



Our Streets Now

BOARD RECRUITMENT PACK

Our Streets Now are looking for a founding group of board members to formalise and guide our grassroots, youth-led movement. We are looking for passionate and committed individuals to not only govern our organisation but also help us strategically plan for the future.

We are actively seeking individuals from a range of cultures and communities, with different lived and professional experiences that bring with them important and unique knowledge.

We look forward to your application!

www.ourstreetsnow.org

1. WHO WE ARE

Our Streets Now is a youth-led, grassroots and intersectional campaign to create a world in which everyone can feel safe and be safe in public space. Our aim is to end public sexual harassment (PSH), the set of sexually intimidating behaviours that 97% of young women have faced.

In order to do this, we use 3 principles avenues: lobbying for policy changes to tackle PSH, raising awareness through education, and supporting and empowering survivors. We are calling for a whole system approach to solving this issue, in which we rethink not only our laws but also how we raise our children, structure our universities, design our cities, and even how we think about this problem ourselves.

The sad truth is that, currently, harassment is a 'normal' part of growing up as a girl or non-binary person in this country. Our Streets Now is on a mission to change that.

Where We Started

Our Streets Now is a UK national campaign started in April 2019 by sisters Gemma and Maya Tutton demanding an end to public sexual harassment (PSH) through cultural and legislative change. It started off as a small Instagram community and a petition to make PSH illegal. Now we are a growing organization with over 130 associated volunteers. We have active campaigns being developed across secondary education, higher education, academia and transport as well as regular community building activities carried out through our literary magazine, book club, blog, creative team and newsletter.

ment in public space. We have built a huge network of support around this cause, reaching over half a million supporters this year and activating over 15,000 individuals to email their MP. Our awareness work builds on these wins to tackle the oppressive roots of this problem, using the power of social media and advertising, as well as direct work in secondary and higher education to challenge and change people's attitudes around this problem. We do this in different formats, from our widespread social media following of over 60,000 people to our in-depth direct work delivered to 60 young people. Finally, we are a community that supports and empowers survivors of public sexual harassment to reclaim public space. We use the power of art, poetry and storytelling to counter victim-blaming narratives and platform intersectional stories of harassment. Combining these different avenues of change is, we believe, the most effective way to make real, lasting change.

What We Do

Our campaign to end PSH uses an array of different avenues. Our work to make PSH illegal is one of the UK's most high-profile national campaigns, aiming not only to help survivors seeking justice but, crucially, to end the normalisation of sexual harass-

What We Have Achieved So Far

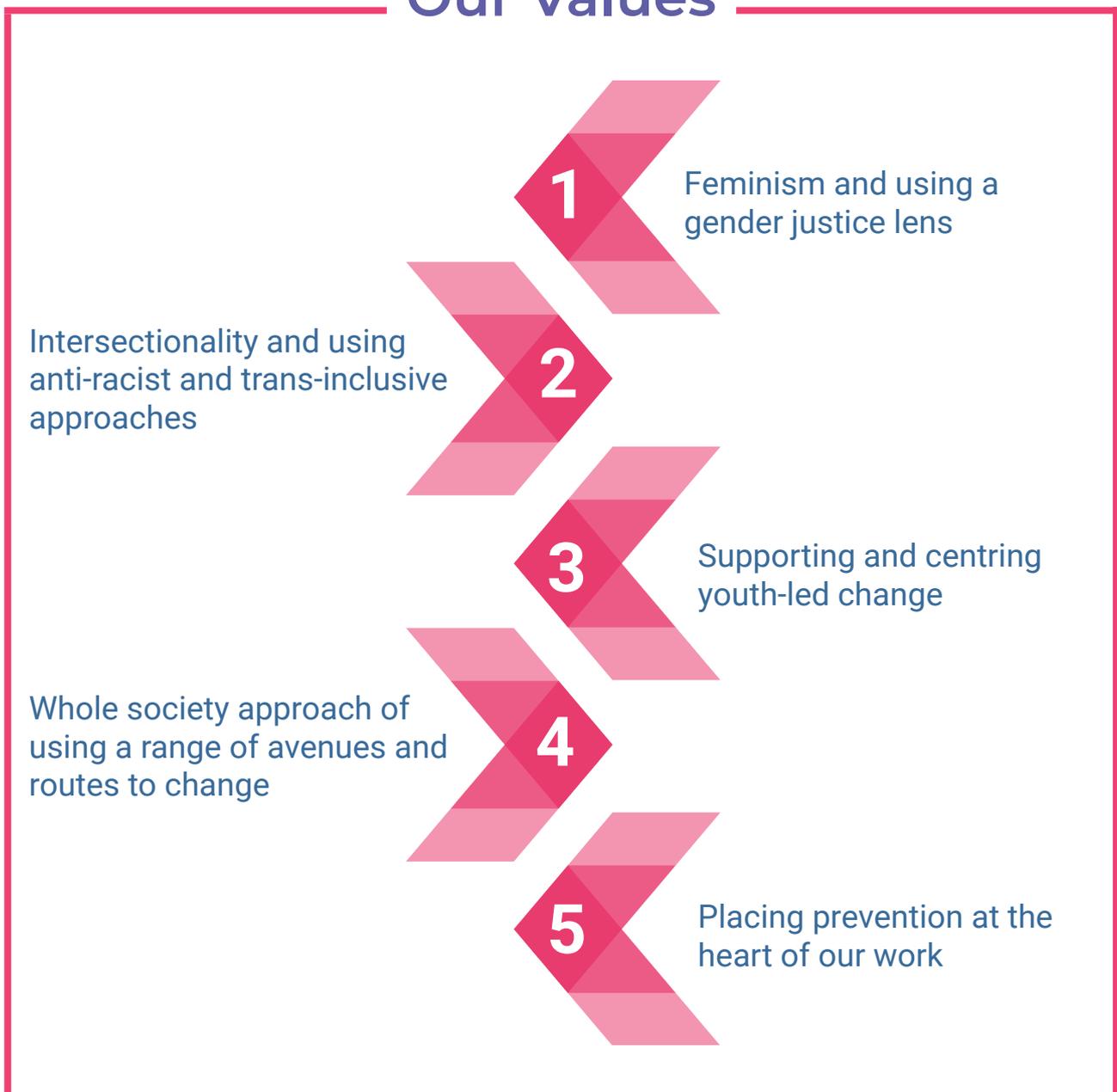
| | | AWARENESS | | |
|--|--|---|---|--|
| EDUCATION | | Grew our social media campaign to over 60,000 followers | LEGAL CHANGE | |
| Delivered changemaking workshops to over 60 young people | | Launched a national advertising campaign with Clear Channel and Plan International that reached over 23 million views | In July 2021, we secured a commitment from the Home Office to review the legal gaps we identified | |
| Created freely available teaching resources and resource packs to encourage education around PSH - seeing an average of 400 downloads a month of those resources | | Published 9 volumes of our literary magazine on PSH and gender-based violence | In November 2021, the Law Commission officially recommended that the Government consider making public sexual harassment a criminal offence | |
| Secured a flagship educational program in Swindon for delivery across the county's schools | | Saw the use of our term, public sexual harassment, used across UK Government and national media outlets | Maintained strong pressure on the Government through a roundtable with the Home Secretary and 2 Ministerial meetings in 2021 | |
| Established a network of Higher Education Ambassadors in over 20 universities | | Gained support of high-profile celebrities including Jameela Jamil and Emma Watson | Reached over 500,000 supporters | |
| Researched the prevalence of PSH and spiking across UK universities in partnership with The Tab | | | Activated over 15,000 people to write to their MPs | |

Where We Are Going

Our current governance and structure is very simple. The Our Streets Now Community Members represents the whole group of volunteers across the various branches of Our Streets Now, totalling over 130 individuals. This is overseen by the Our Streets Now Core Members, a smaller, committed number of around 20 volunteers who make up our core member group. This group acts as a forum to make key decisions and provide some strategic oversight of the organisation.

So far this structure has worked, but as OSN has continued to grow in size, impact and reach we have outgrown our ad-hoc structures. We want a board to help us convert from being a 'moment' into a lasting movement, with long-term impact and sustainable growth. As we grow our programmatic, policy and support work, we feel that now is the time to incorporate as a Community Interest Company. Part of this process is creating a functioning board to oversee our CIC.

Our Values



2. WHAT WE NEED

We are recruiting our Board from scratch, meaning that there are a whole range of places to be filled. As well as a number of general non-executive director roles, we are actively looking to fill 3 specific positions of a Chair, Secretary and Treasurer. Each role will be described in detail further down in the document. For now though, we'll be going through the responsibilities and requirements of all Board members.

Overall, we want our Board to:

- ~ Provide us with the necessary governance oversight over our legal and financial duties as we become a Community Interest Company.
- ~ Be highly involved in our strategic planning, giving us detailed advice on how to run our campaign in the short and longer-term.
- ~ For certain responsibilities on the Board, particularly the legal, finance and fundraising aspects, we will expect some degree of management of our delivery due to these being underdeveloped areas within the campaign.

Terms & Conditions of Appointment

The role of Non-Executive Director is voluntary, however all out-of-pocket travel and expenditure related to the Director role is reimbursed. The appointment is for a one year term, subject to satisfactory performance, renewable for a further two years with an annual review.

Time Commitment

There are a maximum of eleven board meetings a year (monthly) typically lasting 2 hours per meeting, including the Annual General Meeting. The average time commitment is therefore estimated to be 1 day a month (8 hours) for general non-executive Directors, although these estimated hours will vary for those in specific roles (see below). Directors are invited to attend and support special events and fundraising.

Accountability

The Board is responsible and liable for the governance and functioning of Our Streets Now and is accountable in varying degrees to a variety of stakeholders including funders, members and Companies House. The Board must adhere to any legal and regulatory requirements applicable to Our Streets Now's activities.

Responsibilities for all Board Members

- ~ Appoint the Chief Executive Officer, supporting them and monitoring their performance.
 - ~ Ensuring that Our Streets Now has a clear vision and strategic direction and is focused on achieving these, through monitoring.
 - ~ Ensuring the organisation functions within the legal and financial requirements of a Community Interest Company.
 - ~ Acts in the best interests of OSN's network of supporters and members.
 - ~ Contributing actively to the performance of OSN, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
 - ~ Ensuring our governance is of the highest possible standard.
 - ~ Have a willingness to secure financial support for the organization.
 - ~ Ensuring the financial stability of the organisation and the proper investment of funds in accordance with OSN's stated aims and objectives.
 - ~ Using any specific skills, knowledge and experience to help the Board of Trustees reach good decisions.
 - ~ Ensure a fully effective and appropriate system for the recruitment, appointment and evaluation of the work and activities of volunteers and, where applicable, paid staff members.
 - ~ Ensure that Our Streets Now develop partnerships, collaborations, and external relationships, raising its profile, and supporting the growth of its impact accordingly.
 - ~ Attend the majority of board meetings, scrutinise the board papers, challenge management on their content, contribute to the board discussion, focus on key issues and accept collective decisions.
 - ~ Volunteer for and willingly accept assignments and complete them thoroughly and on time.
 - ~ Assist with the identification, cultivation and recruitment of potential new Board members.
 - ~ Get to know other board members and build a collegial working relationship that contributes to consensus.
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Person Specifications

- ~ A commitment to the values of Our Streets Now
- ~ Have an ambitious outlook for the future of Our Streets Now
- ~ Understanding of the legal duties, responsibilities and liabilities of being a non-executive Director
- ~ A willingness and ability to dedicate the necessary time and effort for the role
- ~ Strategic thinking
- ~ Good independent judgment
- ~ An ability to think creatively
- ~ A willingness to ask questions, speak your mind, give constructive criticism and challenge others
- ~ An ability to work as part of a team
- ~ Excellent communication skills
- ~ A belief in youth-led change
- ~ An understanding and commitment to anti-racist approaches
- ~ A willingness to learn more about public sexual harassment and Violence against Women and Girls more generally

In particular we are looking for Directors with experience in **fundraising, media, education, policy and public affairs, or legal, finance, or related specialised fields**, but most importantly, a commitment and passion to making a difference.

Appointment Timetable

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|-------------------------------------|--------------------------|
| Closing date for applications | 7th March |
| Shortlisting process | 7th March to 11th March |
| Interviews by Our Streets Now panel | Week of 14th March (TBC) |

How to Apply

Please complete the Volunteer Application Form and ensure you clearly state if you are applying for the position of Chair, Secretary or Treasurer.

Send the completed Application Form along with your current CV (optional) to ourstreetsnow@hotmail.com



If you have any questions or would like an informal chat about the role please contact Maya.tutton@gmail.com

3. SPECIFIC BOARD ROLES

The Chair

We are looking for a Chair to lead our Board of Directors to fulfill their responsibilities for the strategic direction and overall governance of the organisation.

Time Commitment

The Chair will need to have the time to give to the role to ensure the effective management of the Chief Executive and attendance at all the key meetings, as well as a strong commitment and motivation to keep our remarkable organisation moving forwards. We estimate that this time commitment will be around two to four days per month.

Responsibilities

As well as the above general Director responsibilities, the Chair will:

- ~ Provide regular support and leadership to the Chief Executive and make sure Our Streets Now is run in accordance with the decisions of the board and the core members.
- ~ Lead the Board and the Chief Executive to develop and deliver strategic plans for the organisation
- ~ Liaise with the Chief Executive to draft agendas for the Board meetings, and ensure that the business is covered efficiently within these meetings
- ~ Ensure that the Board fulfill their responsibility for the governance of Our Streets Now
- ~ Act as a channel of communication between the trustees and the volunteers, alongside the Chief Executive
- ~ Welcome, induct and support new trustees and ensure their effective participation
- ~ Help to create a team culture at the Board level

Person Specifications

- ~ Passion and a commitment to children, young people and creating social change
- ~ Be politically astute; and act as a representative, spokesperson, and will help to create and identify opportunities for Our Streets Now.
- ~ Previous Board experience in the non-for-profit sector, especially experience of providing firm strategic direction and setting overall policy
- ~ An understanding of the Violence against Women and Girls sector
- ~ An understanding of intersectionality
- ~ Sensitivity and discretion in dealing with OSN core members and volunteers
- ~ Significant experience in leading groups of people
- ~ Significant experience chairing meetings
- ~ Significant experience managing people
- ~ Excellent communication skills - written and oral

The Treasurer

We are looking for a Treasurer to oversee all financial transactions and fundraising efforts going in or out of Our Streets Now. Their primary duties include budget planning, financial reporting, record-keeping, and managing incoming and outgoing funds.

Time Commitment

The Treasurer will need to have the time to give to the role to ensure the effective financial management of the organisation, overseeing the volunteers doing the day-to-day financial tasks. We estimate that this time commitment will be around two days per month.

Responsibilities

- ~ Reconciling bank accounts and producing financial statements, which they present at board meetings
- ~ Ensuring tax-related documents and legal forms are filed on time
- ~ Managing the board's review of and action on its financial responsibilities
- ~ Assisting the Chief Executive in preparing the annual budget and presenting it to the board for approval
- ~ Working with members of the Board with fundraising experience to oversee bids for funding
- ~ Ensuring use of funds complies with conditions set by funding bodies
- ~ Reviewing the annual audit and answering board members' questions

Person Specifications

- ~ Significant accounting experience
- ~ Time to give to the role given the management of delivery aspects
- ~ Significant experience managing people

The Secretary

Our Secretary will be in charge of the smooth operation of our board.

Time Commitment

The Secretary will need to have the time to give to the role to ensure the operational management of the board. We estimate that this time commitment will be around 1.5 days per month.

Responsibilities

- ~ Reconciling bank accounts and producing financial statements that an agenda has been prepared by the board Chair and/or CEO and that the agenda is distributed in advance of the meeting
- ~ Oversees the distribution of background information for agenda items to be discussed
- ~ Prepares the official minutes of the meeting and records motions, discussions, votes, and decisions
- ~ Prepares and provides the previous meeting's written minutes to board members before the next meeting and records any changes or corrections
- ~ Assures that documents are accessible to members
- ~ Schedules and notifies board members of upcoming meetings
- ~ Holds members accountable for their tasks

Person Specifications

- ~ Sufficient time to carry out the above tasks
 - ~ Strong organisational skills
 - ~ Ability to follow up with members to check fulfillment of tasks
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