

# Represent Women

## Represent Women Candidate Information Pack

### 1. About Represent Women

Represent Women is a brand new project born out of a desire to improve the lives of North East women and girls. Represent Women has been established by and for the women's voluntary sector in the North East as there is currently no coherent overall partnership that provides a policy voice for the sector and the women and girls it works with. Demand for women-led services is increasing, whilst recent research shows us that 'by and for' women's organisations receive a fraction of charitable funding ([Mapping the UK Women and Girls Sector and its Funding - Rosa \(rosauk.org\)](#)).

**Vision:** A thriving women and girl's sector with a strong voice, delivering high quality services to local women in the North East, reducing inequities and increasing opportunities.

**Mission:** To achieve our vision we will work with and for the women and girl's voluntary and community sector across the North East (County Durham, Newcastle, Gateshead, Hartlepool, Middlesbrough, Northumberland, North Tyneside, Redcar, South Tyneside, Stockton and Sunderland) to effect change for the benefit of women and girls and ensure their voices are represented, at local, regional and national levels, in policy making, commissioning and programme development.

We will work proactively to include intersectional approaches in all aspects of the organisation's activities and in all its structures. Intersectionality will have real meaning for the way we work and not just be a tick box exercise. We will be actively anti-racist in our practice and ensure all those who fall under the protected characteristics as defined in equality legislation are included and heard in our work. We will do this while ensuring provision of women only spaces and services is protected.

The main outcomes Represent Women will achieve include:

- Improved relationships with commissioners / funders leading to their improved understanding of women's sector and our increased ability to influence commissioning and policy making to benefit women and girls and to act as a 'critical friend' and challenge decisions on behalf of the sector when required
- More funding and capacity brought into the women and girl's VCSE sector, leading to better resources services and improved outcomes for women in the North East
- Improved working relationships, shared learning and knowledge, and a more sustainable and better- informed women and girl's sector; increased pooling of intellectual resources within the women and girl's sector
- Development of a strong evidence base and shared needs data for issues that affect women and girls, alongside improved dissemination of success and positive impacts made by the women and girl's sector, leading to amplification of marginalised women's voices, and a stronger voice for the women and girl's sector

***This is an exciting opportunity to shape and drive the programme from the outset and we are seeking two motivated, enthusiastic women who are committed to achieving our outcomes.***

***Funding is secured from the National Lottery Community Fund to employ two staff over the next five years,*** who will make a real difference to the lives of North East women and girls by developing the Represent Women partnership.

The two posts are:

**Director of Policy & Advocacy**

**Member Support, Marketing & Communications Officer**

These staff will be employed by Tyneside Women's Health for the first 18 months of the project. At which point Represent Women will become an independent organisation and employment will transfer. The start date of continuous service will remain as the initial appointment date to these posts when employment transfers.

## **2. Who we are**

Represent Women is a collective of women and girls-led North East-based voluntary and community sector organisations. Our geographical footprint is the entirety of the North East:

- Northumberland
- North Tyneside
- Newcastle upon Tyne
- Gateshead
- South Tyneside
- Sunderland
- Co Durham
- Tees Valley

Our membership will be made up of a range of women and girls organisations and networks following a tiered system:

Tier 1 - 'Women Led' - VCSE women and girls only organisations and networks led by and for women and girls with North East roots.

Tier 2 - 'Women's Projects' - VCSE organisations and networks with specific women and girls' services delivered within the North East.

Tier 3 - 'Allies' - Generic VCSE organisations and networks, public sector, funders, and individuals.

Represent Women is managed by a Steering Group of women and girl's led organisations including:

- Tyneside Women's Health
- WWiN (Sunderland)
- My Sister's Place
- The Millin Charity
- Northumberland Women's Workshop
- Rape Crisis Tyneside & Northumberland
- Women's Health in South Tyneside
- The Angelou Centre

- Young Women's Outreach Project
- Aspire
- The Girls Network

The Steering Group is responsible for setting the overall strategy of Represent Women.

### **3. Equality, Diversity & Inclusion Statement**

We advocate taking an intersectional approach to maximising the potential of **all** women and girls which means listening to the lived experience of any marginalised group, including: disabled women; lesbians, bi-sexual and trans women; migrant women; older and younger women; pregnant women; racially minoritised women; working class women, and developing policy responses that meet their needs.

Represent Women will itself be trans-inclusive and seek to be an active ally to all marginalised communities and individuals. We acknowledge some women's organisations do not provide services specifically for trans women in their day-to-day operations / service provision (often because of the nature of their work) and we intend to create a 'big tent' where all women's organisations are welcome as members. We see a role to play for Represent Women in creating safe spaces for conversations around this and other hotly contested issues, in a respectful and supportive environment – countering some of the unhelpful polarisation that has taken hold in recent years.

### **4. Employee Benefits**

As a valued employee at Tyneside Women's Health / Represent Women there are a range of benefits for staff to enjoy:

- ✓ Competitive salary
- ✓ An excellent company pension scheme with 8.7% employer contribution
- ✓ 28 days' annual leave (pro rata) per year rising to 32 days' annual leave for each completed year of service, plus bank holidays
- ✓ Flexible working hours including work from home option\*
- ✓ Relevant training, development and progression opportunities

\*it is envisaged that these roles will be home based with significant time spent meeting with other women and girl's organisations. Desk space will also be available as needed at Tyneside Women's Health premises in Gateshead or Byker.