

**Here is  
everything  
you need  
to know to  
become an  
IRISi Board  
Director**



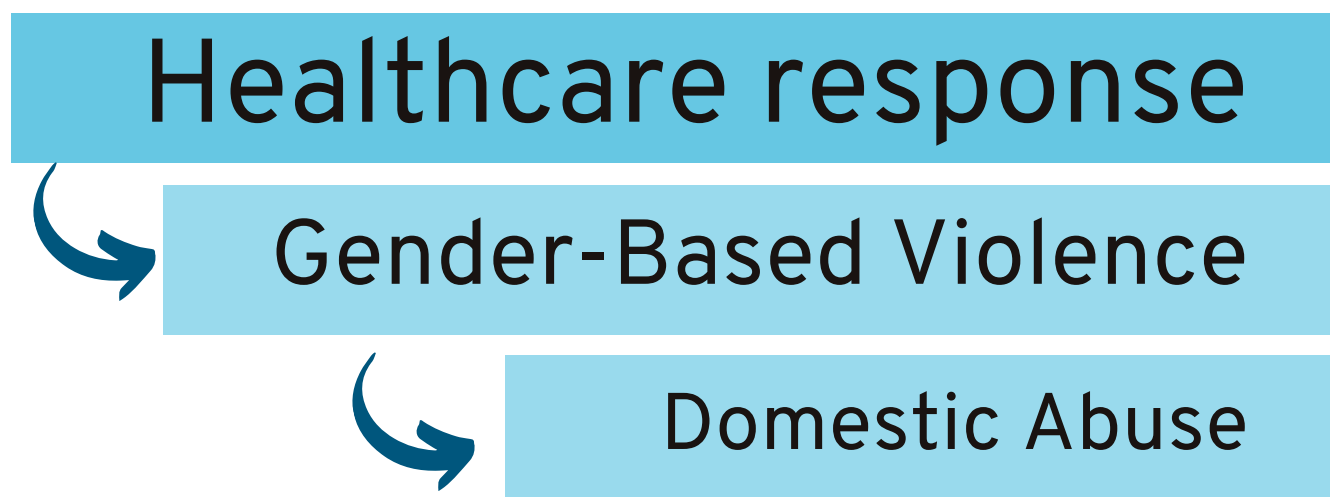
# **FIRST OF ALL, WELCOME AND THANK YOU!**

On behalf of IRISi, thank you for your interest in learning more about our programmes and for your interest in joining our Board! We are looking for committed professionals, with specific skills, who can support our growth and the consolidation of our business as a social enterprise. Are you the person we are looking for?

## **ABOUT US: WHO ARE WE?**

IRISi is a not-for-profit organisation established in 2017 as the social enterprise responsible for sustaining and expanding the rollout of IRIS, a successful programme which had already been running and expanding across the UK for almost a decade. We work to promote and improve the healthcare response to Gender-Based Violence (GBV), an issue that disproportionately affects women and girls.

## **THIS IS WHAT WE DO**



# OUR GOALS



## OUR VISION

is a world in which gender-based violence is consistently recognised and addressed as a health issue.



## OUR MISSION

is to promote and improve the healthcare response to gender-based violence by working side by side with health and specialist services.

## OUR VALUES

- We are collaborative and work in partnership.
- We are committed to improving practice and to delivering high-quality services.
- We are committed to promoting equity, diversity and inclusion, and to cultivating a sense of belongingness.
- We are passionate and devoted to our cause.
- We believe that hope, strength and resilience are the foundation of our work.

# OUR PROGRAMMES



Identification and Referral to Improve Safety

## THE IRIS PROGRAMME

(Identification and Referral to Improve Safety)

Our flagship programme, IRIS, was developed to improve the general practice response to domestic abuse (DA). The programme was evaluated in a randomised controlled trial between 2007 and 2010 and is tested and proven effective as an intervention for women patients aged 16+ who are experiencing or have experienced DA. Since the trial, we have worked to sustain and expand the rollout of IRIS which is now widely commissioned across the UK and the Channel Islands.



## THE ADViSE PROGRAMME

(Assessing for Domestic Violence and Abuse in Sexual Health Environments)

ADViSE is our second programme and adapted IRIS for sexual health clinics. ADViSE encompasses all patients, regardless of their sex or gender identity, and responds to Domestic and Sexual Violence and Abuse (D&SVA).

[\(Click here to access our website and find out more about us and our programmes\)](#)



# WHAT ARE OUR CURRENT PRIORITIES?

IRISi recently celebrated its 6th birthday as a social enterprise. Over this time, we have navigated the evolving health and care landscape and now have a network running our programmes across many areas of England, Wales, the Channel Islands and Northern Ireland.



The organisation has grown from three staff members to 15 and we've secured funding from a mix of partnership contracts with commissioners and specialist Domestic and Sexual Violence and Abuse (D&SVA) agencies, charitable grant funding and grants from organisations, such as the London Violence Reduction Unit (VRU) which has recently commissioned our organisation to manage grant funding and use it to deliver our programmes, IRIS and ADViSE, in four and two new areas of London, respectively.

Moving forward, IRISi is focused on continuing to scale and grow sustainably whilst navigating the ever complex and evolving health and care landscape. We are keen to strengthen and improve our internal structures, leadership, management and governance in order to develop an inclusive and supportive culture for our staff.

This includes developing our practice around equity, diversity and inclusion both internally and by building a diverse network of invested partners from whom we can learn and with whom we can collaborate to drive sustained change. We have a learning mindset throughout, both Board and staff teams, and are keen to do more and better. This includes working to build our financial resilience and sustainability as an organisation through revising and refreshing our business models as appropriate as well as diversifying our income streams.



# WHAT IS A BOARD DIRECTOR?



Board directors are people entrusted to ensure that an organisation works in the best interests of its mission, staff, and beneficiaries. IRISi is a not-for-profit social enterprise and a company limited by guarantee. Board members are ultimately responsible for everything the organisation does and must act in the interests of the organisation and not themselves.

Our current Board has four members who have a mix of experiences including clinical, business, healthcare management and start-up support. Members are based across England and Wales and we have an equal gender balance. To find out more about the Board, please see our [website here](#).

## WHAT ARE THE ROLES AND RESPONSIBILITIES OF AN IRISI BOARD MEMBER?

The main responsibilities of an IRISi Board member are to ensure that IRISi:

- Has a clear vision, mission, and values and that it develops a clear strategy with measurable objectives.
- Works to and complies with its governing document (our Articles of Association).
- Has policies and employment procedures that are up to date, meet statutory requirements and are fit for purpose.
- Operates in an accountable, transparent manner and that it always complies with the law.
- Finances are well managed and funding is spent according to funder requirements.
- Has appropriate staff, and that the Chief Executive is managed and supported.
- Has a Board that remains effective.
- And its work is promoted.

# WHO ARE WE LOOKING FOR?

**We want to recruit up to two Board members with varied personal and professional characteristics and experience who are committed to the IRISi mission to improve the healthcare response to gender-based violence.**

To enable our Board to have a broad range of skills and experiences, we are particularly interested to speak to people with experience/expertise in:

- Policy development.
- Financial management for social enterprises.
- Domestic and Sexual Violence and Abuse second-tier organisation.
- English health and social care commissioning.



# WHO ARE WE LOOKING FOR?

We are looking for Board members with all the following:

- A commitment to helping IRISi achieve its vision, mission and objectives.
- An understanding of the impact of violence and abuse on the lives of women and girls.
- A willingness to devote the necessary time and effort, including preparing for meetings, attending meetings, and responding to correspondence.
- An ability to evaluate and interpret information.
- A willingness to learn and maximise personal development.
- Good independent judgement and the ability to express constructive opinions.
- An ability to think creatively in a problem-solving/strategic way.
- A willingness to accept the legal duties, responsibilities, and liabilities of being a Board member.
- An ability to work effectively as a member of a team.
- Objectivity, accountability, openness, and honesty.
- A commitment to equity of opportunities and the promotion of diversity.

## CURRENT EXPERIENCE AND INCLUSION PRIORITIES

We are an inclusive organisation, committed to ensuring our Board and staff team reflect the diversity of the people we serve. We warmly encourage applications from individuals from a wide range of backgrounds, including first-time Board members, younger adults and across all the protected characteristics.

## HOW MUCH TIME WILL IT TAKE?

We expect Board members to provide a minimum of 4 hours per month on average. The activities Board members will contribute to are:

- Joining Board meetings 6 times a year (every 2 months) for 2 hours usually and once or twice a year for a longer development and/or strategy meeting.
- Board meetings are usually held virtually with two face-to-face meetings each year in the IRISi office in central Bristol.
- Meeting with the Board Chair twice a year.
- Joining additional meetings to support the organisation including joining required sub-committees where needed.
- Communicating with Board members outside of meetings via email.



# WHO IS ELIGIBLE TO BE A BOARD MEMBER?



To be a Board member you must be able to manage and administer your own affairs. Very few people are disqualified from being a Board member, including people who have unspent convictions relating to deception or dishonesty, undischarged bankrupts, those previously removed or disqualified from being trustees or company directors and people who are disqualified under the Protection of Vulnerable Adults List.

Before becoming an IRISi Board member, you will be required to sign a standard declaration of eligibility and to consent to us undertaking a Disclosure and Barring Service (DBS) check. If you become a Board member we will inform Companies House of your appointment.

## WHAT SUPPORT WILL IRISI OFFER TO NEW BOARD MEMBERS?

New Board members will be given a full induction and ongoing support will be available from the Chair of the Board and Chief Executive. Board members are welcome to book to attend IRISi's training course and we will highlight other training opportunities as and when they arise. We provide expenses for travel, subsistence and childcare as needed to ensure everyone is able to fulfil their Board role regardless of income.

# BEFORE YOU APPLY



We are happy to meet with interested candidates who would like to know more about IRISi and join the Board. Please contact Sally Harrison ([sally.harrison@iris.org](mailto:sally.harrison@iris.org)) to arrange an informal conversation with either our Chief Executive or Board Chair.

## HOW TO APPLY

We ask for all interested applicants to submit the following to apply to become an IRISi Board member:

- CV that is no longer than 3 pages.
- Either a cover letter no longer than 2 pages or a 3 minute video that explains:
  - Why you would like to become an IRISi Board member.
  - What skills and experiences you will offer to the Board (please refer to the list of particular skills and experience we're seeking shared above).
  - What you hope to gain from the role.

## WHAT HAPPENS AFTER YOU APPLY?

- We will review all applications and invite successful applicants for a 1 hour online interview with a panel including the Board Chair and Chief Executive. The outcome of the interview will be shared within 1 week of the Board interview.

# THANK YOU!

# **APPENDIX: MORE ABOUT OUR WORK**

# APPENDIX:

## THIS IS HOW WE DO WHAT WE DO

IRISi works to develop and deliver evidence-based and ground-breaking interventions, aiming to ensure holistic support to victims and survivors of Domestic and Sexual Violence and Abuse (D&SVA), issues that disproportionately affect women and girls.

We are a second-tier social enterprise, working side by side to provide services and support to other organisations, rather than delivering front-line services. Our models rely on collaboration between healthcare professionals and third-sector GBV services.

We want to embed awareness within healthcare settings, offering a clear pathway for healthcare professionals so they can better identify and refer their patients to specialist services.





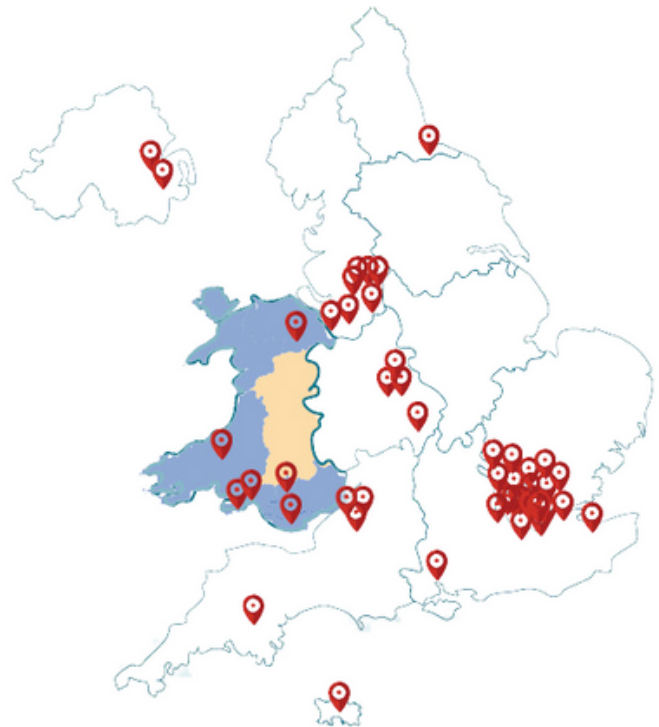
# APPENDIX:

## THE IRIS PROGRAMME IN NUMBERS

### IRIS National Trends

Between April 2021 and March 2022, the IRIS Programme was running in **39 areas** across the UK. Programmes received 5,813 referrals during that period, totalling **30,009 referrals** since the first programme was commissioned.

MORE THAN  
**30,000**  
SERVICE USERS  
REFERRED TO THE  
IRIS PROGRAMME



### Start date

From 2010 to March 2022, 57 localities commissioned IRIS. The dates below correspond to the first training deliveries in each area.

NOV 2010 Hackney	NOV 2010 Bristol	AUG 2011 Lambeth*	MAY 2012 Manchester	JUL 2012 Nottingham City*	NOV 2012 Southampton	MAY 2013 Portsmouth*	JUL 2013 South Gloucestershire
NOV 2013 Berkshire West*	NOV 2013 Mansfield & Ashfield*	DEC 2013 Enfield	JAN 2014 Cornwall*	MAY 2014 Camden*	OCT 2014 Tower Hamlets	NOV 2014 Nottingham West*	DEC 2014 Vale Royal & South Cheshire
DEC 2014 Cheshire East*	JAN 2015 Bolton	FEB 2015 Islington	APR 2015 Cardiff & the Vale	MAY 2015 Warwickshire*	MAY 2015 Sandwell	JUL 2015 East Surrey	JUL 2015 Poole*
JUL 2015 Bath and North East Somerset	OCT 2015 Trafford*	OCT 2015 Cwm Taf	OCT 2015 Birmingham and Solihull	JAN 2016 Cheshire West	JAN 2016 North Somerset*	JAN 2016 Southwark	FEB 2016 Salford
JUL 2016 Lewisham*	NOV 2016 Bromley	JAN 2017 Haringey	SEP 2017 Walsall	MAR 2018 Barnet	MAR 2018 Jersey	AUG 2018 Coventry	AUG 2018 Devon and Torbay
DEC 2018 Dudley	JUL 2019 Kensington & Chelsea*	JUL 2019 Blackpool*	NOV 2019 Waltham Forest	DEC 2019 Northern Ireland	FEB 2020 Swansea Bay	MAR 2020 Barking and Dagenham*	MAR 2020 Croydon
DEC 2020 Greenwich	JAN 2021 Middlesbrough	JAN 2021 Westminster	MAR 2021 Ealing	MAR 2021 Brent	APR 2021 Hammersmith and Fulham	JUL 2021 Gwent	JAN 2022 Denbighshire
FEB 2022 Swale	* These sites are no longer commissioned due to funding ending and further funding not being found locally.						

\* Data collected from April 2021 to March 2022

([Click here to read our latest Annual Report in full](#))

# APPENDIX: THE SOCIAL VALUE OF IMPROVING THE PRIMARY CARE RESPONSE TO DOMESTIC VIOLENCE AND ABUSE



In 2022, our report “The social value of improving the primary care response to domestic violence and abuse” found:

- For each pound invested in the IRIS Programme, a monetary return of £16.79 was expected.
- For each pound invested in the IRIS Programme, a social return of £10.71 was expected.

*The study also concluded that “the value of IRIS extends far beyond increasing referrals to Domestic Abuse services or improving service users’ lives”.*

[\(Click here to read the report in full\)](#)



## APPENDIX:

### YOU MAY ALSO LIKE TO KNOW THAT...

Our work and programmes are cited as best practice responses to D&SVA and our flagship programme, IRIS, is nationally recognised.

Policies, guidance and strategies where IRIS is recommended include:

- The NICE guidance (2014).
- The Department of Health and Social Care in "Responding to Domestic Abuse: a resource for health professionals" (2017).
- The "London Tackling Violence Against Women and Girls Strategy 2022-2025".
- The Domestic Abuse Statutory Guidance (2022).
- The "Domestic Abuse and General Practice" produced by NHS England to all general practices, safeguarding leads, Primary Care Networks and Integrated Care Systems (2022).
- Welsh Women's Aid's "A Blueprint for the Prevention of Violence against Women, Domestic Abuse and Sexual Violence" (2020) highlights the positive impact of IRIS.
- In Northern Ireland, IRIS is cited in the Department of Justice's "Mid-Term Review of the Stopping Domestic and Sexual Violence and Abuse Strategy" (2020).
- And, in Jersey, IRIS is cited in the "Action Plan" of the "Safeguarding Partnership Board's Domestic Abuse Strategy 2019-2022".

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