



Trustees



# Welcome

Thank you for your interest in joining the Centre for Ageing Better as a Trustee. We are passionate about achieving our positive vision of a society in which everyone enjoys later life. We seek to bring about long-lasting changes in policy and practice informed by evidence so that more people approaching later life are in good health, fulfilling work, live in safe and accessible homes and connected communities. Established in 2015, with an endowment from the National Lottery Community Fund, the Centre for Ageing Better is now widely recognised as a leading authority on ageing issues.

We have already had a significant influence on at least 20 major pieces of policy across housing, work, health, industrial strategy, and later life planning since our inception. We are strongly contributing to an increased understanding of demographic change, its implications, and how society needs to adapt. And our local work supporting the UK Network of Age Friendly Communities means that our reach covers 40 local areas with a combined population of 21 million.

We work across all sectors and have partnerships with Greater Manchester Combined Authority, Leeds City Council and Leeds Older People's Forum, Lincolnshire County Council, Public Health England, and Care and Repair England. Our priority is now to deliver results.

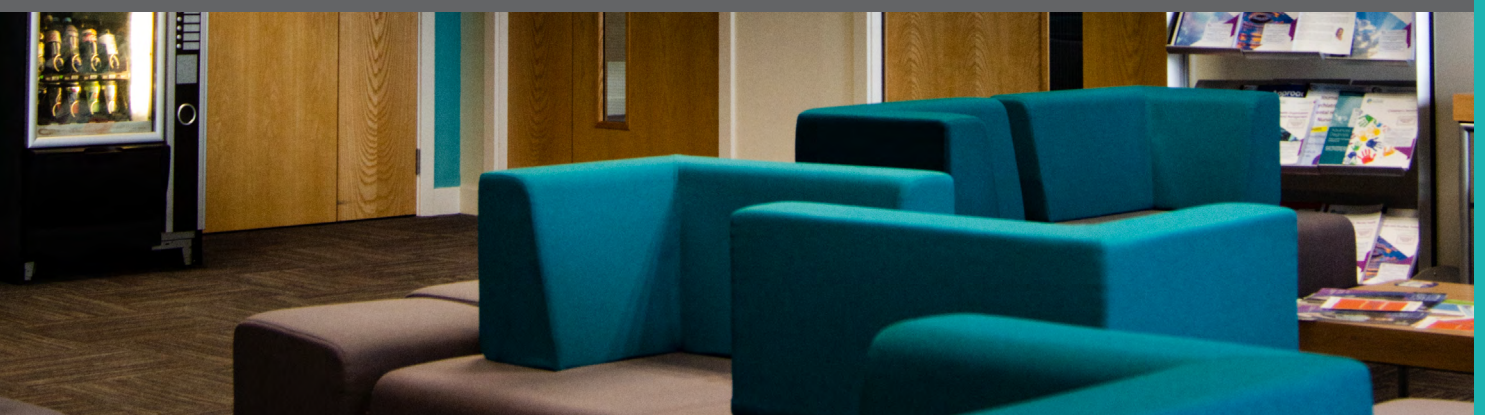
Under the leadership of our Chair, Dame Carol Black, and our Chief Executive, Anna Dixon, we are focused on having a significant impact across England by

- being bolder in calling for change,
- being highly effective at influencing a wide range of stakeholders, including the private sector
- developing and maintaining impactful partnerships with those who share our vision and can help deliver the changes,
- continuing to develop a strong analysis and evidence base to support the changes we want to see in the world.

We are further building on the skills of our current Board as we now move into the critical implementation phase of our strategy. We are particularly interested in hearing from people who understand the levers for achieving large scale change and shifts in consumer attitudes and behaviours. We are therefore looking for up to three trustees who can bring at least one of the following: experience of financial management and oversight gained at a senior, strategic level; senior operational leadership experience gained in a large, complex commercial and customer led organisation that serves a diverse population or customer base; experience of gathering and utilising customer insight or promoting products or services to large, diverse customer bases. We are also interested in hearing from people who are close to the experiences of those living in more deprived communities.

You will be clear and confident in the role of governing a charity and passionate about ensuring we deliver the impact and change we were created for. We are actively improving the diversity of our Board with a focus on broadening our ethnic mix, age profile and cognitive diversity.

If you believe you can offer the skills, experience and qualities we are seeking, we very much look forward to hearing from you.



# About Ageing Better

The UK's population is undergoing a massive age shift. In less than 20 years, one in four people will be over 65. The fact that many of us are living longer is a great achievement. But unless radical action is taken by government, business and others in society, millions of us risk missing out on enjoying those extra years.

At the Centre for Ageing Better we want everyone to enjoy later life. We create change in policy and practice informed by evidence and work with partners across England to improve employment, housing, health and communities. We are a charitable foundation, funded by The National Lottery Community Fund, and part of the government's What Works Network.

To achieve these changes, Ageing Better focuses primarily on people approaching later life, as well as those who are at risk of missing out on a good later life, such as those on low incomes and those more likely to experience health problems. Working in partnership with national and local government, and the private, public and voluntary sectors, we seek to influence policy nationally and deliver long lasting changes locally.

We've got four priorities:

## **Work**

More people are working later in life. But employment rates drop after the age of 55 – and over half of people have stopped working before state pension age. Supporting people to be in good quality, fulfilling work, for as long as possible, is important for their financial security in later life. The Centre for Ageing Better is calling on employers to become more age-friendly. This means offering flexible working, fair recruitment and training and progression at every age and actively recognising the positive contribution older workers make. Ageing Better is also working with partners to find ways of helping more people approaching later life to get back into work.

## **Housing**

Housing Most people want to live in their own home for as long as possible. But most housing in the UK does not meet accessibility standards. And millions of homes are not deemed decent – in other words, not safe or warm. Safe, accessible housing can maintain or improve health, wellbeing and social connections as we age. The Centre for Ageing Better is campaigning with partners for all new homes to be built to higher accessibility standards and for current housing to be radically overhauled. Ageing Better is also working with planners, designers and developers to provide diverse housing options for people approaching later life.

## **Health**

Too many of us spend later life in poor health and disability despite our longer lives. And people from the poorest areas are spending up to 20 years with disabling health conditions. Good health allows us to remain independent, work and be involved in our communities. The Centre for Ageing Better is working with national and local partners to prioritise prevention and early intervention. Ageing Better is also working to ensure people's living and work environments enable them to live a full life even if their health has declined or they have developed a disability.

## **Communities**

The design of the places we live in can enable us to get out and about and meet people as we grow older. But many people face barriers that stop them doing the things they enjoy and that matter to them. As people approach later life, it's important they live in communities that make it easier to stay connected to other people. The Centre for Ageing Better is working with local government, businesses and voluntary sector partners to improve transport and community spaces. Ageing Better is also working to increase opportunities for people to be active and involved in their communities regardless of age, ability or circumstances.

# About Ageing Better

## Other areas of work

Many of us are living for longer thanks to advances in public health and medical science. But outdated attitudes to ageing are holding us back. Too many people still think of later life as a time of decline, and discrimination on the basis of age is all too common.

Seeing the age shift as an opportunity, rather than a challenge, is vital if we are to harness the benefits for society. And having a more positive view of old age will help us make the most of these extra years.

The Centre for Ageing Better is working to shift how we think, feel and talk about ageing. Ageing Better is also working with others to challenge ageism and tackle age discrimination. We also know that there are huge differences in how people experience later life, so at Ageing Better we are working to understand inequalities within generations and how future generations will experience later life.

## Our Board

You can read about our trustee team at:

<https://www.ageing-better.org.uk/about-us/our-team>

## Our Chair

Chair of Ageing Better, Professor Dame Carol Black is an Expert Advisor on Health and Work to NHS England and Public Health England.

Dame Carol chairs the Board of the British Library and also of Think Ahead, the government's fast-stream training programme for Mental Health Social Workers and is a member of Rand Europe's Council of Advisers, the strategy Board for the Defence National Rehabilitation Centre, and the Advisory Board of Step up to Serve.

She is the former Principal of Newnham College Cambridge and has served on several university committees including the Equality and Diversity Committee, the Advisory Board of the Centre for Science and Public Policy, and the Strategic Working Group on Access and Participation. She was Deputy Vice-Chancellor and a member of the University's Leadership Network. She remains Patron of the Women's Leadership Centre in the Judge Business School and is a member of the University Student Mental Health Project Board.

Dame Carol has written four independent reviews for the UK Government: of the health of the working-age population in 2008 as National Director for Health and Work; of sickness absence in Britain in 2011 as co-chair; of employment outcomes of addiction to drugs or alcohol. Recently, she published part one of a review of illicit drugs.

Dame Carol is a past-President of the Royal College of Physicians, of the Academy of Medical Royal Colleges, and of the British Lung Foundation, and past-Chair of the Nuffield Trust for health policy. The Centre she established at the Royal Free Hospital in London is internationally renowned for research and treatment of connective tissue diseases such as scleroderma. She has also been a Trustee of the National Portrait Gallery.

# Role Description

**Reports to** Chair of the Centre for Ageing Better

**Key relationships** Centre for Ageing Better Board, external stakeholders, Chief Executive and Director of Operations and Finance

Acting together, the Trustees govern the charity, safeguarding its assets and applying them as efficiently and effectively as possible to further its objectives as set out in the governing document.

## Main responsibilities of the role

- Ensure that the organisation complies with its governing document.
- Ensure that all the charity's objectives are within its objects and within the law and relevant regulations.
- Ensure that monies which are invested on behalf of the charity (the endowment) are well managed, within the constraints of the law and ethical and other policies.
- From time to time review the charity's strategy so it remains up to date and relevant to the needs of older people.
- Safeguard the charity's ethos, its good name and its culture, values and behaviours.
- Work with the CEO and his/her executive team to develop and agree strategic goals and objectives.
- Monitor the charity's progress towards the achievement of its strategic goals and objectives and monitor the impact of its activities.
- Define the parameters on which the budget will be based, agree the budget and monitor financial performance.
- Ensure that the Executive has implemented effective internal control systems and management information systems.
- As and when necessary, appoint a CEO, agree their performance goals, monitor their performance and agree their remuneration package.
- Hold Committees and the CEO accountable for the authority that has been delegated to them.
- Be accountable to funders, grant fivers and other stakeholders for the way in which they have discharged their responsibilities as trustees.
- Represent the Board's position when speaking publicly.
- Assist with the identification and search for new trustees.
- Review the Board's own performance periodically and build an effective team spirit across Trustees and the Executive.

# Person Specification

## Knowledge and Experience

Experience of at least one of the following is absolutely essential for these appointments:

- experience of financial management and oversight gained at a senior, strategic level.
- senior operational leadership experience gained in a large, complex commercial and customer led organisation that serves a diverse population or customer base.
- experience of gathering and utilising customer insight or promoting products or services to large, diverse customer bases.
- Direct experience of board level leadership and of persuading and influencing at this level internally and externally.
- You will have proven track record of translating strategy into plans that can work on the ground.
- You will be interested in the issues that matter for a better later life, especially for those most at risk of missing out on the benefits.

## Skills and Abilities

- You will be personally influential and immediately command the trust and respect of others.
- You will be able to reach and inspire a range of audiences and networks to engage with Ageing Better and our mission and strategy.
- You will be able to contribute effectively as a member of an especially high calibre Board and will be an effective team player in that setting.
- You will be a strategic and creative thinker who makes connections and has the confidence to speak openly.

## Personal Qualities and Attributes

- You will understand and accept the legal duties, responsibilities and liabilities of charity trusteeship.
- You will demonstrate sound and independent judgment and your style will be consultative, collegiate and supportive.
- You will be available to commit the necessary time and effort to fulfilling the role requirements.
- Your personal values will be aligned with and empathetic to those of Ageing Better.

# Terms of Appointment

## **Length of appointment**

Trustees serve for an initial term of one year, appointable for further terms of three years.

## **Time commitment**

Up to 10 days per year. The Board of Trustees meets four times a year, usually with an away day in addition. It is also expected the Trustee will be a member of one of two Committees, with meetings four times a year.

## **Remuneration**

There is no remuneration for serving on the Board, as appointments are on a voluntary basis. All reasonable expenses including travel will be reimbursed.

## **Location**

The Centre for Ageing Better is based at: 45 Whitfield Street, London W1T 4HD

## **Diversity**

The Centre for Ageing Better seeks to ensure that the composition of the Board of Trustees reflects equality and diversity.





# How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Juliet.Taylor@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/centre-for-ageing-better-trustee/> and click on the apply now button, with the following prepared:

- your CV or equivalent biographical information
- a supporting statement that sets out your motivation for applying for the role.

<b>Closing date</b>	Monday 13th July 2020
<b>First round interviews (London)</b>	Monday 20th and Tuesday 21st July 2020
<b>Agreement of the final shortlist</b>	Friday 24th July 2020
<b>Final interviews</b>	Afternoon of Wednesday 29th July 2020





