

**BASIS  
YORKSHIRE**

TRUSTEES  
INFORMATION  
BOOKLET

**2026**



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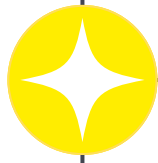
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# THE HISTORY OF BASIS



**1989**

Genesis was set up in Leeds by a few church volunteers, supporting sex workers in Leeds



**1995**

Genesis officially became constituted as a charity



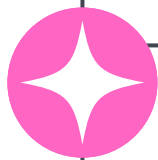
**1997**

Established A Young person's Service to support girls and young women who were being sexually exploited.



**2015**

Changed our name to 'Basis' in recognition of the need for a non-faith based, more inclusive identity as the sex industry changed



**Present day**

Basis currently works with sex workers and those who are, or are at risk of being exploited including trans women and non-binary adults and gender diverse children and young people (all genders)

# OUR STORY

Basis Yorkshire was set up (as Genesis Leeds) in 1989 by a few volunteers, supporting sex workers in Leeds. In 1997, a young person's service was established to accommodate the specific needs of girls and young women who were being sexually exploited, this service now supports all genders. The charity also provides high quality training and awareness raising sessions locally and nationally on social justice issues and practice development.

# WHAT WE DO

Basis supports people who work in all sectors of the sex industry and people who experience of sexual exploitation. We also support young people who are at risk of, or are currently experiencing sexual exploitation. Our purpose is to empower people by offering information, support and options. Our work is driven by a sound evidence base, as well as working closely with the people we support to ensure our services are designed and delivered with them, putting their voices and experience at the centre of our work. We challenge stigma and inequality of access to services for everyone we work with.

We are proud to be one of a small number of specialist organisations that explicitly recognise and advocate for people's right to work more safely when selling sex, while also supporting people who are sexually exploited to be safer and free from harm. We understand that for some, their 'choices' are severely constrained by a range of factors including physical and mental health, substance use, family circumstances and abusive relationships, as we support them in managing the risks and vulnerabilities they face. We recognise people's dignity and agency in their decision-making.

# THE BOARD OF TRUSTEES

## Tracey McAndrews

Tracey McAndrews is a senior leader in the voluntary sector with extensive experience in homelessness, housing-related support, and mental health services. Tracey champions inclusive leadership, and psychological safety, and organisational culture across services.

## Megan Jones

Meg is our safeguarding lead. She works at Cranstoun as Director of New Business and Services and has expertise in policing, policy and social justice. Previously, Meg was Head of Policy for West Midlands Police and Crime Commissioner.

## Rob Milligan Co-Chair of Trustees

Rob is the Director of Customer Strategy at Nationwide Building Society. As well as Co-Chair, Rob's core role is to support the CEO, trustees and the Basis team on developing the strategy for the charity and ensure the appropriate governance is in place to deliver our strategy.

## Gill Chapman

Gill Chapman is a qualified and experienced children and adult nurse. She recently retired from a senior role with Leeds Teaching Hospitals Trust and will focus on Safeguarding, Health and Safety and Workforce Development and Wellbeing.

## Inderjit Birdi

Inderjit Birdi is a Commercial Manager with over 15 years of experience in financial governance and cost management. Drawing on her early experience of working with homeless groups, Inderjit brings professional expertise and a commitment to supporting marginalised communities.

## Nisa Qasim

Nisa is an experienced audit and compliance specialist. She has led on the development of our risk register. She has a strong focus on risk governance, international standards implementation and stakeholder engagement.

# Basis yorkshire

Our board currently consists of 6 members who have a range of experience including finance, HR, fundraising and others.

# WHAT ARE OUR EXPECTATIONS?

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- Attendance at a quarterly full board meeting including preparation such as reviewing of papers sent
- Attendance at specific working groups if available to take part
- Support for Basis campaigns if available to take part
- Ad-hoc liaison on role specific issues
- Enhanced DBS certificate to be obtained by Basis\*

\* a past criminal record is not a barrier per se but will depend on the nature and the time spent. This information would need to be disclosed

# WHY DO PEOPLE BECOME A TRUSTEE?

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- Provide support to a CEO leading an organisation that is making a real difference
- Gain valuable experience and learn new skills within a leadership role
- Challenge yourself, by applying your skills in a different environment
- Gain non-executive board experience
- Learn from other trustees and gain new insights from seeing how others respond to situations and make decisions

# PURPOSE OF THE BOARD OF TRUSTEES:

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- To ensure Basis compliance with law and statutory duties
- Support the CEO to provide strategic leadership for the organisation
- To ensure that Basis is a well-run and effective organisation
- To ensure effective financial accountability and stability, and that Basis resources are well-used
- To ensure our values are at the heart of everything we do

# TRUSTEE RESPONSIBILITIES AND DUTIES:

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- To ensure that Basis complies with its governing document, charity law, company law, and other relevant legislation or regulations.
- Scrutiny of finances and finance systems to ensure that Basis resources are used to deliver services effectively and to carry out its agreed purposes for the public benefit
- To contribute actively to the Board's role in giving stability and firm strategic direction to Basis through business planning and strategy, setting goals and targets, and evaluating performance against agreed targets.
- To support and scrutinise our CEO in their work ensuring the charity is well-run
- To ensure the sustainability of Basis, taking balanced decisions which reflect the short, medium and long-term interests of the charity
- To play an active role in communicating the work Basis do, influencing and working with key stakeholders as appropriate
- To play a role in ensuring that the Board of Trustees is fit for purpose in the effective governance of Basis
- To ensure the policies which govern the work of the charity are fit for purpose
- To safeguard the reputation and values of Basis.
- To protect and manage the property of Basis, and to ensure proper investment of its funds.
- To contribute to the development of staff where appropriate.

# MORE INFORMATION

If the above sounds like it might be of interest, we would love to hear from you. Please have a look at the person specification below and send us an expression of interest.

If you would a form or a call to discuss the role before applying, please contact Barbara Stewart by emailing: [info-basis@basisyorkshire.org.uk](mailto:info-basis@basisyorkshire.org.uk)

## Board Meeting Details:

Meetings are held quarterly on a Thursday from 5.30pm – 7.30 pm, via MS Teams or at 94 North Street, LS2 7PN

You may be asked to occasionally attend other meetings and training sessions, depending on your role.

## Working Groups:

Our working groups meet regularly on MS Teams. Staff and trustees choose which ones to be involved with:

Finance and Income Generation

Workforce and Wellbeing

Strategy and Governance

Equality, Diversity and Inclusion

Health, Safety and Safeguarding

## Person Specification

### Essential

- Commitment to the aims and values of Basis
- Willingness to devote sufficient time to Trustee duties, with flexibility to spend more time when necessary on projects/where required
- Ability and availability to respond in a timely manner to e-mails and correspondence associated with Trustee duties
- Ability and willingness to support the scrutiny of financial documents and systems (although no need to have specific financial expertise)
- Independent judgment and balanced decision-making
- Good communication and influencing skills
- Ability to think creatively and take a flexible approach to problems
- Willingness to make an active contribution to the Board and ability to listen
- Commitment to the legal duties, responsibilities and liabilities of trusteeship
- Ability to work effectively as a member of a team

### Desirable:

- Knowledge and experience of the voluntary and community sector
- Safeguarding expertise and experience
- Links to strategic networks in Leeds

Please note: An enhanced DBS check is required for this role

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