



## **Background Information**

Support After Rape and Sexual Violence Leeds (SARSVL) is the professionally recognised Rape Crisis Centre for Leeds. SARSVL exists to support women and girls whose lives have been affected by child sexual abuse, rape and all forms of sexual violence, to promote their needs and rights, and to work towards the elimination of sexual violence and abuse.

SARSVL is run by women for women and girls. We are proud to be a feminist organisation because we recognise that sexual violence is both a cause and a consequence of gender inequality. Our vision is of a world where all women and girls can live free from the fear and experience of sexual violence and abuse. Our main aims are:

1. To provide free, confidential support to women and girls whose lives have been affected by sexual violence of any kind, at any time;
2. To reflect the community we serve, working actively to encompass the diversity of needs amongst women and girls who may wish to access our services;
3. To contribute to the development of local sexual violence-related services, aiming towards comprehensive support for women and girls in Leeds and surrounding areas;
4. To raise awareness and understanding of sexual violence;
5. To challenge and change public attitudes about sexual violence against women and girls.

### **Development so far**

SARSVL was started by a group of women activists in 2009 and registered as a charity and a Company Limited by Guarantee in 2010, launching its first service (a specialist telephone helpline) in 2010. SARSVL is the Rape Crisis centre for Leeds and is a member of Rape Crisis England & Wales.

In 2012, SARSVL secured its first Government grant, moved into its own rented premises for the first time and began recruiting to its small, valued staff team, which continues to support and enables our service delivery, development and capacity-building. During this time SARSVL was an almost flattened collective structure where all volunteers and staff that wanted to, could attend steering group meetings along with the Trustees. The steering group model then ended and Board meetings without volunteers took place and line management of all staff moved from a Trustee responsibility to a paid staff members post.

In 2018 the organisation then put a senior team in place. At the time we decided we wanted to keep the collective feel of joint working with joint responsibility but with added accountability.



Now in 2021 following a staff structure consultation event and the development of our new 5-year business plan, we are wanting to welcome a CEO into SARSVL to support the sustainability and growth of SARSVL into the future.

### **The Board**

Our board of Trustees currently comprises of 9 women with 2 spare seats which will be filled following a skills gaps review due to take place shortly. Some of our Trustees are survivors of sexual violence and some of them have used SARSVL services in the past which ensures service users voices are well represented at the very highest strategic level.

### **The Staff team**

SARSVL's 3 core services (ISVA, Counselling and Helpline) have grown rapidly into thriving and busy services. Each of these services has a full time senior service lead (who all also carry a caseload), with a combination of part time paid staff and volunteers. All our services are feminist, trauma-informed and women-centred.

SARSVL also has a full time office Co-ordinator who manages referrals into the counselling and ISVA service and provides organisational admin support. Following the recruitment of the CEO post we plan to recruit to a part time Finance co-ordinator post and a part time external training post (money in the budget is already secured). Both of these posts will support the business functions of SARSVL including delivering external training and raising awareness sessions, community fundraising, small funding applications, financial administration, marketing and social media.  
*Please see staffing structure diagram.*

### **Current Financial picture**

SARSVL has secured various multi-year funding contracts from a variety of Trusts and statutory sources. This means that SARSVL is around 90% fully funded for this financial year (April 2021 – March 2022) and around 65% funded for financial year 2022-2023. SARSVL is also just finishing its second year as the Leeds Lord Mayors charity which has further increased awareness of our service within the city. Due to this our unrestricted income and reserves has increased and more people/businesses are interested in community fundraising for us.

### **CEO**

This new role will be responsible for the delivery of SARSVL's business plan, holding the strategic overview to ensure long term sustainability of SARSVL and its work. With overall responsibility for staff leadership and management this role will oversee SARSVL operations through effective governance, strong finance management and delivery of services.

This is a varied and exciting role for the right candidate to bring along their own experience and ideas to help shape the future of SARSVL.

**For more information about SARSVL visit [www.supportafterrapeleeds.org.uk](http://www.supportafterrapeleeds.org.uk)**