawn New Day is based in central Leicester and meetings are held at offices at 3 Museum Square, Leicester, LE1 6UF.

## Remuneration

The role of Chair is a voluntary position and therefore not remunerated. Reasonable expenses will be reimbursed. For successful applicants living outside of Leicestershire, we will cover travel expenses and accommodation costs where appropriate.

## How to Apply

Applications for this position need to be submitted by email to [admin@ndnd.org.uk](mailto:admin@ndnd.org.uk) by 5pm on Friday 17 May 2024 and contain the following:

- A short CV setting out your career history, responsibilities in each of your roles and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability for the role and how you meet the person specification.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.



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Charity Number 1034869  
Company Number 02898859

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[ndnd.org.uk](https://www.ndnd.org.uk)

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For more information you  
can find us online at our  
website and social media  
accounts or you can search  
for us at the Charity  
Commission and  
Companies House  
websites