

CEASE

TRUSTEE APPOINTMENT PACK 2022



WELCOME TO CEASE

Since our foundation as a charity in March 2019, we have been in an exploratory phase, seeking to identify where and how CEASE (Centre to End All Sexual Exploitation) can make the most impact in the fight against sexual exploitation in the UK.

During this 'start up' phase, we have achieved much to be proud of, especially as a young charity in a tough economic environment. Our work on the regulation of the pornography industry has influenced policy makers and legislators, and we have developed a regular voice in the media on a range of sexual exploitation issues. Moreover we have gained a clear sense of the unique and important role CEASE can play in combatting sexual exploitation in the UK over the years to come through policy, campaigning and advocacy work.

As CEASE has set foot onto the national scene, we have been met with great interest by the media, politicians, charities, academics, parents, survivors and critics. At under 3 years old, a pathway has opened up for us towards the possibility of genuinely changing culture, restoring human rights and fighting for justice in the UK in the area of sexual exploitation. This is the best confirmation we could hope for, that we are doing what we should be doing in the right place at the right time.

However, we have outgrown this phase and it is time to transition into an established charity. By this, I mean a charity which can deliver its ambitious aims and have a lasting impact at national level.

We are at an exciting, critical juncture. Our plans to develop our Governance, Operational Model, and Income Generation will move us towards more strategic and timely opportunities to change mind and culture.

Our Board of Trustees is pivotal to this endeavour, we are looking for three new Trustees with integrity, energy and commitment to join the Board.

We would welcome expressions of interest from people with knowledge and experience in at least one of the following:

- Finance or Accounting
- Charity Governance
- Legal Affairs
- Surviving Sexual Exploitation or Working with Survivors of Sexual Exploitation
- Safeguarding

Our vision is to become a known and respected force for good whose impact is felt in many areas of civic life. We aim to hold the powerful to account, and tirelessly press for justice. We want to be a reliable expert voice and a gathering place for people who have their own story of sexual exploitation. To see what others do not yet see, and work to see that vision realised.

Join us.

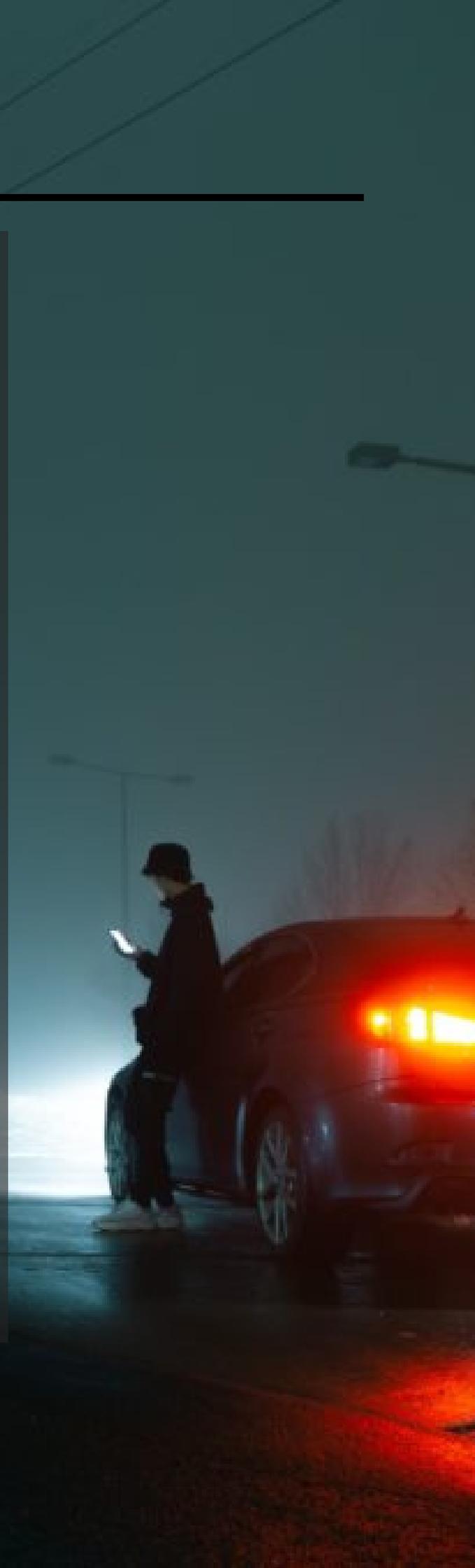
Naomi Miles
Chair of Trustees
CEASE



ABOUT CEASE

CEASE (Centre to End All Sexual Exploitation) is a national human rights charity. Its mission is to expose and dismantle the cultural and commercial forces driving all forms of sexual exploitation in the UK. CEASE shines a light on the widespread exploitation and harm caused by the commercial sex industry and the global sex trade, and is a leading voice calling for robust regulation of online pornography.

CEASE is neither a religious nor an ideologically driven charity, but seeks to bring together a broad alliance of groups from many backgrounds around a common stance. CEASE's work is based on peer reviewed research and survivors' case studies; it takes the form of advocacy, awareness-raising campaigns, events, lobbying and other strategic actions.



OUR STORY

CEASE began in 2019 with a core belief: That to end sexual exploitation in all its ugly forms, we have to understand what's driving it.

That meant digging down deep to expose the two main root causes of sexual exploitation:

1. Our Culture

It's uncomfortable to admit, but one of the biggest causes of sexual exploitation is the fact that we as a culture have made it completely normal to view people (and especially women) as sex objects. Objects, not human beings. It's much easier to harm someone if you see them as a 'thing' and not as someone's sister, mum, friend or child.

2. Profit

We have turned sex into a saleable commodity – and it's big business. The international sex trade and the global porn industry are worth billions of dollars.

But of course the sex trade isn't about sex at all. It's about paying for sexual access to a woman's body. She is reduced to a commodity for sale, and used as an exploited object.

Though the sex trade is mostly a black market operation, porn companies and other parts of the sex industry operate in plain sight. They're on the open internet and on our high streets.

No matter whether the businesses are underground or above it, they're all driving demand for women, men and children to be sexually abused for financial gain.

If we want to see an end to sexual exploitation in our lifetime, we have to tackle the cultural and commercial forces behind it. That's what we exist to do, and we won't stop until it does.



HOW WE WORK

We count it a privilege to collaborate with a broad spectrum of groups and individuals from diverse political, religious and ideological backgrounds.

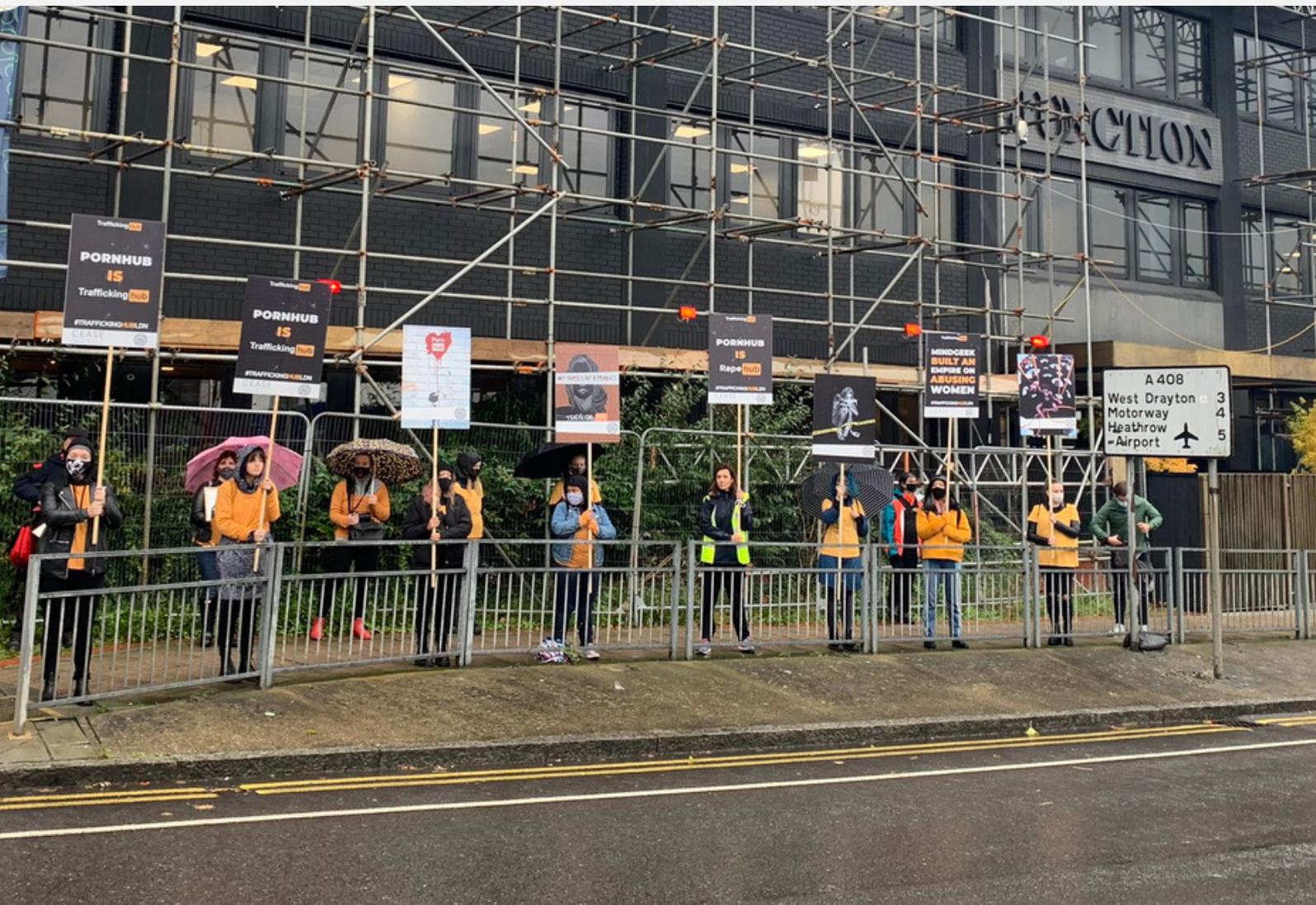
Our work is based on the defence of human rights; on hard facts, top quality research and survivors' testimonies.

We are building a UK-wide movement of campaigners against sexual exploitation, and we're amplifying the voices of the very best advocates for change: survivors.

We work alongside politicians, journalists, charities, survivors, campaign groups and academics to expose the links between, and the driving forces behind, different forms of sexual exploitation.

We are CEASE. We are on a mission to end sexual exploitation once and for all.

Can you help us?



CASE STUDY:

CEASE and the draft Online Safety Bill

The UK's forthcoming Online Safety Bill (OSB) presents a watershed moment for the Government to regulate the global online porn industry. However, the draft Bill currently fails to mention 'pornography' directly even once. Over the past year we have been working tirelessly to influence the Bill, ensuring that the online porn industry is not given a free pass.

The Problem

Evading scrutiny for two decades, the online porn industry has driven serious harms to users and wider society, creating demand for and profiting from videos of rape, abuse and other non-consensual sex acts. It has put profit over child protection, foregoing even tokenistic measures to keep children off its platforms. Research shows that porn normalises sexual violence, harmful sexual attitudes and behaviours amongst children and adults, and is linked to real world violence against women.

Our Activity in 2021:

We have worked hard to hold the global porn industry to account.

- We published our [Expose Big Porn](#) report, which uncovered the serious harms caused by the industry and made 3 strong recommendations to the Government on regulation. We published and shared this report with key stakeholders and to over 100 Ministers and Peers.
- We conducted a public attitudes survey on pornography and found that the majority of the public want porn to be regulated. We mobilised civil society to write to their MPs to call for action.
- We submitted evidence to the Joint Committee on the OSB highlighting the astonishing lack of engagement with pornography in the draft Bill.

Impact

Our work has been cited in the OSB Joint Committee's report, influencing their recommendations for vital improvements to the draft Bill, including:

- Age verification for all porn sites regardless of size and functionality.
- Ensuring the smallest and most harmful sites are caught within the legislation.
- Tackling the way porn sites are designed and operate, dismantling intrinsically high-risk design features.
- Requiring websites to enforce their terms and conditions (which prohibit much of their existing content) and for greater transparency and accountability.
- Naming illegal acts in relation to pornography on the face of the Bill
- Enforcement power for Ofcom to regulate websites and hold executives to account.

This is a once in a lifetime chance to make real change.

Join us today as we continue working to ensure that, through the OSB, the UK takes a global lead in robustly regulating pornography industry.

**OUR
MISSION,
VALUES &
AIMS**



OUR MISSION

OUR VALUES

As a human rights charity, we seek to expose and dismantle the commercial and cultural forces driving all forms of sexual exploitation in the UK.

Our vision is:

A society where porn is no longer seen as harmless, recreational fun, but is recognised as violent, degrading, racist and damaging to society.

A nation which sees prostitution as exploitative and recognises the need to reduce demand through the introduction of the Nordic Model.

A culture which is no longer driven by hyper-sexualisation and objectification of women.

A country whose national institutions stand up publicly against the abuses of the sex trade and sex industry.

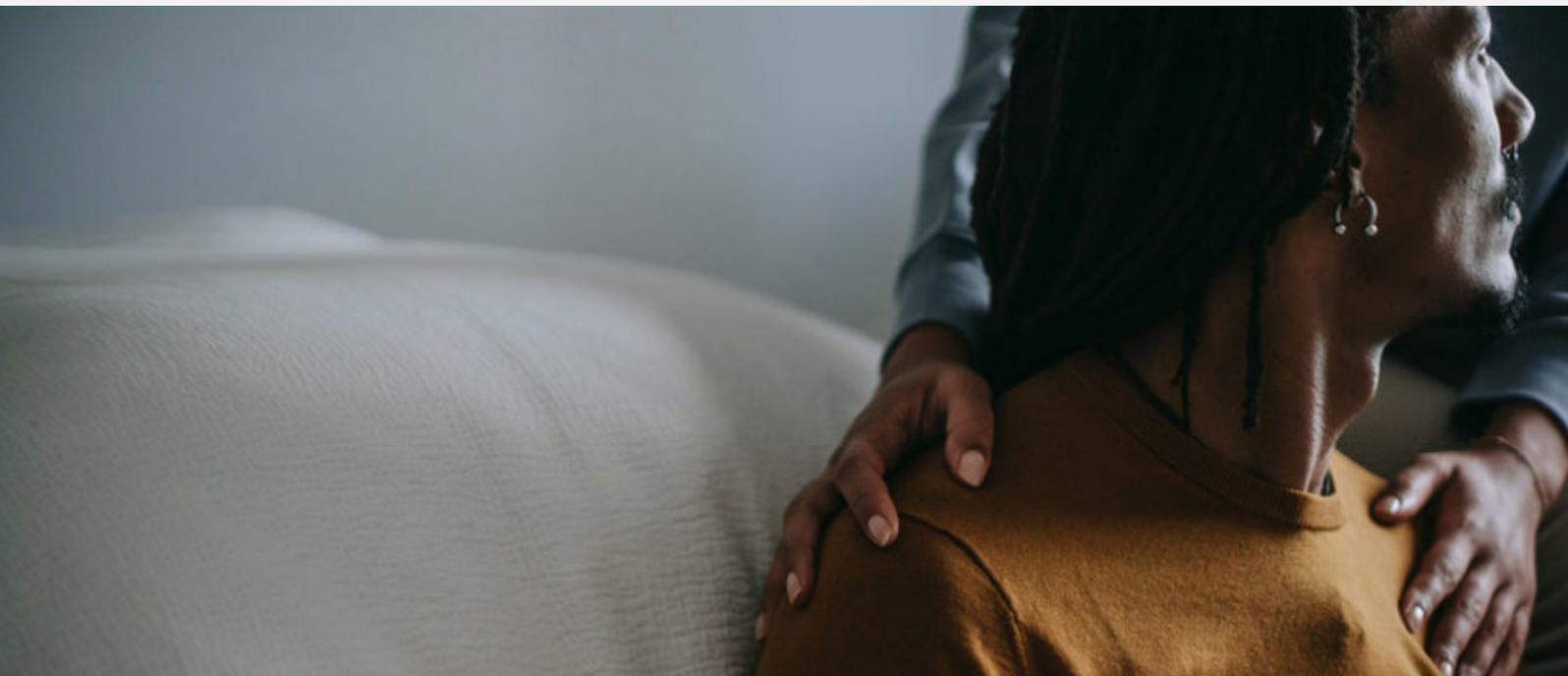
In everything we do, we seek to be:

Respectful

Collaborative

Rigorously Fact-Based

Survivor-Centred



OUR AIMS

To expose the inherent harms and abuses of the commercial sex industry (e.g. porn, strip clubs) and the global sex trade (prostitution) and their destructive cultural influence.

To achieve this we:

Mount public awareness campaigns around key issues, rigorously fact-based and survivor-centred.

Demonstrate the impact of harmful cultural norms such as hyper-sexualisation and objectification through educational programmes and resources.

Engage the public through events, debates and content to expose the realities of prostitution and porn.



OUR AIMS

To dismantle the commercial and cultural forces which fuel sexual exploitation and become an agent for systemic change.

To achieve this we:

Lobby for and support legislative change, notably the introduction of the Nordic Model and regulation of the porn industry, ultimately to abolish the system of prostitution and the porn industry.

Mount projects and campaigns to put targeted pressure on UK based corporates to cut business ties with porn businesses, in order to weaken and undermine the exploitative porn industry.

Through training and advocacy empower the media to play a positive role in raising awareness of the harms of the sex trade and sex industry.



OUR AIMS

Raise awareness of the links between different forms of sexual exploitation among key public sector bodies and charities.

To achieve this we:

Inform sector professionals in policing, health, child protection, education of the connections between all forms of sexual exploitation especially porn, prostitution, trafficking and child sexual exploitation.

Dismantle artificial barriers within policy and practice (e.g. withdrawal of support for CSE victims at age 18).

Make our voice heard in these key sectors by contributing articles into trade publications, speaking at events, and by presenting our own sector-specific events and courses; support new research in key areas.

Catalyse policy change within key sectors through advocacy and robust resources, which leads policy makers to recognise links between all forms of sexual exploitation.



OUR AIMS

Unify, strengthen and resource the sexual exploitation sector, in order to amplify a powerful, collective voice.

To achieve this we:

Run events, including the CEASE Summit, which attracts diverse attendees, encourage cross-pollination of ideas and build a coherent movement against sexual exploitation in the UK.

Galvanise the sector to support specific campaigns and projects in order to increase their impact.

Inform the sector about relevant developments, research and stories, generating our own content and sharing others'.

Join other coalitions to add our voice and support to others' work; to build relationships, credibility and support for our work.

More information on our governance is available on the Charity Commission [website](#).



CEASE IN THE NEWS

Over the past two years, CEASE has appeared and been quoted on TV, radio, online and in print. Here is a sample of our media coverage:

Featuring CEASE

- "Online porn degrades women and normalises violent sexual behaviour. It's time to stop exploiters profiting from misery" - Mail+, July 2021

Featuring Vanessa Morse, Chief Executive

- "Father calls for pornography sites to require proof of age" - BBC, May 2021
- "Can facial analysis technology create a child-safe internet?" - The Guardian, July 2021
- "MP Maria Miller wants AI 'nudifying' tool banned" - BBC, August 2021
- "'Murder porn' is just one click away for depraved men like Wayne Couzens – pretending it doesn't exist keeps women in immediate danger" - Mail+, October 2021

Featuring Tom Farr, Head of Legal Advocacy

- "Prostitution is a prison" - The Critic, August 2021
- "A pimp-led pyramid scheme" - The Critic, August 2021
- "Crouching exploitation, hidden misogyny" - The Critic, August 2021
- "A catastrophic global human rights crisis" - The Critic, September 2021



**BECOME A
TRUSTEE**

ROLE DESCRIPTION

DUTIES

The duties of a Trustee are to:

- Ensure CEASE complies with its governing Constitution.
- Ensure that CEASE complies with charity law requirements and other laws that apply to the charity.
- Do what you and your co-trustees decide will best enable CEASE to carry on its purposes.
- Make balanced and adequately informed decisions.
- Avoid putting yourself in a position where your duty to CEASE conflicts with your personal interests or loyalty to any other person or body.
- Not receive any benefit from CEASE unless it is properly authorised and is clearly in the charity's interests; this also includes anyone who is financially connected to you, such as a partner, dependent child or business partner.
- Ensure CEASE's assets are only used to support or carry out its purposes.
- Avoid exposing CEASE's assets, beneficiaries or reputation to undue risk.
- Not over-commit CEASE.
- Take special care when investing or borrowing.
- Comply with any restrictions on spending funds or selling land.
- Use reasonable care and skill, making use of your skills and experience and taking appropriate advice when necessary.
- Give enough time, thought and energy to your role, for example by preparing for, attending and actively participating in all trustees' meetings.
- Comply with statutory accounting and reporting requirements, and demonstrate that CEASE is complying with the law; is well run, and effective.
- Ensure accountability within CEASE.

ROLE DESCRIPTION

PERSON SPECIFICATION

Applicants should meet at least one, but ideally more, of the priority criteria that we are currently seeking:

PRIORITY SKILLS, EXPERIENCE AND KNOWLEDGE	DESIRABLE
Finance or Accounting	Government Advocacy / Public Policy
Legal Affairs	Communications and PR Strategy
Surviving Sexual Exploitation or Working with Survivors of Sexual Exploitation	Learning and Evaluation
Charity Governance	Diversity, Equity and Inclusion Practice Expertise
Safeguarding	Theory of Change

ROLE DESCRIPTION

GENERAL SKILLS & ATTRIBUTES

In addition, applicants should have the general skills and attributes of a Trustee:

- Alignment with and commitment to the mission, aims and values of CEASE.
- Strategic vision.
- Sound, independent judgement.
- An ability to think creatively.
- An ability to work effectively as a member of a team.
- A willingness to speak their mind.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.

Please note that this role is subject to Charity Commission automatic disqualification rules. Preferred candidates will be required to complete a declaration to confirm that they are not disqualified.

For more information and to check eligibility, please visit: <https://www.gov.uk/guidance/automatic-disqualification-rule-changes-guidance-for-charities>

TERMS OF APPOINTMENT

Remuneration

The role of Trustee is voluntary (unpaid), but reasonable expenses – such as travel and childcare – will be paid.

Commitment

Our routine meetings happen quarterly, generally on weekday lunchtimes. Meetings are currently held in South Wales but Trustees may attend virtually.

We are in an active season of development, as such Trustees may also be asked to participate in working groups in addition to the Board meetings. Trustees are also expected to attend occasional public or private events, such as public profile events or Board away days.

Trustees are required to declare as appropriate their business interests.

Term

Trustees will serve an initial three year term to be eligible for re-appointment for an additional term(s) thereafter.





HOW TO APPLY

If you would like to be considered as a trustee of CEASE please send:

- An up to date, comprehensive CV.
- A supporting statement explaining how you believe your skills and experience match the priority skills and experience that we are looking for (as outlined in the person specification).
- Details of any business or other interests which might give rise to conflicts of interest, and how you could address this should your application be successful.

**Applications should be sent to
Vanessa Morse,
Chief Executive of CEASE,
at vanessa.morse@cease.org.uk**

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