

Oasis Domestic Abuse Service Chair of the Board Recruitment Pack 2025

oasisdaservice.org

Registered Charity No: 1126198

   @oasisdomesticabuseservice



Working to end violence and abuse.

A little bit about Oasis...



We provide refuge and safe accommodation, community based services including MARAC support, hospital support and court support, group work, young people's services and a helpline

1994

An old hotel in Margate was turned into a refuge for women and children

1500

Adults supported every year



Oasis has since expanded to cover Thanet, Dover, Medway, Gravesend

400

Children supported every year

Our vision

A world free from abusive relationships where every person is safe at home and in their community.

We believe in a just, fair and equal society.

Our mission

For family life to be free from abuse. We will keep working towards this and creating innovative responses to domestic abuse that increase safety, rebuild lives and create lasting change, for as long as it takes.

Our goals

To save lives, now and in the future:

We provide needs led, risk focused services that promote safety and build resilience; we work with young people to prevent abuse through education and mentoring.

To champion the needs of people affected by abuse:

We keep the people we help at the heart of all we do. We ensure that their voice is heard, and their safety is paramount, as well as working to highlight the injustices they face.

To empower people affected by abuse:

We empower people who use our services through strengths and solutions-focused support. Later in their journey, we help them through our volunteer programmes that offer skills, confidence and friendship.

To listen and learn:

We know that good ideas can come from anyone at any time. We are committed to listening and learning from our service users, our colleagues and our partners.

Be positive and proactive:

We believe that we can and do save lives, that we have and will change lives. We believe that breaking the cycle of violence and abuse is possible.

Our values

Compassionate

We provide compassionate support to people in need, no matter who they are or what situation they find themselves in. We are always here to listen and help without judgement.

Curious

We undertake research and development to ensure our services continue to be innovative, effective, and efficient. We are always looking for ways to do what we do better, using trauma-informed data and practice.

Committed

We are committed to providing the best level of support. We find new ways of support and forge new partnerships to help end the cycle of abuse.

Collaborative

We are generous with our expertise, our tools and our time. We believe in working with families, professionals and agencies to create stronger and more resilient communities.

Connected

We connect with individuals, organisations, and services in meaningful ways. This is to ensure that we are providing the highest level of service and support. We adopt a multi-agency, holistic approach to the work that we do.

What's involved?



Time commitment

We estimate the role could take up to 2-4 hours a week (with some flexibility) if you attend Board meetings and are involved in one of our sub-group Committees. Our Board meets a minimum of 4 times a year, normally on the second Tuesday of the month and we aim to distribute papers electronically two weeks before the meetings.



Location

Most of our work is a mixture of virtual online and face-to-face meetings. We provide services across Kent, so our meeting location can vary, with our main locations being Margate and Gravesend.



Term of office

Chair Of The Board & Trustees are appointed for a minimum of 3 years and can continue for a further two periods of 3 years (maximum term 9 years).



The role is voluntary

Our Chair & Trustees' are volunteer roles and are unpaid; however, we reimburse you for reasonable out-of-pocket expenses. This does not form any type of employment contract and should not be interpreted as such.



The formal role

The Chair & Trustees have and must accept, ultimate responsibility for directing the affairs of Oasis, 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.

The principles of the Chair

As Chair, you will model the highest standards of integrity and governance, upholding the Seven Principles of Public Life and ensuring the Board operates in line with the Charity Governance Code.

Members of the Board will adhere to the Good Governance Code for the Voluntary and Community Sector – please find this document at:

[Charity Commission guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/charity-commission-guidance)

All Trustees of the organisation are expected to uphold the seven principles of public life. Please refer to, for further information:

[The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/the-seven-principles-of-public-life)

Who can and can't be a Trustee?

[Why some individuals can't act as charity trustees - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/why-some-individuals-cant-act-as-charity-trustees)

Key responsibilities (1)

Governance responsibilities of the Chair of the Board

As Chair of the Board, you will lead the trustees in ensuring that Oasis operates with integrity, accountability, and in full compliance with its legal and regulatory obligations. This includes:

Legal and regulatory compliance

- Ensuring Oasis complies with Charity law and the expectations of the Charity Commission as our regulator.
- Upholding the charitable purpose and objects as set out in Oasis' governing document (Charity Articles).
- Ensuring compliance with relevant legislation and sector-specific regulators, such as the Care Quality Commission (CQC).
- Promoting a culture of integrity, transparency, and ethical conduct, including the avoidance of conflicts of interest and the responsible use of charity funds and assets.

Duty of prudence

- Leading the Board in ensuring Oasis remains financially solvent and sustainable.
- Overseeing the wise and strategic use of charitable funds and assets, ensuring they are used solely to advance Oasis' mission.
- Identifying and mitigating risks that could impact Oasis' property, finances, reputation, or long-term viability.
- Providing oversight and scrutiny when Oasis invests or borrows funds, ensuring decisions are made with care and due diligence.

Key responsibilities (2)

Chair's Responsibilities: duty of care and strategic oversight

As Chair of the Board, you will lead the trustees in fulfilling their duty of care, ensuring Oasis is governed with diligence, foresight, and compassion. This includes:

Duty of care

- Providing leadership that ensures the Board exercises reasonable care, skill, and judgment, drawing on both collective and individual expertise to guide Oasis effectively.
- Encouraging the use of external professional advice when decisions involve material risk or complex legal, financial, or operational matters.
- Championing a culture of safeguarding and protection, ensuring that Oasis takes proactive steps to protect all individuals who come into contact with the charity—including colleagues, volunteers, clients, and beneficiaries—from harm.

Strategic alignment and purpose

- Ensuring the Board remains focused on pursuing Oasis' charitable objectives and strategic aims, as defined in its governing document (Charity Articles).
- Overseeing the responsible use of Oasis' assets and resources, ensuring they are deployed exclusively to advance the charity's mission.
- Leading the Board in acting in the best interests of Oasis' beneficiaries, ensuring decisions are made with empathy, fairness, and long-term impact in mind.

Key responsibilities (3)

Chair's Role in upholding values and strategic leadership

As Chair, you will play a pivotal role in guiding the Board to act in the best interests of Oasis and its beneficiaries. This includes:

Leadership and ethical governance

- Ensuring that Board decisions are made for the long-term benefit of Oasis, its mission, and the communities it serves.
- Championing equality, diversity, inclusion, and anti-racism, and ensuring these principles are embedded across Oasis' governance, culture, and operations.
- Promoting transparency and integrity by helping trustees identify and avoid conflicts of interest, and ensuring no trustee profits personally from their role.

Strategic contribution and Board engagement

- Fostering a collaborative and effective Board culture, where trustees are empowered to contribute meaningfully to governance and provide strategic insight.
- Supporting trustees in aligning their contributions with Oasis' vision, mission, and values, and encouraging continuous learning about the experiences and needs of those we support.

Personal attributes and expectations

As Chair, you should demonstrate:

- A deep commitment to Oasis' purpose and strategic direction.
- The ability to meet the time and leadership demands of the role.
- Integrity, independent judgment, and strategic foresight.
- Strong facilitation and teamworking skills, with the ability to build consensus and lead through complexity.
- A willingness to learn from and listen to diverse perspectives, especially those of the people Oasis supports.
- Full compliance with Oasis' Code of Conduct and organisational policies.

How do we look after you?



Support for New Trustees:

We recognise that stepping into a trusteeship, particularly for the first time, can be both exciting and challenging. As Chair, you will play a key role in creating a welcoming and supportive environment for new Board members. To support this, we offer a mentoring programme, where new trustees can be paired with an experienced Board member. This mentor will provide guidance, answer questions, and help the new trustee settle into their role with confidence. As Chair, you will help ensure this support is well-matched and effective, and that all trustees feel valued, included, and empowered to contribute fully to the governance and strategic direction of Oasis.

EAP:

We also offer our trustees and volunteers access to our Employment Assistance Program.

Development:

You will also be able to have an IDP (Individual Development Plan) with the Chair of the board, which is an opportunity for you to identify any learning needs or areas for development.

Learning:

One of the benefits of volunteering is being able to access learning and development opportunities relevant to the role. We ask you to undertake the following training within your role (please note some training is annual, especially Safeguarding which will be completed more than once in your 3-year term of office).

- Safeguarding Children and Adults
- Equality, Diversity and Inclusion
- GDPR (Data Protection and Confidentiality)
- Health and Safety

If you need additional training, we aim to be as flexible as we can, when booking training dates and will try to give as much notice as possible. Our training can be done through e-learning or in partnership with Runway.

Our board supports these areas:

Safeguarding

Finance

Human Resources

Fundraising

Communications & Media

Health & Social Care

Legal

Health, Safety & Compliance

Lived Experience

How to apply...

To apply to become Chair of the Board for Oasis, please email your CV or an extended biography to recruitment@oasisdaservice.org, alongside a short supporting statement on the area you feel you could support us and how that links into our Oasis mission.

By return email, we will ask you to complete an application form.

Interviews will be with a panel and face-to-face in either our Margate or Gravesend locations. Colleagues / Volunteers and Clients may be part of the recruitment process.

If successful we will seek your permission to gain two references supplied in the application form. This will only happen when your express permission has been granted.

There will also be a need to complete a minimum of a basic DBS, this is to help us ensure we complete our safeguarding processes.

Please make us aware of any accessibility support you may require.

Finally, please ensure that you have included a mobile, work, or home telephone number, as well as any dates you will not be available to be interviewed or might have difficulty with.



Thank you for your interest and time

