

# CEASE

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## HEAD OF POLICY & PUBLIC AFFAIRS JOB PACK



# WELCOME TO CEASE

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Since our foundation as a charity in March 2019, we have been amazed at the significant progress CEASE has made in the fight against sexual exploitation in the UK. As the only national charity dedicated to exposing the harm and exploitation within the pornography industry through campaigns, policy and advocacy, we have had numerous opportunities to work as a force for good.

During these early years, 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.

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. 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.

But, we have outgrown this start up phase and are now at an exciting, critical juncture as we 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.

Alongside our campaigning and policy activity, we are developing an organisational strategy for the coming 3 years, expanding our Board of Trustees and income streams and, crucially, recruiting a Senior Management Team to bring further leadership and expertise in key areas.

This Head of Policy and Public Affairs role will play a vital part in the new Senior Management. We are seeking a dynamic, sharp-thinking collaborator who is passionate about bringing change in the area of sexual exploitation.

If this is you, we would love to hear from you.

**Join us.**

**Naomi Miles**  
Founder &  
Chair of Trustees  
CEASE

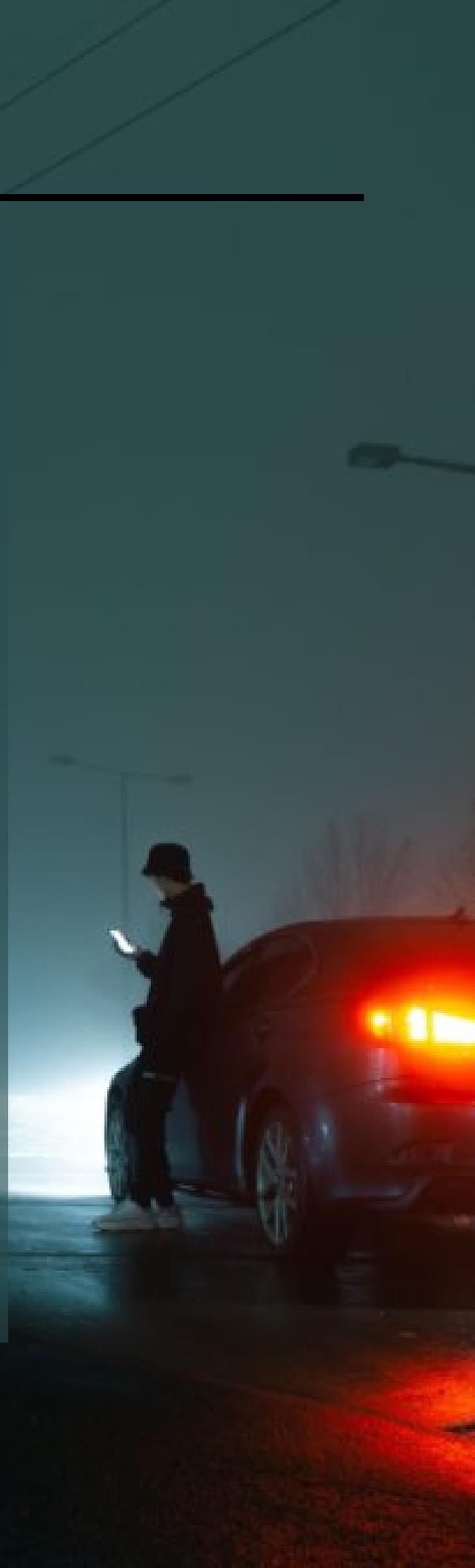


# ABOUT CEASE

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CEASE (Centre to End All Sexual Exploitation) is a national human rights charity. Our 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

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**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.**

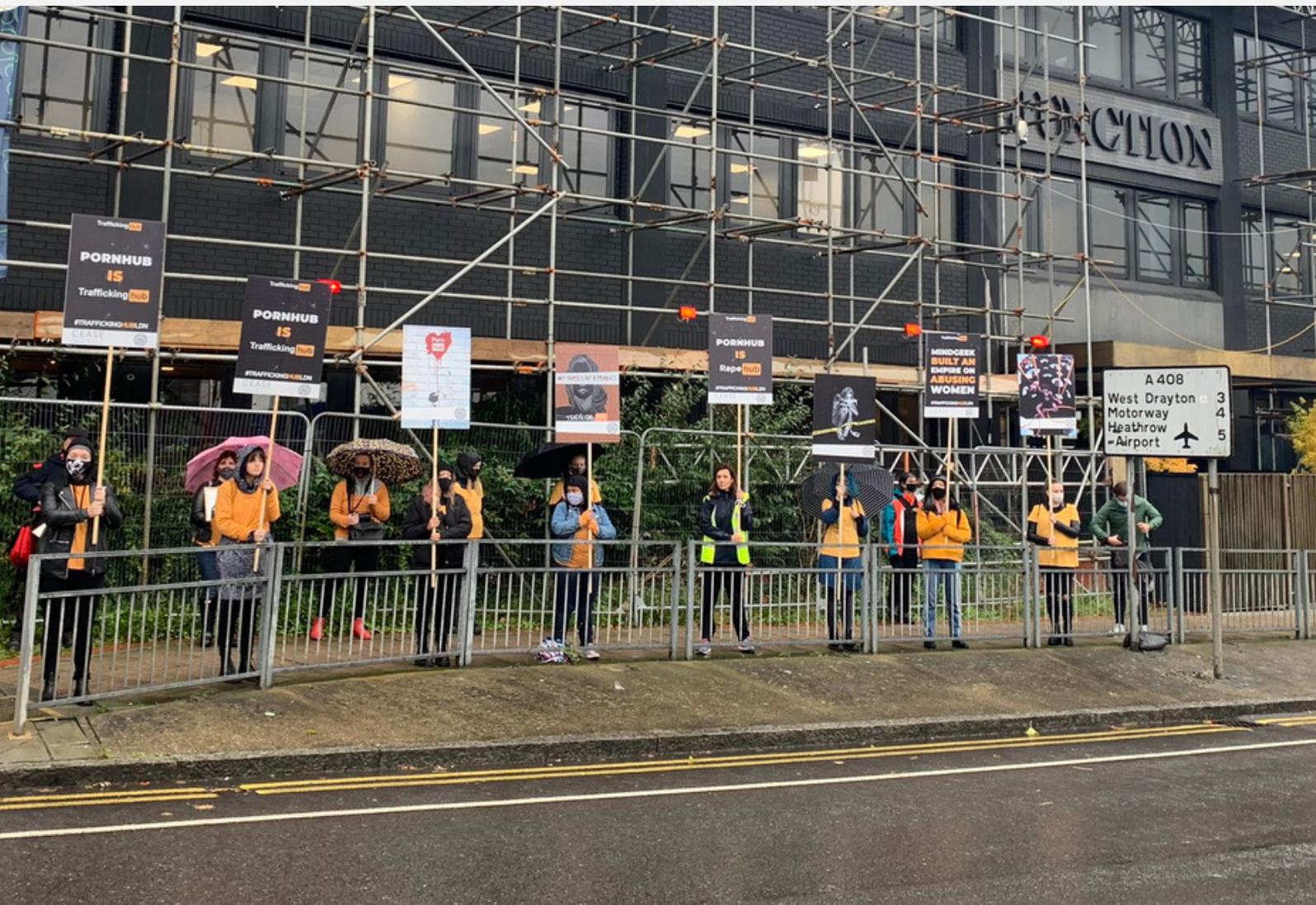
Our work is based on the defence of human rights; on hard facts, top quality research and survivors' testimonies.

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?**



**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.

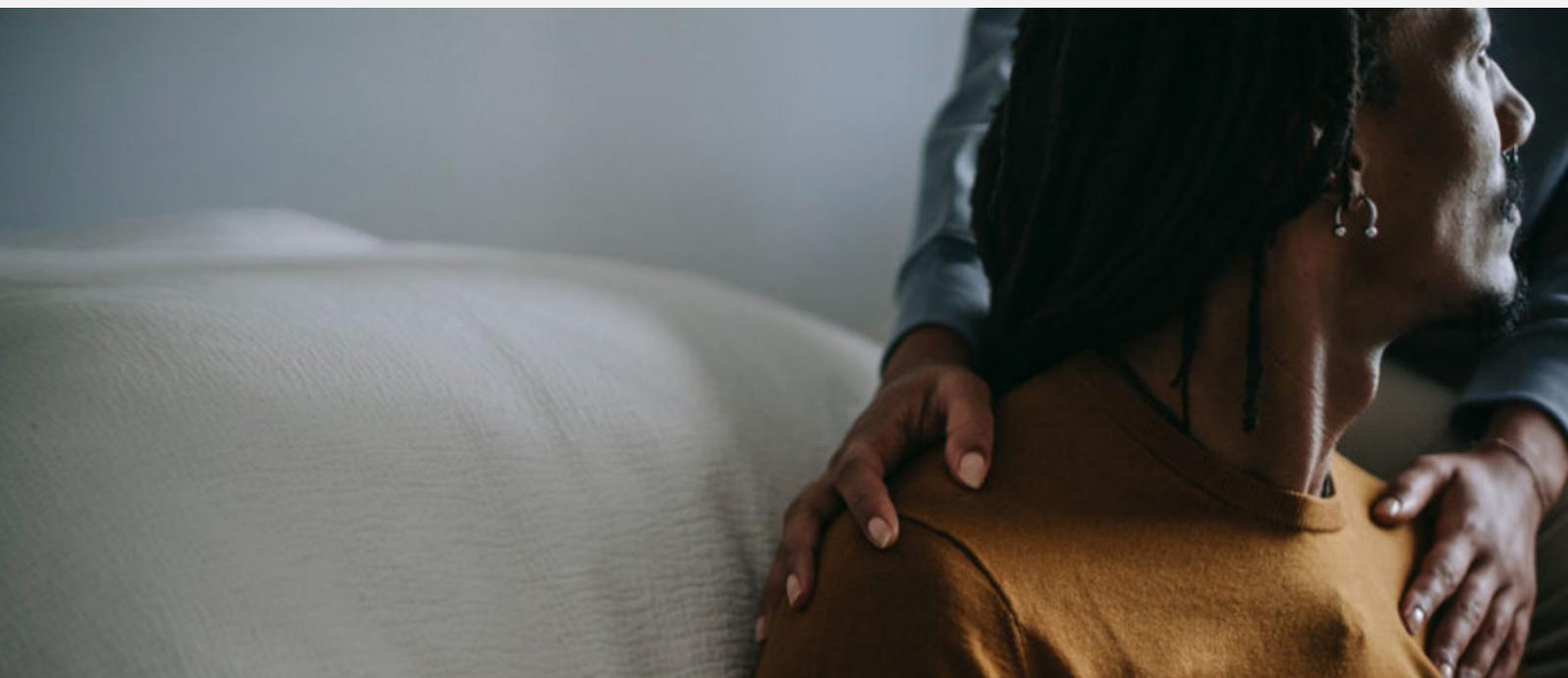
## **In everything we do, we seek to be:**

Respectful

Collaborative

Rigorously Fact-Based

Survivor-Centred



# OUR AIMS

**To expose the inherent harms and abuses of the pornography and wider commercial sex industries and the global sex trade.**

## **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 pornography and prostitution.



# 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 regulation of the pornography industry and introduction of Nordic-Model style legislation.

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.**

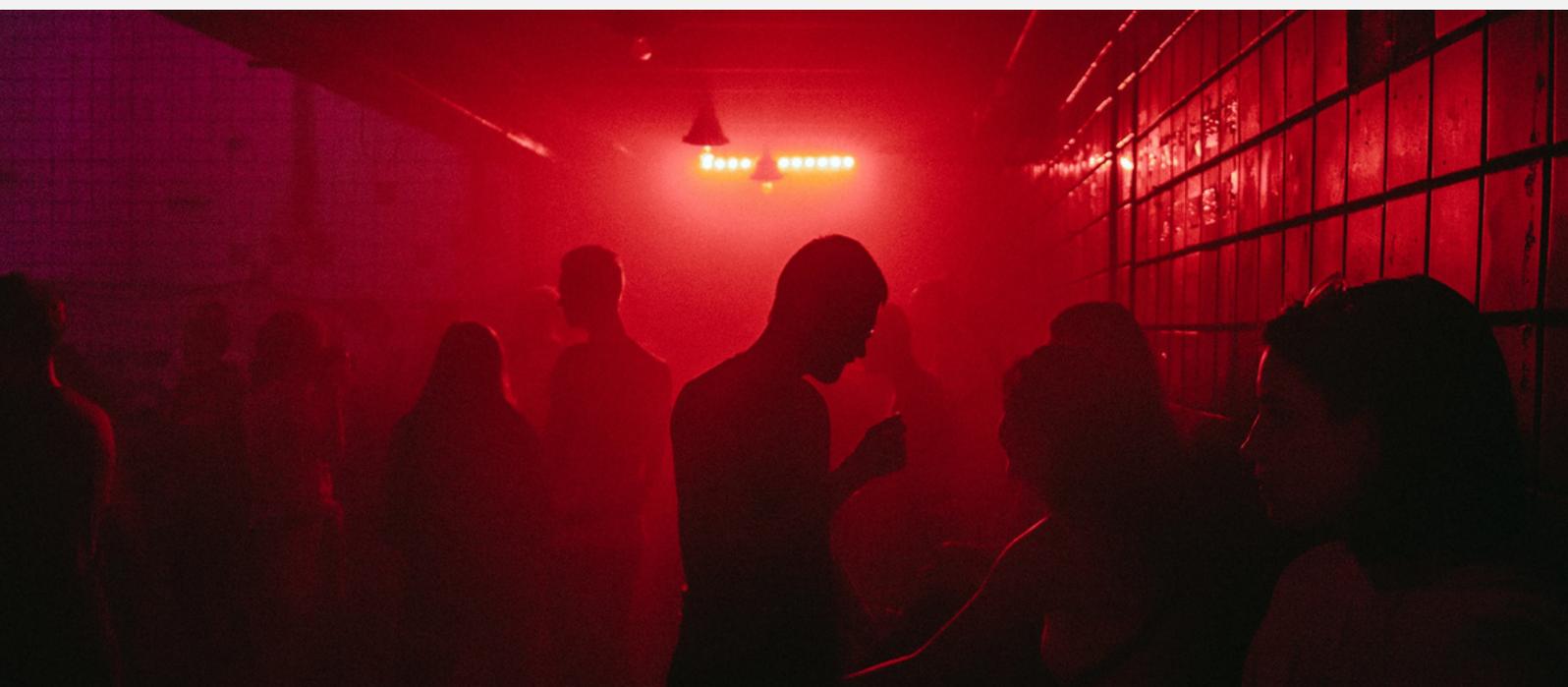
## **To achieve this we:**

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:**

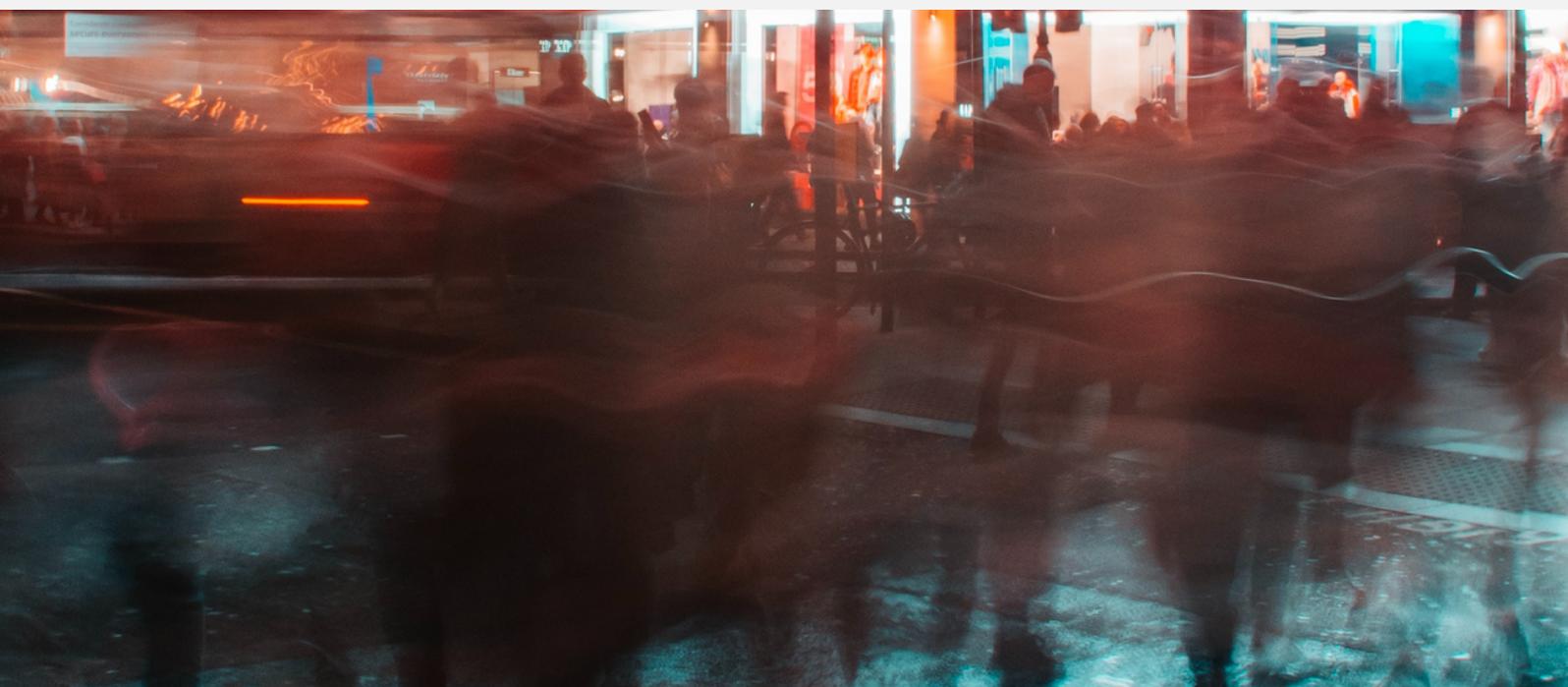
Run events, including the CEASE Summit, which attracts diverse attendees, encourage cross-pollination of ideas and build a coherent movement against sexual exploitation in the UK.

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](#).



# CASE STUDY:

## CEASE and the Online Safety Bill

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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 failed to mention 'pornography' even once. Over the past year CEASE has 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 was cited in the OSB Joint Committee's report, influencing their recommendations for vital improvements to the 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.

# CEASE IN THE NEWS

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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:

- "Online porn: 'My pupils ask me about violence'" - BBC News, April 2022
- "More than 20 women have been murdered by men hooked on violent online pornography" - Mail Online, April 2022
- "Age checks needed urgently to protect children from online porn, say charities" - The Guardian, March 2022
- "'Murder porn' is just one click away for depraved men like Wayne Couzens" - Mail+, October 2021
- "A catastrophic global human rights crisis" - The Critic, September 2021
- "Crouching exploitation, hidden misogyny" - The Critic, August 2021
- "A pimp-led pyramid scheme" - The Critic, August 2021
- "MP Maria Miller wants AI 'nudifying' tool banned" - BBC News, August 2021
- "Prostitution is a prison" - The Critic, August 2021
- "Online porn degrades women and normalises violent sexual behaviour. It's time to stop exploiters profiting from misery" - Mail+, July 2021
- "Can facial analysis technology create a child-safe internet?" - The Guardian, July 2021



**BECOME OUR  
HEAD OF POLICY  
&  
PUBLIC AFFAIRS**

# ROLE DESCRIPTION

<b>Job Title</b>	Head of Policy & Public Affairs
<b>Reporting to</b>	CEO
<b>Contract</b>	Permanent
<b>Location</b>	Hybrid: remote working and partly in London or South East Wales
<b>Hours</b>	Full or part time
<b>Remuneration</b>	£40-45,000 (FTE) depending on experience

## Main Purpose of Role

To establish an effective policy and public affairs programme within CEASE to drive policy change in Westminster, the devolved administrations and other public bodies on sexual exploitation issues. Deliver against the strategic priorities of CEASE with particular emphasis on the Online Safety Bill.

This role will form an integral part of the new Senior Management team, and will further build CEASE's credibility as a trusted and visible national campaigning charity over the next 3 years.

# MAIN DUTIES & RESPONSIBILITIES

Strategic Leadership	Policy
Collaborate closely and effectively with the Senior Management team (and Trustees) to shape and support the strategic direction of CEASE.	Produce robust and timely briefings for parliamentarians on key issues, particularly initially in relation to the Online Safety Bill.
Develop effective short and long term political strategies to engage key stakeholders with CEASE's policy solutions.	Monitor and analyse parliamentary business in Westminster and the devolved administrations in relation to sexual exploitation. Identifying and capitalising on opportunities for contributing to the debate.
Identify and formulate strategies for gathering robust evidence on key issues where needed.	Collaborate with the Chair of Trustees on analysis of existing and emerging research relating to sexual exploitation issues, including but not limited to pornography, prostitution, child sexual exploitation, sex trafficking, sexually exploitative digital products.
Shape policy recommendations in line with CEASE's strategic priorities for the coming years and with reference to new trends or opportunities as they emerge.	Identify and develop new policy solutions, drawing upon the experience and expertise of others including grassroots charities and international allies.
Support the CEO to deliver CEASE's fundraising strategy through the identification of funding opportunities and individuals.	Coordinate production of reports on sexual exploitation issues to keep CEASE's priorities in focus among parliamentarians, policy makers and the media.
	Develop and maintain policy positions on key issues relating to sexual exploitation, in collaboration with the CEO, Chair of Trustees and Head of Communications.
	Prepare speeches / statements for the CEO to deliver to parliamentarians, committees, inquiries etc.

# MAIN DUTIES & RESPONSIBILITIES

Public Affairs	Research
Identifying or creating opportunities to promote CEASE's policy solutions in Westminster, the devolved administrations and other public bodies and stakeholders.	Identify evidence gaps and devise effective means for CEASE - or others in our networks - to fill.
Identify and build relationships with parliamentarians who will champion issues. Work in a timely and effective way to support them with speeches, questions, debate briefings etc.	Identify and lead evidence-gathering projects involving stakeholders such as grassroots organisations, experts, other UK charities and international allies.
Identify the political hooks which will enable CEASE's policy recommendations to be seen and heard by MPs, Peers and civil servants.	Analyse, distil and write up the results of research projects to provide compelling, credible evidence for parliamentarians, policy makers and other stakeholders.
Able to work at pace with clarity and confidence to make the most of political opportunities.	Collaborate with the Head of Communications to translate findings into public-friendly communications.
Understanding of political processes and how to influence them.	Identify evidence gaps and devise effective means for CEASE - or others in our networks - to fill.



# MAIN DUTIES & RESPONSIBILITIES

Fundraising	Stakeholder Engagement
Work with the Senior Management team to identify and/or create excellent fundraising opportunities for CEASE.	Build relationships with key stakeholders in the anti-sexual exploitation policy arena, including other charities, public bodies, academic institutions, industry and experts.
Help to identify potential donors and funding opportunities through policy networks.	Lead coalition work on key issues in order to increase impact and effectiveness, benefit from others' expertise and widen CEASE's connections.
	Participate in coalitions and working groups which hold particular value for CEASE.
General	
Represent CEASE as required to promote its work.	
Undertake any other duties as directed by the CEO which may be required.	



# PERSON SPECIFICATION

	Essential	Desirable
Experience	6 years + experience in public policy related roles at a national level.	Policy experience within Westminster.
	Success in developing and delivering strategies for gaining political engagement on issues.	Background in field related to sexual exploitation in some way.
	Experience engaging MPs, Peers and wider political stakeholders.	Experience leading evidence gathering projects, particularly in relation to difficult or sensitive experiences.
Skills & Knowledge	Ability to analyse, understand and synthesise complex information, and to present these findings in a concise and engaging way.	Legislation / amendment drafting.
	Excellent ability to think strategically and politically in order to maximise impact and effectiveness of policy work.	
	Excellent writing skills, including the ability to tailor to different audiences.	
	Excellent knowledge of Westminster parliamentary process.	
	A strong appreciation of the need for accuracy, quality control and process control.	
	Proven ability to lead and manage programmes of work to agreed timelines.	
	An excellent collaborator, able to gather and steer diverse stakeholders around projects, internally and externally.	
	Able to work at pace with clarity and confidence to make the most of political opportunities.	
Personal	Commitment to CEASE's <a href="#">core beliefs</a> regarding sexual exploitation,	
	Mission-driven and a change-maker.	
	A pioneering spirit, comfortable building new areas of activity in an emerging sector.	

# POSITION DETAILS

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## Location & Travel Requirements

- This role is hybrid: the post holder will work from home and also in new office based in London and/or in Newport, South East Wales as needed. Initially office time is expected to be 4 days per month.
- Work-related travel may be required within the UK from time to time, where time off in lieu is offered.

## Contract & Compensation

- Salary is negotiable, dependent upon experience (salary band £40,000 - £45,000 p/a FTE).
- This is a permanent contract.
- The position is offered either as full time or as 4 days per week. We may be able to accommodate flexible working arrangements for the right candidate.
- CEASE operates the NEST pension scheme and offers a positive and supportive working atmosphere.





# HOW TO APPLY

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- Please submit a covering letter (maximum two pages) explaining why you are suitable for and interested in this post. Please demonstrate how your skills, knowledge, experience and personal qualities meet the requirements of this role and why you are interested in the work of CEASE.
- Please also supply your CV detailing relevant experience.
- Applications should be emailed to [contact@cease.org.uk](mailto:contact@cease.org.uk) with the subject line Head of Policy & Public Affairs.
- Please indicate whether you are seeking a full or part time position.

If you have any questions about the role, please don't hesitate to contact Vanessa Morse, CEO at CEASE on [vanessa.morse@cease.org.uk](mailto:vanessa.morse@cease.org.uk)

**Deadline for applications is 10:00 on Monday 6 June 2022.**

**Interviews will be held on 16/20/21 June 2022 in London. Subject to change.**

ENOUGH



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