



Non-Executive
Director

Welcome from the Chair

Thank you for your interest in joining the Board of Borough Care at this pivotal point in our development. This is an exciting time for us – we've recently launched a new, ambitious vision and are in the process of developing a revised strategy to support this. We are looking forward to welcoming several new Non-executive Directors in 2022, who will enable us to increase our impact on residents, families and communities.

We are all, at Borough Care, driven by a desire to deliver the highest quality care for everyone who chooses us for their home, both now and in the future. We value board members who share our commitment to ensuring all residents can live "Life in Colour" and who will provide skills, experience, challenge and support to deliver this ambition. We have seen significant improvements across all of our services over the past few years, yet we know there is more we can do. We are therefore driving improvements in our care delivery and have launched a Living Lab to continue to test and roll out innovations in care.

We are now seeking people who will join our combined Board of Executive and Non-executive Directors to be part of what we believe is a bright future for Borough Care, despite the challenging health and social care environment. We are particularly keen to attract financially qualified and commercially focused, entrepreneurial leaders with experience of complex, service focused organisations, or services. This need not be in health or social care; indeed we are keen to attract people with different skills and experiences to our existing team and we value diversity in all its forms. These appointments are critical for us and you will be ambitious, creative yet pragmatic thinkers with experience of scaling ideas into realistic solutions. These are not roles for the risk averse – although protecting our future is essential and therefore, you will bring grounded experience of non-executive leadership where risk is managed, robustly scrutinised and safely executed. You'll need to have a good understanding of the role of a non-executive, having experience of sitting on a Board previously.

If this sounds like an opportunity you would like to explore further, we very much look forward to hearing from you.

Best wishes,

Isla Wilson, Chair



We believe everyone should be encouraged and supported to live their best possible life, whatever their age, health, or capabilities. Instead of settling into a grey existence, we choose to live life in colour.

In our 11 homes across Stockport and Staffordshire, the incredible life stories and fascinating characters of our residents are respected, admired and celebrated with activities, friendship and the freedom to lead fulfilled and valuable lives.

Just as their personalities are unique; so too is their care solution. We have over 20 years' experience in supporting people with a wide range of needs and understand the uniqueness of each individual and their families. We take the time to find out what each and every person needs and loves, so we can deliver the care and support that is truly personal to them; from the way they like to relax, to the way they prefer their toast.

As a not-for-profit organisation, we reinvest any surplus money into the services we offer, to serve the best interests of our residents and their families.

Our Vision

Borough Care will be a care provider where:

- We actively challenge and change perceptions about care, ageing and dementia. We'll do this through thought-leadership, innovation, partnerships and by loudly advocating for those who need or provide care.
- Our residents live fulfilled lives, and where their expected lifespan in our homes is longer and happier than in other care homes.
- Families feel comfortable making the choice to let us support them in caring for their loved ones and feel connected to the home and to our organisation.
- We make progress every year in expanding the range of people who are confident to choose us, knowing that we can fully meet their needs. We will do this by being market leaders in individualised care, championing inclusion and diversity and seeking to fill gaps where there is a lack of provision, quality or understanding.
- Our residents and homes are a valued and valuable part of their local communities.
- Isolated older people, and their carers, friends and families, will be part of our 'Borough Care family', and use us a source of support, respite and community.
- We make surpluses, which we use to reinvest in the care we provide and to offer care to those who could otherwise not afford it.

Borough Care is a not-for-profit Community Benefit Society. This does not mean that we don't intend to deliver profits, but does mean that all our income and profits are reinvested for the benefit of our residents. We are deeply committed to engaging our residents, families and staff, ensuring their views are heard and genuinely inform the approach that we take and the decisions we make.

Our Board and our future

As we embark upon our ambitious new strategy, we are redefining our vision and our goals, and our Board is central to shaping our future sense of direction and sustainable growth. We have a combined Board and we are now seeking experienced Non-executive Directors, who will provide challenge and support to enable us to innovate and grow, providing all those that have chosen us to provide their home with the highest quality care and support.

We are deeply committed to engaging our residents, their families and our colleagues, ensuring their views are heard; genuinely inform the approach that we take; and impact the decisions we make. We know that good corporate governance is essential for the organisation's success, and the services we deliver are vital to the residents and families we serve. We work hard to provide a balanced, diverse and effective board, leading the organisation to deliver benefit to the communities that we serve, whilst complying with our legal obligation.



Isla Wilson (Chair)

An experienced Chair and Non-Executive Director, Isla has a track record for innovation, social value, partnerships and collaboration. With a background in health, social care and housing, Isla is driven to tackle health and social inequalities, and achieve better outcomes for communities. Isla is passionate about using engagement to empower people – including those with learning difficulties and dementia – to have a say in how services and their workplace are designed. Isla is the Chair of the Cheshire and Wirral Partnership NHS Trust, Vice Chair of the Integrated Care System for Lancashire and South Cumbria and is Chair of the Mental Health, Learning Disability and Autism transition Board. She also founded and runs a small consultancy, which specialises in innovation, growth and board development for businesses and social ventures.

Rekha Harrison (Non-Executive Director)

Rekha Harrison (Non-Executive Director)

Rekha is Chief Executive Officer of charity, Petrus Community and has over 30 years' experience in community and social care. In her spare time Rekha is studying for her MBA and working as a volunteer tutor for women studying for degree level qualifications.

Lee Omar (Non-Executive Director)

Lee's expertise is in creating technology that improves people's lives. As CEO of Red Ninja, Lee has created a product called Safe Steps, which reduces falls for the ageing population. He responded to the COVID-19 crisis by co-designing and deploying the world's first Covid Management technology for care homes that reduces the spread of COVID-19 and connects care home residents with GPs in real-time to save lives. Lee advises Central Government on technology and digital connectivity, and is Co-Chair of Liverpool City Region Local Enterprise Partnership Creative & Digital Board. He is also passionate about working with projects to support displaced communities and worked in the Human Rights sector for 11 years, empowering refugees to build new lives. Lee is studying for a PhD in the design of Artificial Intelligence algorithms for digital health applications.

Nick Pennell (Director of Finance)

As Director of Finance, Nick has a head for figures, having previously worked for accounting giant KPMG as its Deputy Finance Director of Learning Services. He is responsible for managing our finance team, updating our financial processes, and helping us to improve efficiency, through the introduction of new technology, ensuring that our ethos of profit-for-purpose is at the heart of our business thinking.

Julie Sutton (Operations Director)

Julie joined the Borough Care team in December 2020 and has brought with her over 30 years' experience of working in the Health and Social Care sector. During her career she has held post in several senior management positions, which includes Regional Manager roles, as an Inspector and as Quality and Compliance Manager. One of Julie's many strengths is her strategic knowledge of working with different organisations, service users and working in multi-disciplinary teams. Julie also has in depth knowledge and experience of regulations, compliance, quality assurance and governance. As well as having a passion for making care services for older people a place where residents can live their lives to the full and enjoy every day.

Mark Ward (CEO)

Mark has been a voluntary sector leader, Chief Executive and Non-Executive Board member for over 20 years. He has worked across social care, youth work, disability, environmental regeneration and education. In every organisation, Mark has delivered growth in services, quality and finances. At the heart of every company he has led is his ethos of enabling people to live their best possible life, regardless of the challenges they might face. In addition to leading Borough Care, Mark is a Trustee and Finance Committee member of Skills for Care, a charity that improves skills in the care sector. He is also a Non-Executive Director and Finance & Risk committee member at Vivo Care Choices, a not-for-profit provider of services to people with learning disabilities and autism in Cheshire, and an Independent Member of the Audit and Risk committee, at LIVV Housing, on Merseyside.

Two further Non-executive Directors have been appointed and details of these appointments will be made public shortly.

Job Description

Borough Care Ltd is governed by a 'combined' board, of Executive Officers and Non-Executive Directors (NEDs), led by a Non-Executive Chair. Executive and Non-Executive board members have the same legal responsibilities to ensure that Borough Care Ltd. fulfils its duties to its beneficiaries and delivers on its vision, mission and values.

- To ensure that the Society complies with its governing document (Rules).
- To ensure that the Society pursues its objects, as defined in its Rules.
- To ensure the Society applies its resources exclusively in pursuance of those objects.
- To define, and support the delivery of, an appropriate strategy.
- To define, uphold and model the values of the organisation.
- To advocate for the needs of residents and their families.
- To contribute actively to the board, giving clear and firm strategic direction to the Society; setting overall policy; defining goals and targets; and evaluating performance against agreed targets.
- To safeguard and promote the good name and values of the Society.
- To abide by the Nolan principles, as they apply to the independent voluntary sector.
- To ensure the effective and efficient administration of the Society.
- To ensure the financial stability and sustainability of the Society.
- To protect and manage the Society's property, and to ensure the proper investment of its funds.
- To ensure that the Society's governance is of the highest possible standard.
- To take part in board development, learning and appraisal processes.

In addition, Non-Executive Directors will specifically be expected to:

- Spend time with Executive Officers, to better understand the day-to-day workings of the company.
- Develop and maintain successful external relationships with key stakeholders by agreement with other board members, to achieve organisational objectives.
- Maintain a broad understanding of the Health & Social Care sector, beyond Borough Care.
- Offer appropriate challenge, scrutiny and support to the Executive Team.
- Visit the Society's homes and other premises, talking to the team, residents and families as required.
- Attend such other corporate, or wider sector events as necessary.

In addition to the various statutory duties, any board member should make full use of any specific skills, knowledge or experience to help the board make good decisions.

The above list of duties is indicative only and not exhaustive. Board members will be expected to perform all such additional duties as are reasonably commensurate with the role.

Person Specification

As we complete a successful appointments process we are now seeking at least one further Non-executive Director to join the Board, and are particularly keen to attract people who bring the following skills and experiences (social care experience is not essential):

- Strategic financial leadership backed up with an accountancy qualification.
- Strategic mindset with experience as a non-executive leader within complex organisations or systems.
- Strong understanding of governance.
- The ability and willingness to contribute towards whole organisational strategy and not only the areas within your area of professional expertise.
- Experience of being part of a team leading transformational change.
- An appreciation of the diversity of the workforce and the demands of working in a service organisation.
- An understanding of assurance and strategic risk.
- Entrepreneurial, with experience of scaling ideas into commercial reality.
- Collaborative approach and evidence of working in a senior leadership team.
- Ambitious and innovative with a strong personal desire to leave the world in a better place than when you arrived.
- Independent and self-managing – whilst you will be provided with support you will be expected to get to know the organisation and undertake some activity under your own direction.
- Flexible and responsive - things can move very quickly in this sector.
- Good independent judgment; an ability to think creatively and to speak openly.
- Able to both offer and receive challenge, enjoying the robustness of critical debate.
- Commitment to Borough Care's values and to the time commitment expected for this position.



Terms and conditions of appointment

Time commitment

The role requires a commitment of around three to four days per month. Some of this time may be outside core office hours. During your initial few months, you may need to commit more time in order to get to know the organisation.

Remuneration

Non-Executive Directors will be remunerated at £8,160 p/a with a slight increase pending from April 2022 based on the cost of living. Out of pocket expenses will also be reimbursed.

Length of appointment

This appointment is for an initial three year term.

Location

Borough Care's head office is in Stockport, UK, with homes in Stockport and surrounding areas. Although NEDs are not required to live in the area, there will be an expectation of physical attendance at meetings in head office, and in the homes.

Equality, Diversity & Inclusion

Borough Care is an equal opportunity employer and is actively committed to broadening the diversity of the Board. Please let us know if you would like any adjustments to support you to apply for the role, or to allow you to perform in the role if appointed.

Future Board meeting dates

Board meetings are held monthly, including a formal reporting meeting each quarter.

Dates are set well in advance (although occasionally subject to change) and currently include:

25 May 2022

16 June 2022

20 July 2022

22 September 2022

19 October 2022

16 November 2022

14 December 2022

All Non-executive Directors will be expected to be fully vaccinated, and will also be subject to DBS checks.



How to Apply

We hope you are motivated to express an interest in this role. If you have questions about the appointment process, please email Joëlle Prins on joelle.prins@starfishsearch.com.

To make an application, please go to <https://starfishsearch.com/jobs/borough-non-exec-dir/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date Friday 17th June 2022

Preliminary interviews with Starfish: end June 2022

Formal interviews with Borough Care: early July 2022

