



## Rebuild Trustee Information Pack

### Welcome

Thank you for your interest in becoming a trustee at **Rebuild East Midlands**. Trustees play a vital role in shaping our strategic direction, ensuring good governance, and supporting our mission to empower survivors of Human Trafficking and Modern Slavery (HT & MS). This pack provides key information about our work, what being a trustee involves, and how you can contribute.

**Our vision is for a world where people live free from exploitation. Our mission is to break the cycle of exploitation by empowering individuals to rebuild their lives and embrace a future filled with hope.**

### About Rebuild East Midlands

Rebuild East Midlands is a specialist grassroots charity dedicated to supporting survivors of Human Trafficking and Modern Slavery. We are the only long-term support provider in Derbyshire, offering holistic, needs-led services to help survivors break the cycle of exploitation and rebuild their lives with dignity, safety, and independence.

### Our Values

As an organisation our values underpin the work we do and central to our support model. Our values are:

- We are consistent: As a long-term support provider, we want to be consistent in our approach to support and partnering with individuals
- We are Future Focussed: Together with our staff, volunteers and those we work with, we want to be mindful of the past and how it impacts the present, but we want to help people move forward by focusing on the future
- We promote empowerment: We work with individuals to redress the power imbalance that exploitation creates. We want to partner with those we work with to shape their own support, to develop resilience, and support the choices and decisions they make themselves.
- We focus on the individual: Valuing every individual and their uniqueness, we seek to understand, respect and embrace the backgrounds and experiences of every individual.
- We are flexible: We are constantly evolving, thinking creatively, seeing potential and embracing a flexible approach to all aspects of our work.

### What We Do

At any given time, we provide long-term, tailored support to around 35 adults and their families, while also offering crisis support to approximately 20 individuals per year. Our approach is person-centred and trauma-informed, addressing key barriers to recovery, including:



- Housing instability & homelessness
- Financial hardship
- Legal & immigration challenges
- Mental health & wellbeing support
- Education, training, and employment pathways

## Why Our Work Matters

In 2024, it is estimated that 50+ million people including men, women and children are trapped in some form of slavery across the globe. In the UK, the estimate is 136,000 trapped in some form of exploitation. Based on population statistics, this means there could be approx. 1000 potential victims of Modern Slavery and Human Trafficking in Derbyshire who are trapped in exploitation. In addition to this are those who have exited exploitation and are rebuilding their lives in Derbyshire.

At Rebuild East Midlands, we believe that individuals emerging from exploitation deserve access to comprehensive support that empowers genuine recovery and enables them to rebuild their lives free from the risk of further exploitation.

Individuals who have experienced Human Trafficking and Modern Slavery often face significant barriers to recovery and reintegration, frequently placing them in precarious situations that increase their vulnerability to further risk of

harm. Key challenges include:

- **Homelessness and housing instability:** Many individuals struggle to secure safe, stable accommodation, leaving them at high risk of destitution or re-exploitation.
- **Financial Instability:** Lack of ID, as it is often stolen by exploiters, which makes it difficult to access bank accounts or government services and ineligibility for benefits or challenges accessing financial support.
- **Legal and Immigration Issues:** including asylum
- and compensation claims, and family or criminal proceedings.
- **Difficulty accessing employment or education** due to lack of formal qualifications or transferable skills, limited work experience and trauma impacting their ability to engage with opportunities.
- **Physical, emotional, and mental health** impacts requiring sustained support.
- **Little or no English**, along with navigating potential cultural barrier

## What difference are we making?

Our overall aim is to see people living free from the exploitation they experienced through Human Trafficking and Modern Slavery (HT&MS). Along with individual support outcomes being met, by the end of the support journey, our aim is that the following overall outcomes have been met:

- Individuals are no longer at risk of being re-exploited
- Individuals have recovered from the ongoing impact of the trauma they may have experienced because of exploitation
- Individuals feel connected to their local community or social network
- Individuals are in employment, training or education
- Individuals are in stable accommodation



## Our 2025 – 2030 Strategic Priorities

Over the next five years, Rebuild East Midlands aims to enhance its support for those who have experienced exploitation and modern slavery and expand its reach in the region by focusing on three strategic themes:

### Practice, Partnerships, and People.

#### Practice

- Goal 1:** Build a strong evidence base for our work: we will identify and demonstrate what works well, ensuring our support is both effective and measurable.
- Goal 2:** Commit to continuous improvement by working towards relevant accreditation such as NCVO Trusted Standard and IMSA (Independent Modern Slavery Advocate).
- Goal 3:** Consolidate a support model, grounded in proven methods and informed by research, that can be replicated beyond Derbyshire.
- Goal 4:** Diversify our income streams through community fundraising, corporate fundraising, and social enterprise.

#### Partnerships

- Goal 5:** Strengthen Rebuilds reputation as the specialist trusted provider of modern slavery support in Derbyshire by building strong relationships with key partner organisations.
- Goal 6:** Play a key role in establishing a regional, multi-agency modern slavery partnership.

#### People

- Goal 7:** Build a robust culture of well-being for staff, volunteers, and those we support.
- Goal 8:** Develop strategies to meaningfully involve those with lived experiences in the organization.
- Goal 9:** Ensure we have the right people and resources to continue delivering our mission.

## The Role of a Trustee

### What's involved in being a Trustee

#### Time commitment

Our Board meet four-six times a year generally on Thursday afternoons between 4–6pm. Most meetings are held virtually or at the charity's central office in Derby. We aim to distribute papers electronically one week in advance of meetings so our board can prepare. In addition to board meetings the time of a trustee may be spent, preparing for and attending meetings, joining the Away Day and taking part in other relevant activities and training. Many of our existing Trustees work full-time and can provide advice and guidance about managing balancing your time commitments.

#### Location

Most of our work as a Board is virtual but we hope to return to face to face meetings in the future. Ideally, we'd like you to be able to visit our services, which are in Derby, to get to know our staff.

#### Term of office

Trustees are appointed for a minimum of 2 years and can continue for a further two periods of 3 years.



## **The role is voluntary**

Trustees are volunteers and their role is unpaid; however, we reimburse reasonable out-of-pocket expenses. This does not form any type of employment contract and should not be interpreted as such.

## **The formal role**

Trustees have, and must accept, ultimate responsibility for directing the affairs of Rebuild East Midlands, ensuring that it is well-run and delivering the charitable outcomes for the benefit of the public for which it was formed. The Board ensures that all of its decisions and actions are consistent with the charity's values.

## **Trustees must ensure that the Rebuild East Midlands complies with:**

- charity law, and the requirements of the Charity Commission as regulator.
- the requirements or rules, and the charitable purpose and objects, set out in the Rebuild East Midlands own governing document (our Charity Articles).
- the requirements of other legislation and other regulators which govern the activities of the charity.
- the requirement for trustees to act with integrity and avoid any personal conflicts of interest or misuse of charity funds or assets.

## **Duty of prudence:**

- ensure that Rebuild East Midlands is and will remain solvent.
- use charitable funds and assets wisely, and only to further the purposes and interests of Rebuild East Midlands.
- avoid undertaking activities that might place Rebuild East Midlands property, funds, assets or reputation at undue risk.
- take special care when investing the funds of the Together Trust or borrowing funds for the Rebuild East Midlands to use.

## **Duty of care:**

- exercise reasonable care and skill as Trustees, using personal knowledge and experience to ensure that the charity is well run and efficient.
- consider getting external professional advice on all matters where there may be material risk to Rebuild East Midlands, or where the Trustees may be in breach of their duties.
- protect and safeguard people. As part of fulfilling Trustee duties, you must take steps to protect from harm people who come into contact with Rebuild East Midlands. This includes:
  - people who benefit from our work
  - staff
  - volunteers
  - other people who come into contact with our work

## **Trustees must also ensure that Rebuild East Midlands:**

- pursue its Objects and Purposes, as set out in its governing document (our Articles).
- use its assets exclusively to pursue those aims.
- act in the interest of its beneficiaries.



### **You should also:**

- make decisions for the good of Rebuild East Midlands.
- uphold and promote the principles of equality, diversity, inclusion and anti-racism and ensure these are embedded in the organisation and help to deliver the charity's public benefit.
- avoid conflict with personal interests (in accordance with our Conflict-of-Interest policy).
- not profit from their role.
- contribute to the Board and the governance of the charity as a whole and provide strategic advice.

### **What do you need to have?**

You don't need specific qualifications or skills, but you will need:

- A local connection to Derby and a commitment to developing the work of Rebuild East Midlands for the benefit of the people of Derbyshire.
- To be able to take up the role of Trustee free from any conflict of interest.
- Be able to commit to upholding the Trustee Code of Conduct.
- Be confident using technology and cloud-based systems. Trustees are issued with a dedicated device and access papers via the organisation's secure Sharepoint area.
- Understand and accept the responsibilities and liabilities as trustees:
  - Be non-judgmental and respect views, values and cultures that are different to your own.
  - Have good listening, verbal and written communication skills.
  - Be able to exercise good independent judgement.
  - Have good numeracy skills to understand accounts with the support of the Treasurer.
  - Be willing to learn about and follow the Rebuild East Midlands aims, principles and policies, including confidentiality and data protection.
  - Be willing to undertake training in your role.

### **Who We're Looking For**

We welcome applications from a diverse range of backgrounds. We are particularly interested in individuals with experience in:

- Marketing & Communications (e.g. digital strategy, community engagement).
- Corporate & Business Development (e.g., partnerships, training services).
- Safeguarding & Social Work (e.g., trauma-informed care, survivor support).
- Legal & Governance (e.g., charity law, regulatory compliance).

### **Valuing inclusion**

Equity, diversity, and inclusion (EDI) are all things we hold dear; they are in our DNA. By this we mean that we subscribe to the view that we are all equal through our common humanity; we value and embrace the diversity of those we work with, staff and volunteers, and we work to eliminate discrimination. We strive to provide inclusive and accessible opportunities to people from all different communities, backgrounds, life experiences, ages and abilities. We particularly welcome applications from people from Black, Asian, Minority Ethnic (BAME) communities, LGBTQ+ and non-binary people and people with physical or mental health conditions.



## What You'll Gain

- Make a tangible impact on survivors' lives and long-term recovery.
- Develop leadership & governance skills in a growing organisation.
- Be part of a committed team, shaping the future of Modern Slavery support in Derbyshire.

## Next Steps: How to Apply

If you are interested in joining our Board of Trustees, please contact us at: [lesley@rebuildeastmidlands.org](mailto:lesley@rebuildeastmidlands.org)

We would love to have an informal conversation to discuss your skills, experience, and how you could contribute to Rebuild East Midlands. Thank you for your interest in supporting our work – we look forward to hearing from you!

*Together, we can rebuild lives and create safer communities*

To find out more go to our website - [www.rebuildeastmidlands.org](http://www.rebuildeastmidlands.org)



***“The staff at Rebuild helped me to feel free. Now I can walk around without fear.” Ayo***