

Board Member Recruitment Pack

Letter from the Directors

Thank you for your interest in joining Crustacean Compassion's Board of Directors.

Crustacean Compassion exists to promote the humane treatment and welfare of decapod crustaceans (animals such as crabs, lobsters, prawns and langoustines), and was founded in 2016 following news reports of crabs being sold alive fully-immobilised in shrink-wrap in UK supermarkets. Agencies were powerless to take action, because decapod crustaceans, as invertebrates, were not classified as "animals" under the UK's animal welfare laws. Decapods were generally assumed to be insentient (incapable of experiencing negative or positive feelings), which meant that many shocking methods of slaughter, handling and storage which would be illegal in other animals, such as boiling alive or posting alive to consumers, were still permitted in decapods.

However, as we knew the evidence base for their sentience was strong and growing, we decided to start a campaign calling for decapod crustaceans to be covered in animal protection legislation, based on this scientific evidence for their sentience. Crustacean Compassion was launched in 2017, with just six volunteers and a £2000 grant from the Sheila McKechnie Foundation. Our modus operandi was extensive relationship building, evidence-based campaigns, a tight strategy, and creative, quirky stunts. We enrolled famous faces, gained extensive media coverage, and demonstrated public, expert, and NGO support, winning an RSPCA Campaigner Award in 2019.

Six years later, we have two major wins under our belt which have transformed the landscape for decapod crustacean welfare. As a direct result of our campaign, Defra commissioned a full, independent scientific review of the sentience of decapod crustaceans, the first of its kind. When the report unequivocally concluded that decapod crustaceans should be regarded as sentient under UK law, the government included them in the first major legislative opportunity – the Animal Welfare (Sentience) Act of 2022. Whilst the Act itself does not directly transform how decapods are treated, this first legal recognition of their sentience, and the surrounding public debate, has thrown the door wide open for further legislative and industry changes; not just in the UK, but across the world.

The progress achieved by Crustacean Compassion to date continues to encourage some truly pioneering work to take place. Following the recruitment of a new CEO last year, the Board is now in a position to recruit additional Directors for the Board from a variety of skillsets and backgrounds. We look forward to welcoming your application.

Sincerely,

Crustacean Compassion Board of Directors

Governance of a unique animal welfare organisation

Crustacean Compassion is an animal welfare organisation dedicated to the humane treatment of decapod crustaceans. We engage with legislators and policy makers to strengthen and enforce animal welfare law and policy; we work to persuade and enable companies to sell higher welfare products across their shellfish product ranges; and we seek to educate both the public and policy makers on the science of decapod crustacean sentience and on their humane treatment and care.

Our work is grounded in scientific evidence and ethical reasoning. We welcome good practice in the food industry and do not campaign against the use of decapod crustaceans as food. We believe that all sentient creatures deserve humane treatment, determined by the needs of their species. We raise public awareness of the sentience of decapod crustaceans; we work with industry to implement changes to their practices; and we put pressure on the Government to make the necessary changes to the law.

Our current campaign calls for these animals to be legally recognised as sentient (that is, capable of feelings such as pain and pleasure) and protected in all relevant animal welfare laws in the UK. Following their inclusion within the Animal Welfare (Sentience) Act 2022, there remains:

- the diverse Animal Welfare Acts of England, Wales, Scotland and Northern Ireland
- the Welfare of Animals at the Time of Killing (WATOK) legislation
- the Welfare of Animals (Transport) (England) Order (WATEO)
- the Animals in Scientific Procedures Act (ASPA)

Earlier this year Crustacean Compassion launched 'The Snapshot', the world's first business benchmark for decapod crustacean welfare and we have further plans to support and engage the food industry to introduce policies and practices that improve the welfare of decapods from sea to plate.

What we have achieved so far:

- We have shown that this issue is of [public concern](#). Over 60,000 people want decapod crustaceans protected in UK animal welfare law, as shown by the signatures on our public petition.
- We have shown that the experts agree. Our [open letter](#), asking the government to protect decapods in animal welfare law, has been signed by eminent scientists, veterinary professionals, lawyers, actors, comedians and wildlife experts, including the RSPCA and the British Veterinary Association.
- We have shown that the animal welfare movement speaks with one voice. [41 animal welfare organisations](#) think decapod crustaceans should be protected in animal welfare law. Organisations like the RSPCA and Scotland's OneKind now campaign for the protection of decapods, and the RSPCA awarded us the [2019 Campaigner Award](#) for our work.
- Thanks to our campaign, Defra commissioned an independent consultation on the ability of decapod crustaceans (and cephalopod molluscs like octopus and squid) to feel pain; and on the impact of industry practices on their welfare. This report was [published](#) in November 2021, with the clear conclusion that decapods are sentient and need legal protection.

- Following the strong outcome of this report, the government amended the [Animal Welfare \(Sentience\) Act 2022](#) to include decapods.
- The Humane Slaughter Association has commissioned a piece of [research](#) worth £1.93 million that includes research and development into humane methods of slaughtering decapod crustaceans.
- Engaged with companies across the Sea-to-Plate journey, to improve their policies and practices around decapod crustacean welfare. Launching [The Snapshot](#), the world's first decapod crustacean industry benchmark, in January 2023.

It's an exciting time to join Crustacean Compassion, as we develop our organisation and continue to build on our successes so far to secure lasting animal welfare advances for decapods. Despite our small size we are well-respected for our reasoned, determined and creative approach, and participate in high-level initiatives. We have received significant public and political attention both in the UK and internationally.

Our comprehensive current strategy includes focusses on: Public Affairs, with policy efforts to ensure decapods get the legal recognition that they deserve in all relevant UK animal welfare legislation; Corporate Engagement, comprising of several integrated projects which further our collaborative efforts to engage industry and drive improved industry policies and practices; and public engagement. To achieve all of this, we need to ensure that we continue to have a financially secure, internationally visible, and creatively strategic organisation.

We are looking for talented individuals from all backgrounds to join our Board of Directors, to help us ensure Crustacean Compassion is an effective, secure, accountable and well-resourced organisation.

Who are we looking for?

The daily running of Crustacean Compassion is led by our Executive team, whilst the Board of Directors oversees strategy, governance and spending. Since our incorporation as a limited (not-for-profit) company in late 2020, our Board has been comprised of three founding members of the organisation. Whilst this has had a stabilising effect during a period of dynamic change, we are now keen to open up our organisation to fresh perspectives and new expertise. The role of board member is voluntary (unpaid).

We are recruiting Board Members with expertise in one or more of the following areas:

- Corporate engagement – to advise on our engagement with the food sector
- Finance, HR, legal and/or governance – to ensure compliance with legal obligations and transparency in our spending
- Animal welfare science – to help ensure our campaigns are evidence-based

In particular, we are keen to recruit a new Chair of the Board. This is an exciting opportunity to help shape and inform the direction of the organisation for someone with a passion for animal welfare and previous Board experience. Please contact us for a Role Description if this interests you.

Previous Trustee/Non-Executive Director/Board experience is highly desirable but not essential. Training can be provided.

What is the role of a Board Member (Non-Executive Director)?

- Ensure that Crustacean Compassion complies with its governing documents, company law and any other relevant legislation or regulations.
- Ensure that Crustacean Compassion pursues its purposes as defined in its Articles of Association.
- Ensure that Crustacean Compassion uses its resources exclusively in pursuance of its purposes. Review and approve significant spends in accordance with our Chart of Authority.
- Guide Crustacean Compassion in its strategic direction, reviewing and approving company policies, organisational and campaign strategies, and evaluating performance against agreed targets.
- Safeguard the good name and values of Crustacean Compassion, ensuring appropriate internal and external accountability.
- Ensure the financial stability of Crustacean Compassion and the responsible management of its resources.
- Protect and manage the assets of the organisation and ensure the proper investment of the organisation's funds.
- Act with reasonable care and skill in all of the above.
- Act solely in the best interests of Crustacean Compassion in all of the above.
- Chair will manage the Chief Executive Officer and monitor their performance.

Person specification

- Commitment to Crustacean Compassion, its vision and mission
- Basic understanding of the legal duties, responsibilities and liabilities of trusteeship
- Experience in one of the key domains listed above
- Willingness to put time and effort into the trustee role
- Commitment to Nolan's [seven principles of public life](#): selflessness, integrity, objectivity, accountability, open-ness, honesty and leadership
- Over the age of 18, and eligible for appointment as a company director

Personal qualities

- A professional approach to work and communications
- Impartiality, fairness and confidentiality
- Willingness to speak your mind in a constructive manner
- Tact, discretion and diplomacy
- Respect for others
- Openness to learn new skills
- Strategic and creative thinker
- Effective team member
- Good communicator and excellent interpersonal skills

The Commitment

Board Members meet online for two hours every month, and some additional time is needed to read any Board papers which are emailed one week before the meeting. It is anticipated that subcommittees on various specialist areas will be created and led by a relevant Board member which would meet once a quarter. Ad hoc guidance may also be requested by the CEO on an irregular basis. Trustees will receive an induction and training, and reasonable out-of-pocket expenses will be reimbursed.

The Board has the following minimum expectation of all Trustees:

- Attendance at Board meetings, which are held online on Microsoft Teams.
- Availability via phone or email to the Chair or CEO from time to time.

Crustacean Compassion is committed to building a diverse and inclusive organisation. This incorporates equality of opportunity, as well as being fair and inclusive. We therefore particularly encourage applications from candidates who are currently underrepresented in our organisation. These include people from diverse ethnic and cultural backgrounds, disabled people, and LGBTQIA+ people.

This is an unpaid role, although reasonable expenses will be given as per Charity Commission guidelines. We are happy to discuss additional support or access arrangements that applicants may need.

How to apply

Please send us a CV with a brief covering letter (maximum one side of A4) stating why you want to be a Board Member of Crustacean Compassion and how you meet the requirements of the role. Please include the names and details for two referees. They will not be contacted without your permission. The application should be sent to cc.governance@crustaceancompassion.org

The **closing date for applications is 20th August 2023**, though applications will be reviewed as they are received. Interviews with those shortlisted will take place by 1 September 2023.

The recruitment process is overseen by the current Board.

Please let us know if you will require any special provision for additional needs should you be called for interview.

Appendix 1: About us

Our Vision

Crustacean Compassion has a vision of a world where decapod crustaceans, such as lobsters and crabs, are valued as sentient animals with legal protection and humane treatment.

Our Mission

By mobilising public support, creating expert forums and engaging directly with stakeholders, we will leverage pressure on politicians to deliver legal change, and on industries to deliver more humane practices. We will act as a source of information and advice for all stakeholders.

Our Animal Impact

Each year in the UK alone, over 420million crabs, lobsters, nephrops and prawns/shrimp are landed by UK fishing vessels into UK ports, with a further 5 billion decapods imported into the UK from overseas. Many of these animals will suffer throughout their journey from sea to plate. Crustacean Compassion campaigns on behalf of all decapod crustaceans.

Our Objects (taken from our Articles of Association)

- to promote the humane treatment and welfare of decapod crustaceans in the UK and globally, in particular but not exclusively by:
 - (a) ensuring enforcement of, and campaigning to strengthen, UK legislative standards relating to decapod crustacean welfare;
 - (b) campaigning to persuade:
 - (i) consumers to make higher welfare food choices,
 - (ii) intergovernmental agencies to adopt higher welfare policies, and
 - (iii) companies to sell higher welfare products, all in relation to decapod crustaceans; and
 - (c) supporting producers who champion higher welfare practices in relation to decapod crustaceans;
 - (d) providing information to educate the public on the science of decapod crustacean sentience and on their humane treatment and welfare;
 - (e) promoting kindness and relieving cruelty to decapod crustaceans; and
- to further any related charitable, philanthropic or benevolent purposes.

Our values

At all times we will be:

- Professional
- Rational, evidence based and solutions-focussed
- Cultivating public support
- Inspiring expert support and engagement
- Pragmatic, but not afraid to draw red lines on what is acceptable
- Striving to achieve a demonstrable impact
- Inclusive and ethical in the way we engage with humans as well as animals

Governance

Crustacean Compassion became incorporated as a not-for-profit Company Limited by Guarantee in 2020; charitable status was not possible at that time due to the extensive legal and political lobbying work that we were undertaking that was vital to achieve meaningful protections for decapods. However, in effect, we have run ourselves in line with most of the Charity Commission's principles of good governance. We do not trade or take profits.

Our Board is responsible for the organisation's strategic direction, accountability and financial security. It currently comprises three of the founding members of the organisation whose collective expertise spans campaigns, research and business operations (including finance). It has a Chair and a Treasurer. Trustees are appointed for an initial term of three years with the option to renew for a further three years, up to a maximum of nine consecutive years.

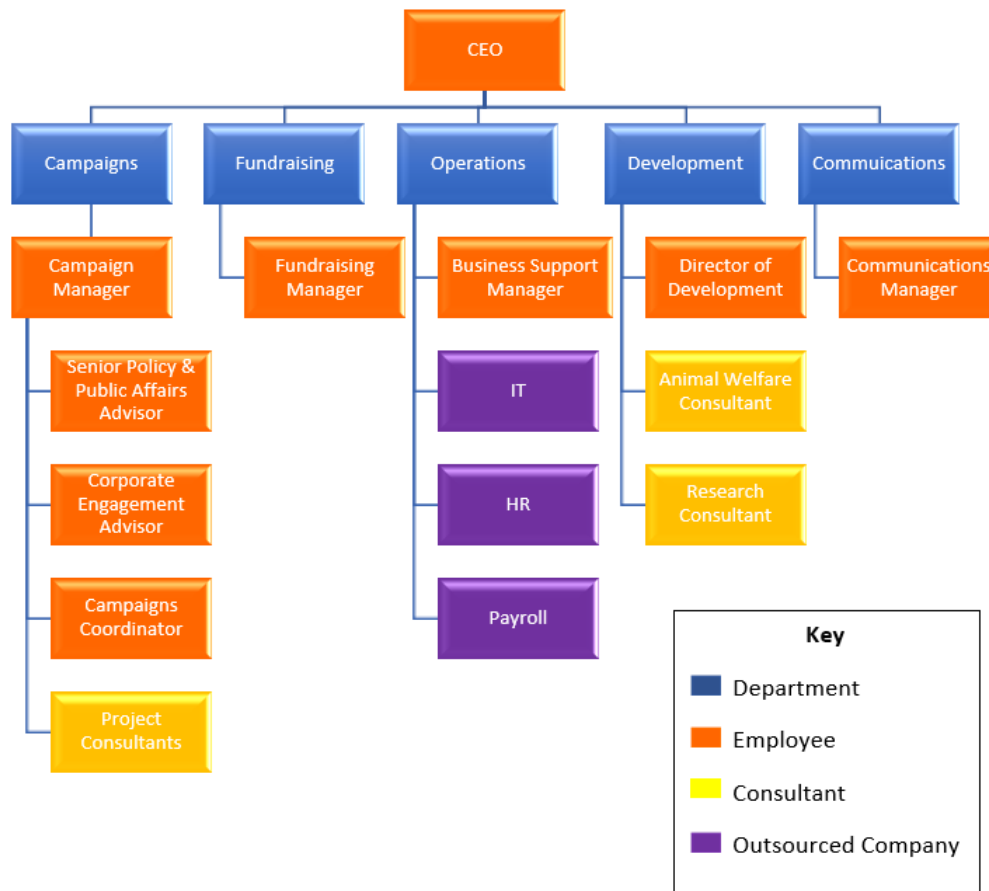
Funding

Before 2019, we existed on a small, expenses-only grant from the Sheila McKechnie Foundation. Since 2021, the majority of our funding comes from Open Philanthropy, with further significant grants from the Centre for Effective Altruism and other major donors. We have developed the capacity to accept and process regular supporter donations and have plans to grow our income in this area. Our challenge now is to further diversify our funding streams to secure our financial sustainability into the future. This will be greatly aided by a Fundraising Manager who joined the organisation in May 2023.

The statutory accounts from our first 17 months of operation were audited and can be found on Companies House.

Size

We have nine members of staff (split full-time and part-time), and a number of expert consultants.



Professional network

Crustacean Compassion are part of the Better Deal for Animals (BDFA) movement. BDFA is formed of over 50 leading UK animal welfare groups that are campaigning for stronger laws that recognise animals as sentient and ensures their protection post-Brexit. We are also pleased to be one of over 80 organisations that make up the Eurogroup for Animals, which unites animal welfare organisations across Europe. Crustacean Compassion are an active member of the Aquatic Animals Alliance, which is an aquatic welfare coalition comprised of animal welfare organisations across six continents.

Queries

If you have any queries on any aspect of the appointment process, need additional information or would like to have an informal discussion, please contact cc.governance@crustaceancompassion.org

Further reading

Our website www.crustaceancompassion.org contains more information on our organisation.