



Trustees

Hello!

We are delighted that you are interested in becoming a Trustee of Pregnant Then Screwed.

We are the voice of working mothers in the UK. We have a strong and deep connection with our beneficiaries. We provide world-class advice and support to mothers to help them improve their confidence and wellbeing, to give them the tools they need to challenge discrimination in the workplace and to support them to find work that works for them. We advocate for change and raise awareness of the specific challenges faced by working mothers. We challenge deeply entrenched stereotypes about the role of mothers in society. We work with employers, politicians, women and men to make change happen. We publish compelling research to educate, inform and lead the debate.

Our vision is for a society where care is valued and in which pregnant women and mothers in all their diversity are enabled to fulfil their potential; creating a stronger, happier, better future for us all.

The pace of growth for Pregnant Then Screwed has been remarkable. You can see some of our recent impact [here](#), but we've increased our income by over 390% and built a permanent team of 7 with more to come. We work with some of the most prestigious funders and partners, and have hundreds of brilliant volunteers without whom our work would be impossible.

Trustees play an essential and deeply valued role in leading Pregnant Then Screwed. We are looking for passionate, energetic individuals who share our values and are completely committed to our work. You'll join our diverse, skilled and committed Board of Trustees, as they support the Chief Executive and staff to fight for the women we exist to serve. You care deeply about the many issues that women experience when trying to have children and earn a living. Childcare, flexible working, parental leave and access to justice are issues that you believe must be solved if we are to achieve gender equality.



We need someone like you to ensure the continuous growth and success of our work, by working closely with our CEO and Trustee Board to support with time, energy and expertise, set strategy and tackle shared challenges. You're a deft and confident communicator, willing to share your professional skills and experiences to drive forward our important mission. You're excited to use your networks to promote our work and are dedicated to helping us influence change in all the ways you can. You will be joining an amazing team with lived experience of pregnancy and maternity discrimination, who believe passionately that change comes from collaborative working with our community and other organisations.

We're particularly excited to hear from those with legal, HR, policy and campaigning experience, and encourage women from Black and minoritised groups to apply, but welcome applications from anyone who feels they have something amazing to offer.

If this sounds like you and you're keen to be part of this, please read on. We can't wait to hear from you.

Molly Rowan, Interim Chair

Kizzy Gardiner, Trustee

Akeela Ahmed, Trustee

Beth Hazon, Trustee

Tom Higham, Trustee



Pregnant Then Screwed

Pregnant Then Screwed was started by Joeli Brearley in 2015 after her own experience of pregnancy discrimination. It is now a charity with 7 members of staff, 170 volunteers, a community of over 280k and an increasingly global reputation.

You can read about what we achieved in 2022 [here](#).

PTS Mission

We are the voice of working mothers in the UK. We have a strong and deep connection with our beneficiaries. We provide world-class advice and support to mothers to help them improve their confidence and wellbeing, to give them the tools they need to challenge discrimination in the workplace and to support them to find work that works for them. We advocate for change and raise awareness of the specific challenges faced by working mothers. We challenge deeply entrenched stereotypes about the role of mothers in society. We work with employers, politicians, women and men to make change happen. We publish compelling research to educate, inform and lead the debate.

PTS Vision

Our vision is for a society where care is valued and in which pregnant women and mothers in all their diversity are enabled to fulfil their potential; creating a stronger, happier, better future for us all.

Our principles

We want radical change: Constantly striving for an overhaul of the way we live and work - we don't believe small tweaks work. We will work with politicians, employers, collaborators and the public to achieve this.

We translate complexity and make it simple: Ensuring our beneficiaries understand complex legal language, policy, data, research and legislation that could impact them both positively and negatively

The lived experience of the people we support provides insight and informs everything we do: Leaving ourselves room to be reactive to issues, opportunities and campaigns as they arise is critical. Our experience and expertise ensure we can identify important campaigns and projects.

Create and nurture a deep and strong connection with our beneficiaries/community: Not only providing our beneficiaries but ensuring we include them in every element of our work. Ensuring PTS feels like a friend and confidant, and makes our beneficiaries feel as though they are part of the team. Talking to our beneficiaries as we would talk to a friend.

To be the voice of working mothers we need to listen, always: Being willing to adapt and iterate based on feedback from our beneficiaries, and we always listen no matter how uncomfortable it may be. We don't think we always know best!

We will challenge and be provocative to create change: Not being afraid to show our anger. We believe anger is a mechanism for change. We will, on occasion, campaign on and talk about the issues that others are too nervous to discuss

Our core activities:

1. **Free advice line** giving pregnant women and parents advice and answers on questions related to parenthood and work, including: Redundancy, Flexible working, childcare and leave and pay queries staffed by CIPD level 7 HR professionals operational 60 hrs per week. This line supports approximately 5,000 women per year.
2. **A legal referral service** providing women with pro-bono legal advice supplied by our legal partner, Primas Law. They advise on cases where discrimination is evident, the woman feels as though they are being pushed out of their job, they are appealing a redundancy or may need support when settling an agreement.
3. **A mentor scheme** which supports those who experience pregnancy or maternity discrimination to take legal action against their employer
4. **A mental health support scheme**, ran in partnership with MIND, which offers women experiencing pregnancy or maternity discrimination an opportunity to speak with a trained professional
5. **Events** which help mothers and pregnant women rebuild confidence and find work that works for them
6. **Campaigning** for changes to legislation which reduce the gender pay gap and improve workplace equality for pregnant women and mothers
7. **Changing public attitudes** through traditional and social media.
8. **Developing research** on issues related to the motherhood penalty - including data collection and case study documentation

The Role of the Board

The current Board is a group of dedicated individuals with a wide range of skills and experiences from the creative, cultural, marketing, charity and business sectors, who volunteer their time to guide the organisation strategically. They meet quarterly, reading papers in advance and working with the CEO and Head of Operations on sub-committees or to prepare papers or proposals. These are voluntary positions, but reasonable out-of-pocket expenses are paid (eg for travel and where approved by the board).

The Board, led by the Chair, is responsible for holding the CEO and the senior PTS team to account. This includes line managing the CEO, appropriate governance of the organisation, setting and overseeing the strategy in collaboration with the CEO and senior PTS team, managing strategic risk, monitoring financial performance, ensuring financial integrity and interrogating the big strategic decisions about the running of PTS. The Board also act as the guardians of our mission and vision.

Statutory Duties of Trustees

- To ensure that Pregnant Then Screwed complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that Pregnant Then Screwed pursues its objects as defined in its governing document
- To ensure that Pregnant Then Screwed uses its resources exclusively in pursuance of its objects
- To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, review policies, goals, and targets and evaluating performance against agreed objectives.
- To safeguard the good name and values of the Pregnant Then Screwed.
- To ensure the effective and efficient administration of Pregnant Then Screwed.
- To ensure Pregnant Then Screwed's financial stability.
- To protect and manage any property of Pregnant Then Screwed and to ensure the proper investment of the charity's funds.
- To appoint the Chief Executive Officer and monitor their performance.

Specific Duties

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have, to help the board of Trustees reach sound decisions.

You will be asked to:

- Attend a minimum of three out of four board meetings each year. We estimate the total time commitment to be equivalent to around 2 days per quarter.
- Scrutinise board papers and submit comments if unable to attend the meeting.
- Make available time for quarterly sub-committee meetings, occasional disciplinary hearings and recruitment panels.
- Engage in fundraising and engagement activities for Pregnant Then Screwed in whatever ways possible
- Provide guidance on new initiatives and other issues in your area of expertise.

Person Specification:

1. Strategic vision, integrity, and good, independent judgement
2. Ability to think creatively
3. Understanding the legal duties, responsibilities and liabilities of trusteeship
4. Experience of committee work
5. Tact and diplomacy
6. Willingness to devote the necessary time and effort (approx 3 days a month)
7. Good communication and interpersonal skills
8. Impartiality, fairness and the ability to respect confidences
9. Knowledge of charity law and governance
10. Good financial management
11. Monitoring and evaluating performance in the charity sector

Equity and Inclusion

We want to use this selection process to broaden the range of experience and perspectives represented on our Board, and ensure that Pregnant Then Screwed continues to be a charity led by a commitment to inclusion.

This process of refreshment of our Board of Trustees is a positive opportunity to bring in fresh lived experience and skills to Pregnant Then Screwed, so we can continuously improve the work we do for the people we serve. We are therefore really keen to see applications from marginalised groups and based all across the UK, particularly those with lived experience of the issues we address, and including but not limited to: ethnic and religious minority groups, people with physical and mental disabilities, single parents and people from LGBTQ+ communities. We welcome your input on how to adjust this recruitment process to make sure you can apply if you have any additional needs or requirements.

How to apply:

Valued Recruitment is working exclusively with Pregnant Then Screwed to recruit for this pivotal role. We are an ethical recruitment company, intent on hiring inclusively and transparently.

Interested candidates should send a CV and 500 word cover letter to board@pregnantthenscrewed.com and anna@youarevalued.co.uk with the heading "Trustee - Pregnant Then Screwed" by 12pm on Thursday 4th May 2023. If you are open to being considered for the Treasurer and Chair roles as well, please make that clear in your application.

Shortlisted candidates will then be offered an optional informal conversation with the Interim Chair, Molly Rowan, and CEO, Joeli Brearley, and will be asked to either submit a 3 minute video or maximum 2 page letter of interest to explain why they are keen to take on this role.

Informal chats will take place in the week commencing 8th May 2023, with the deadline for your submission 12th May 2023.

Interviews will take place in the weeks commencing May 15th and May 22nd 2023.