



Llinell Gymorth Live Fear
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Cymorth i Ferched Cymru
Welsh Women's Aid

Rhoi Merched a Phlant yn Gyntaf
Putting Women & Children First

SEEKING CONSULTANT TO SUPPORT STRATEGIC PLAN REVIEW

Welsh Women's Aid is the national umbrella organisation in Wales, working to end violence against women, domestic abuse, and sexual violence. We work with survivors, specialist services and partner agencies to prevent domestic abuse, sexual violence, and all forms of violence against women, and ensure high-quality services that are trauma informed, needs-led, gender-responsive and holistic. Our work includes influencing legislation, policy, and practice; capacity building and strengthening specialist services; delivering direct services and projects and promoting collaborative working to achieve real change that lasts for survivors.

Our membership consists of 20 violence against women, domestic abuse, and sexual violence specialist services in the third sector in Wales that together deliver a national network of lifesaving support for survivors of abuse. As an intersectional feminist organisation, the values and principles that inform our work continue to be founded on gender and intersectional equality, human rights, and non-discrimination, with a focus on empowerment, collaboration, integrity, and excellence.

Request for proposals

Our strategic plan is due for review during 2023, for launch in April 2024, and we invite expressions of interest from consultants to work with our CEO and Senior Management Team to support our engagement with members, survivors, supporters, and other partners, to inform this review.

This will include working closely with Welsh Women's Aid's Senior Management team to devise and deliver effective and meaningful national engagement with members and wider stakeholders and reporting on the findings and recommendations to the CEO and Board of Trustees, accompanied by a draft refreshed year Strategic Plan for consideration by the CEO and Board. That covers the following outcomes:

- Report, following meaningful engagement with all members, summarising feedback, issues and recommendations for the Strategic Plan refresh
- Within the report, an analysis of any implications for organisational governance and structure, with an accompanying options appraisal, for CEO and Trustee consideration.
- Draft 5-year strategic plan that also sets out proposed delivery priorities for 2024-2029

This engagement will seek views on our priorities for action, and will also include seeking views on:

- How we can maximise our strategic influence and reach to achieve our goals
- How we can ensure survivors' experiences are placed at the centre of our work
- How we can most effectively represent, support, and collaborate with specialist services in ways that reflect their diversity in size, specialisms and strengths
- Reviewing our engagement methods to ensure we address discrimination and disadvantage and are consistently being inclusive of members and survivors' diverse experiences

We are looking for a consultant:

Pendragon House, Caxton Place | Pentwyn, Cardiff | CF23 8XE

Tel: 02920 541551

info@welshomensaid.org.uk | www.welshomensaid.org.uk

Welsh Women's Aid is a registered charity in England and Wales, No. 1140962
and a company limited by guarantee registered in England and Wales, No. 07483469



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- With significant with experience of working in the UK, with infrastructure membership organisations, and who has a good understanding of federated structures and the challenges and opportunities this brings
- With expertise and experience in strategic planning and stakeholder engagement, preferably in the violence against women sector
- Who shares Welsh Women's Aid's ethos and values, preferably with experience or knowledge of feminist led practice and governance
- Who is independent of specialist services, partnerships, and funders in Wales but who has good knowledge of devolved matters including relevant legislative and policy priorities in Wales

Consultancy terms and timescale:

The strategic review is scheduled for November 2023 – March 2024, and we are seeking to appoint a consultant, following interviews, by the end of November. The following schedule gives an outline of the timeframes the appointed consultant should take into account when developing proposals.

- Proposed consultation and engagement with members and stakeholders – November – January 2024.
- Interim report to CEO/Board summarising findings and recommendations – January 2024
- Final draft of report and refreshed strategy – end of March 2024

The indicative cost of consultancy to support our strategic plan review is expected to be in the region of £5K, with a maximum budget of £7K. Support can be made available by administering and organising meetings, by agreement, and the proposal should set out where support from Welsh Women's Aid is assumed or required, and which activities the consultant proposes to undertake directly.

These posts are open to women only, including those with lived experience of being a woman ***under the Equality Act 2010 pursuant to Schedule 9, Part 1***. We value diversity and are committed to ensuring that our organisation is an inclusive place to work. We encourage applications from women from all backgrounds and communities - Applicants from Black, Asian or other ethnic minority backgrounds and people with a disability who meet the essential job criteria will be guaranteed an interview.

Application process:

Kindly submit your proposal electronically to governance@welshwomensaid.org.uk by **6th November 2023**. **Interviews will be held in the week of 13th November.**

The proposal should set out how the outputs will be delivered, proposed methods for stakeholder engagement, how equality and diversity will be addressed, and how the above consultant requirements are met. CVs and examples of previous work should accompany the proposal, including two references.

For background information about Welsh Women's Aid, please see our Annual Report, Strategic Plan and further information available on our website (www.welshwomensaid.org.uk), or contact governance@welshwomensaid.org.uk.

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