



solace

Shadow Board Member Recruitment Pack

About the role

The Solace logo, consisting of the word "solace" in white lowercase letters on a red rectangular background.

Solace is a registered charity with the Charity Commission for England and Wales. The organisation is governed by a Board of Trustees, which is made up of 12 members from across a range of professional and life experiences.

Solace is seeking to recruit 4 new Shadow Board members, with lived experience of VAWG to work alongside and act as a critical friend to the Board of Trustees. We are looking to culminate a diverse Shadow Board with a range of expertise and skills, to work together with the Board of Trustees in fulfilling responsibilities for the strategic direction and overall governance of the organisation.

Solace Women's Aid values diversity, promotes equity, and challenges discrimination. We believe it is essential to have the voices of those with lived experience, and our service users at the heart of every decision, particularly the way in which we are governed.

We are especially keen to hear from people from the global majority and other underrepresented communities, to ensure the Shadow Board reflects the diversity of the communities we support.

By joining our Shadow Board, you will have the exciting and important opportunity to use your lived experience, skills and expertise to drive the success of a growing organisation that makes a profound and positive impact on the lives of women and girls who have suffered from violence and abuse.

Key responsibilities:

- Meet monthly with the Shadow Board (alternating between online and in-person).
- Align and work with the Board of Trustees, CEO, and Senior Management Team to develop and deliver strategic plans for the charity.
- Work with Shadow Board members and Service User Involvement Coordinator to prepare for Board meetings and ensure that business is covered effectively in those meetings.
- Align with the Board of Trustees to fulfil governance responsibilities such as strategic planning, risk management, compliance, financial oversight, stakeholder engagement, ethical conduct and monitoring the Board effectiveness.
- Work to build a team culture at Board level.
- Work with Shadow Board members to lead on Social Justice commitments at Solace.
- Promote equity, diversity and lived experience to drive cultural change in governance at Solace.

Person specification

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Experience

Please note: You do not need to have all of the following. Training and support will be provided in onboarding.

Essential

- Lived experience of violence against women and girls (VAWG)
- Ability to engage respectfully with a range of people, including staff, partners and other service users
- Sensitivity, empathy and discretion when working alongside other survivors

Desirable

- An interest in how charities are run or governed
- Some awareness of issues affecting the VAWG sector
- Experience contributing ideas, feedback or lived experience to improve services
- Any experience (formal or informal) of being involved in planning, decision-making or group discussions
- Experience managing money, budgets, or resources in any setting (personal, community, voluntary or work-based)
- Experience supporting, facilitating or participating in groups, meetings or discussions

Skills & abilities

Desirable

- Willingness to share views and perspectives to help shape strategic decisions
- Ability to communicate ideas clearly and thoughtfully
- Confidence to offer feedback and reflections to support the Board and wider organisation

Attributes

Essential

- A strong personal commitment to improving equity, diversity and inclusion at Solace and within the wider VAWG sector
- Alignment with Solace's vision, mission and values
- A collaborative, respectful approach and good interpersonal skills

Additional Information

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Location

Board meetings will be held every other month in person at our London Office in Camden. Alternative months meetings will be held online via MS Teams.

Time commitment

Board members are expected to commit a minimum of 15 hours per month in this role, which will include attending monthly meetings, networking events, project-based work and reviewing documents between meetings.

Terms of appointment

The initial appointment is for two-or three year term but can be extended for further terms.

Remuneration

The position for the Shadow Board member is voluntary, but reasonable expenses such as travel and childcare will be reimbursed.

Support

Core training will be provided including but not limited to: Safeguarding, Working with Groups, Equality, Diversity and Inclusion, Self Care and more.

Deadline

Recruitment is open until 18th September 2026

