SURVIVING ECONOMIC ABUSE

Trustee Recruitment Pack





Abi Goodwin
Chair of People, Remunerations and Nominations Committee



Sam Smethers
Chief Executive

Thank you for your interest in Surviving Economic Abuse!

SEA is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. We have a strong track record of success, driving legal, policy and lasting systemic change for victim-survivors. This includes getting economic abuse and post-separation abuse recognised in law. As we approach our 10th anniversary, we are now looking to grow and further diversify our board with up to four new trustees.

At SEA, we are committed to driving lasting systemic change which all victim-survivors can benefit from. Economic abuse can happen to anyone but there are some people who are more at risk than others. Our data shows that Black and minoritised women, disabled women, young women and mothers are particularly at risk.

We also recognise that some victim-survivors face additional systemic barriers or disadvantage and we reflect that in the work we do. We welcome applications from people of all backgrounds and identities. We particularly encourage applications from people whose identities and experiences are underrepresented in charity governance, including racially minoritised people, disabled people and those from working-class backgrounds.

We are looking for a range of skills and experience including: experience of working in frontline domestic abuse or related services or in a commissioning role; fundraising, political influencing and campaigning, communications and marketing, finance or accounting, risk management and governance. If you have a background in financial services, frontline services or the wider violence against women and girls sector or related policy agenda, that would also be welcome.

You may bring more than one of the skills that we are looking for but you only need to address **one of these priority areas**. When you apply, please indicate which of these you would bring to the role. Over and above this, you need to be able to spare 1-1.5 hours per week to fulfil the role.

Centering the voices of victim-survivors is essential for our work, so we are committed to ensuring that lived experience is reflected on our board. Please indicate when you apply if you have lived experience and would like this to be considered alongside other skills and experience.

Ahead of completing our trustee recruitment, we are also appointing a new Chair, who will be involved in the latter stages of the process.

If you are interested, please complete the application form and upload your CV by 12pm on Monday 11th January 2027. Full details of how to apply are set out in the recruitment pack.

We look forward to hearing from you!

With best wishes

Abi Goodwin & Sam Smethers

Who we are

Surviving Economic Abuse is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. We were founded in 2017 with a simple conviction: that economic abuse is serious, underrecognised and preventable, and that it requires a dedicated, expert response.

Economic abuse is domestic abuse and can trap people in dangerous situations for years, even after they have left. It is the control of money or the things that money can buy and perpetrators use it to cause harm, preventing a victim-survivor from fleeing or continuing the abuse long after they have fled.

We work to change the systems that make that possible: by influencing government, financial services and frontline services including domestic abuse services to put victim-survivors at the centre of how they operate.

Our vision is a world in which all women and girls achieve economic equality and can live their lives free of abuse and exploitation. Our mission is to make that happen by transforming policy, practice and public understanding.

We work alongside the Experts by Experience group to centre victim-survivors in all that we do. Their direct knowledge shapes our work, holds us accountable and ensures we remain grounded in the realities we are trying to change.

Find out more about our story on our website.

4.2m

UK women experienced economic abuse in the last year.



Our values

And the behaviours that bring them to life



We are purposeful: Everything we do is driven by our passion to make the world a safe and equal place for women.



We learn and share: Our team is curious, reflective, always learning and eager to share its expertise.



We work in partnership: We know that we can only achieve our goals if we work alongside others – our colleagues, the women who inspire our work and our partners.



We are agile: We are creative in meeting the challenges that must be overcome to create change.



We believe: Our work is centred on survivors of economic abuse: their experiences and knowledge shape how we respond.



We value equity: We believe in fairness and justice and we focus on removing barriers caused by systemic inequalities.

Our approach to equity, diversity and inclusion

Economic abuse can happen to anyone, but the risk is not evenly distributed. SEA's data shows that Black and minoritised women, disabled women, young women and mothers are disproportionately affected. Many survivors also navigate compounded barriers, including institutional racism, digital exclusion, insecure immigration status, that shape both their experience of abuse and their route to support.

We take a feminist approach because women and girls are disproportionately at risk of domestic abuse, including economic abuse. We also recognise that economic abuse occurs in same-sex relationships and that men and trans people can be victim-survivors.

The voices of survivors sit at the centre of how we work. The Experts by Experience group shapes our decisions, our priorities and our practice. Equity, diversity and inclusion are the lenses through which we make our decisions.

Our board and staff

SEA has a collaborative and supportive board of trustees who are committed to our shared values. We are recruiting because a number of our current trustees are approaching the end of their term of office or are standing down. The board brings expertise from financial services, safeguarding, charity finance, risk management, public affairs, communications and people management.

Our Chief Executive, Sam Smethers, leads a talented and growing team of 27 staff, bringing fifteen years of experience as a charity CEO and twenty years of experience in charity trustee roles.

Find out more about our current staff and trustees on our website.

Our Impact

In under a decade, SEA has secured the recognition of economic abuse and the criminalisation of post-separation abuse in law, shifted public understanding so that half the UK population now knows what economic abuse is, and ensured that it is placed at the heart of both the Government's Violence Against Women and Girls strategy and its Financial Inclusion agenda.

In the past year alone, we have worked in-depth with a number of leading financial services firms and trained over 800 professionals to improve the response victim-survivors receive from banks, insurance companies, public sector and frontline service providers. Every strand of this work has been shaped by the Experts by Experience group, and the voices of victim-survivors of economic abuse will remain at the centre of everything we do.

The role – Trustee

We are looking for up to four trustees to join our board at a moment of real ambition for SEA. If you are committed to our mission, and if you want to use your expertise, your perspective and your experience to help shape the direction of a charity doing work that genuinely matters, we want to hear from you.

You do not need to have served on a board before. We will provide a full induction, access to training and ongoing support from the Chair and your fellow trustees. What matters most is your commitment to SEA's mission and your willingness to contribute your time, insight and judgement.

What trustees do

As a trustee, you share collective responsibility for the governance of SEA alongside the rest of the board. Together, the board sets the strategic direction of the charity, oversees the executive team and ensures that SEA operates with sound financial management, strong governance and clear accountability.

You will offer supportive challenge and practical insight on the issues the organisation faces, holding the executive to account while trusting the CEO and her team to manage the work. The distinction between governance and management matters here: trustees lead and oversee; the executive runs the day-to-day.

Trustees are also responsible for setting staff pay, benefits and terms and conditions and for reviewing remuneration annually. Major risks are reviewed quarterly by the full board. All trustees are asked to advocate for SEA by sharing our work in your own circles.

Nearly 1m UK women couldn't leave a dangerous partner due to economic abuse.

What we are looking for

We believe the strength of this board lies in the breadth of experience, background and perspective around the table. We welcome applications from people of all backgrounds and identities or personal and professional experience.

We particularly encourage applications from people whose identities and experiences are underrepresented in charity governance, including racially minoritised people, disabled people and those from working-class backgrounds.

All trustees should bring a genuine commitment to SEA's mission, an understanding of the cause and a clear sense of why they want to join the board. Beyond that, we are interested in the particular expertise and perspective you bring, not in whether your CV fits a conventional governance mould.

In this round we have identified a number of priority areas to recruit for. You do not need to cover all of them.

Our priority areas are direct experience of frontline domestic abuse services and commissioning or finance, accounting and risk management. These are the gaps we most need to fill. If you bring experience of frontline services, whether in delivery, commissioning or a related role, you will strengthen the board's connection to the operational realities that underpin SEA's influencing work.

We are looking to recruit trustees who bring one or more of the following areas of expertise. **You only need to meet one of them in order to apply.** Please indicate on the form which area applies to you.

- Charity finance or accounting, *OR*
- Risk management, *OR*
- Direct experience of frontline domestic abuse services, whether in delivery, commissioning or a related role, *OR*
- Fundraising, particularly in corporate giving, trust and foundation funding, *OR* cultivating relationships with major donors and philanthropic funders, *OR*
- Government relations, campaigning or policy influencing, *OR*
- Communications, PR or marketing, *OR*
- Financial services sector experience

We particularly welcome applicants with lived experience of domestic and/or economic abuse. Disclosure is entirely your choice, and support from trained staff is available throughout the process and once you join the board.

Time commitment

Trusteeship at SEA requires approximately 54 to 75 hours a year, averaging one to one-and-a-half hours a week. This covers four board meetings a year, each lasting around two hours, with four to six hours of preparation, plus four sub-committee meetings, one to two strategy and development away days, and occasional involvement in recruitment panels or hearings.

We understand that fitting trusteeship alongside work and home life is a real consideration. If you are unable to attend a meeting, we ask that you read and respond to the papers in advance. We also ask that you are responsive to the executive team in a timely way between meetings.

Meetings and expenses

Board meetings take place in person in London. Trustees who are unable to attend in person on a particular occasion may join remotely. As a trustee, you may also be invited to attend external meetings and events on SEA's behalf, some of which will involve travel beyond London. The role is unremunerated. We reimburse travel costs and care costs, including childcare, elder care and disability-related support to remove financial barriers to board participation.

An agenda and papers are provided at least five working days before every meeting.

What we offer

This is a voluntary, unpaid role. In addition to expenses, we offer a full induction and training on the role of a trustee, ongoing support from the Chair and fellow trustees, flexible meeting arrangements that are reviewed regularly, and a collaborative board culture where every voice is valued. We are open to hearing from you about any further adjustments that would enable your full participation.

How to apply

This role is open to all

We welcome applications from people of all backgrounds and identities. We particularly encourage applications from people whose identities and life experiences are underrepresented in charity governance.

Accessibility and adjustments

We are committed to an accessible and inclusive recruitment process. If you need adjustments at any stage, including to the format of this pack, the application questions or the interview, please contact us and we will do everything we can to accommodate them.

We offer a guaranteed interview to disabled candidates who meet the essential criteria for this role. If you are eligible and would like to be considered under the guaranteed interview scheme, please indicate this on your application.

Applying

Please send us an up-to-date CV (two pages maximum) and your responses to the application questions. You are welcome to submit your responses as a short video instead of in writing. Details of how to submit a video are in the application form.

If you do not have a formal CV, please share your relevant experience in whatever format works for you: by skills area, most recent experience first, or by key projects. There is no single right format.

If you have any questions relating to this process, please contact **Anj Handa** of Inspiring Women Changemakers at **governance@inspiringwomenchangemakers.co.uk.**

Process and timeline

Note that Chair recruitment will complete before trustee interviews begin, so that the incoming Chair can participate in trustee shortlisting and interviewing. Candidates who are not appointed to the Chair role may also be considered for a trustee position, with your permission.

1 in 3

Black, Asian and racially minoritised women experienced economic abuse last year.

How to apply

We will be in contact with all applicants at each stage of the process to let them know the outcome and what happens next.

Application form: Complete your application
Application deadline: 12pm, Monday 11 January
Longlisting: By 1 February 2027
Shortlisting: w/c 12 February 2027
Interviews: From w/c 17 February 2027

Questions?

If you have questions about the role, the time commitment, or whether your experience might be a good fit, please contact us at governance@inspiringwomenchangemakers.co.uk and we'll respond by email.

What happens next

Checks before appointment. The successful candidate will be asked to complete a basic DBS check, which shows only unspent convictions, and to confirm they are not disqualified from being a charity trustee. A criminal record will not automatically bar you from appointment, and we will always discuss any disclosure with you first. Our policy on recruiting people with criminal records is available upon request. Email governance@inspiringwomenchangemakers.co.uk

Your personal data. We will use your data for board recruitment purposes only, as set out in our Candidate Privacy Notice.

We look forward to hearing from you!

Surviving Economic Abuse (SEA) is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. The charity works day in, day out to ensure that women are supported not only to survive, but also to thrive.

Charity Number: 1173256 (England and Wales), SC051495 (Scotland)

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