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**The Trustee role at St Wilfrid’s**

**We very much welcome applications from disabled candidates, Black, Asian or minority ethnic (BAME) candidates, LGBTQ+ as well as non-binary candidates and those who have experienced mental health issues, as they are currently underrepresented on our board.**

**Introduction**

St Wilfrid’s Hospice provides specialist end of life care to the people of Eastbourne and surrounding parts of East Sussex, a catchment area of c.300 square miles with a population of c.235,000 people. We do this though a paid workforce of 200+ and around 500 volunteers, at our state of the art hospice building and in the community.

Our vision is of a community where people talk openly about dying, live well until the end of their life and where nobody dies alone, afraid or in pain. Our mission statement is ‘Reaching out to transform end of life care’. The hospice values are Compassionate, Professional, Progressive and Respectful. We are rated ‘outstanding’ by our regulator the Care Quality Commission and in the last year we have reached over 1,500 people at the end of their lives, plus those close to them, with person-centered support for their physical, psychosocial and spiritual needs. Our annual turnover is c.£9m.

Our current strategy, Closer to You, is all about reaching more people with both cancer and other life-limiting diagnoses and doing so at a time and place of people’s choosing. We will be refreshing our strategy in 2022 and wish to continue expanding and developing our work. To do so we need to grow the level of support, financial and otherwise, from our communities. 70% of our funding comes from voluntary income, with the balance from the NHS. We are working in tandem with the other Sussex hospices to improve the ratio of statutory to voluntary funding.

St Wilfrid’s constitution allows for a Board of Trustees of between six and twelve people, elected for three-year periods, with the option to be reappointed for up to three consecutive terms. There are typically six board meetings per year starting late afternoon, including a whole day Strategy Awayday. Where possible we aim to meet in person, as this is better for building trustee relationships.

We have of course had to meet virtually during periods of the Covid pandemic and an element of hybrid (face to face/virtual) meeting continues. Trustees are also expected to sit on one or more of the sub-committees (Audit, Clinical Governance, People and Income Generation). Taking into account Board and sub-committee meetings, plus reading and other ad hoc communication, the time commitment is around a day per month.

**Trustee responsibilities**

As a trustee you are responsible for:

1. Determining the strategy and overall policy framework for the charity.
2. Safeguarding and promoting the mission, vision and values of St Wilfrid’s Hospice.
3. Ensuring the charity operates in an effective, responsible and accountable manner, complying with charity law.
4. Holding the executive team to account for delivery against objectives.
5. Ensuring the charity’s activities are sustainable and assessing key risks and mitigating strategies.
6. Contributing to the effective functioning of the Board of Trustees.

**Trustee competencies**

Trustees should be able to demonstrate the following qualities and competencies.

* Committed to the vision, mission and values of St Wilfrid’s Hospice.
* Think and plan strategically.
* Assimilate and analyse information and challenge constructively where appropriate.
* Maintain confidentiality.
* Be constructive of other trustees’ opinions and staff members’ contributions at meetings.
* Take a balanced and objective view.
* Willing/able to make collective decisions and stand by them.
* Able to respect the boundaries between executive and governance functions.
* Understand the importance and purpose of meetings and be committed to preparing for them adequately and attending them regularly.
* Be willing to be bound by Nolan’s seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Each Trustee will then additionally bring specific experience and knowledge in their area of expertise to give us a broad base of clinical, management and professional skills. **It is not essential to have been in a formal governance role before, we will offer full induction and ongoing training for those selected.**

The current skills areas we wish to recruit into are:-

Accountancy and/or finance.

Clinical services delivery or commissioning (in particular frailty and end of life/palliative care).

IT/digital, particularly in a healthcare setting.

**Please note that this role is subject to Enhanced DBS check.**