

We are Recruiting



Working with Women to make a difference



Why work at WomenCentre?

- We work alongside women to find the solutions they want - listening to Women's Voices is core to our approach
- We are a growing organisation with proven track record of excellent service delivery
- You will work with supportive teams of dedicated staff and volunteers
- Our work is interesting, rewarding and creative
- The majority of our staff team are women working with other women

About us

WomenCentre is a charity that works operationally across Calderdale, Kirklees and Bradford.

Formed in 1985 as the Calderdale Well Woman Association we became WomenCentre in 2008 after joining up with the Women's Centre in Kirklees.

WomenCentre is a women's membership organisation.

WomenCentre currently has a Board of 12 trustees made up of local women who bring knowledge, experience, skills and lived experience to the organisation.

Currently 70+ staff work for WomenCentre many of whom have part time roles and are women.

In addition to the CEO there is a Deputy CEO, 3 Operational Managers and a Finance and HR Manager.

Recently we have begun to invest in housing, setting up WomenCentre Homes (WCH) Charitable company in 2020. We have a small team including a Housing Development Manager working in this area, with their Board of Trustees overseeing the work of WCH.

Our strategic priorities are:

- Delivering quality services
- A learning organisation that shapes best practice at a national level
- Providing safe homes
- An effective, well-managed and resilient organisation

WomenCentre enables women to:

- Improve health and well-being
- Increase training and employment opportunities for improved economic conditions
- Raise self-confidence, self-esteem and social interaction skills
- Improve citizenship and social inclusion
- Support the development of positive, safe and stable circumstances and relationships
- Improve safety and wellbeing of their children

Our Funding

Our annual income for 2021-2022 was £1.6 million.

This was made up of a range of funding, such as:

- Locally commissioned service contracts in Calderdale, Kirklees and Bradford
- Funding from the West Yorkshire Combined Authority via the WY Mayor's Office
- Grants from national foundations and trusts
- National Funding e.g. Ministry of Justice
- Small grants from local Community Foundations and charities
- Regional funding

What we offer our staff

- A **supportive** empowering working environment
- Access to support from **Mindful Employer Plus**
- **Salaries** – We use the standard incremental NJC pay scales to reflect the type and status of posts. We are a **Living Wage Employer**
- **Hours of Work** - Full-time and part time roles – full employment is 37 hours a week
- **Holiday Entitlement** - 24 days per year for full time staff, rising to 29 days after 5 years service plus 8 public holidays each year and up to 5 additional closure days. Pro rata basis for part time staff
- **Pension** - WomenCentre is fully compliant with Auto Enrolment and the pension provider is Aviva
- **Sickness** – entitlements reflect the length of service in the organisation.
- **Cycle** to work scheme
- **Parental Leave** - Rights of pregnant women and primary adopters to leave and pay are in accordance with WomenCentre's parental leave policy
- **Other Leave** - Staff may also be entitled to Carer's, Urgent Domestic Distress, Bereavement, Unpaid Leave and Time off for Dependents in line with statutory minimums

What our staff say about us:

"It's a very supportive working environment and, I feel like I am making a real difference."

"The work is hard at times , but I am well supported in my role."

What the women we support say about our work:

I find emptiness at home, so I enjoy coming to the Centre in Dewsbury and meeting others, I receive lots of encouragement

Counselling has helped me to be more positive, giving me coping strategies- love the breathing techniques. I have felt listened to

If you want to find out more about the opportunities to join us as an employee - check our website vacancies section.

All of our vacancies have a number to call if you want to talk about the specific opportunity.



Angela Everson, CEO

Some of our recent success's and current projects:

The **Common Threads Collective** takes a collaborative and participatory approach to issues which affect mothers living apart from children and those at risk of separation.

Our Letterbox exchange project aimed to build and maintain relationships between birth families, adoptive families, and children. Hearing news about children's progress and that they are getting looked after is reassuring and can help with getting on with each day ahead.



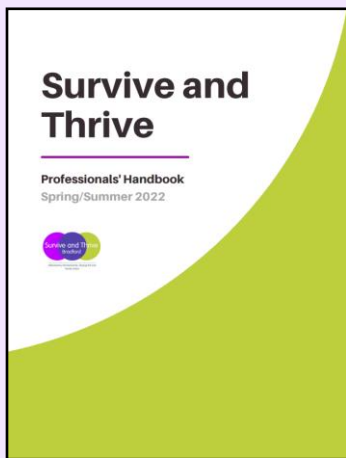
Working alongside the women we support to consider 'greener approaches' in their lives wherever possible and see how we can develop our housing by retrofitting sustainable technologies and reducing our carbon footprint.



[WomenMigrantsDictionary_011222.pdf](#)

Created by women migrants, this dictionary brings together women's drawings, photographs, as well as text, quotations, poetry, proverbs and narratives.

These different forms enable readers to engage with women's ideas whilst the entries offer wisdom, experiences and topics that are important to women migrants.



Survive and Thrive is a partnership initiative between Staying Put, Family Action and WomenCentre. Focused on transforming the lives of women, men and children affected by domestic abuse and sexual violence in Bradford.

[Professionals Survive and Thrive Handbook \(womenscentre.org.uk\)](https://womenscentre.org.uk)

See all of our publications on our website: <https://womenscentre.org.uk/publications-2/>



Find out more about our work, job vacancies and our publications
www.womenscentre.org.uk

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