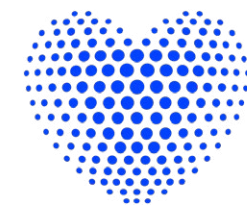




# Candidate Pack Chair



**NHS  
CHARITIES  
TOGETHER**

# Welcome

Thank you for your interest in becoming NHS Charities Together's Chair of the Trustees. NHS Charities Together is the national charity for everyone who uses, cares about and works in the NHS. We have a unique relationship with the NHS and a unique role as the membership organisation for the over 200 NHS charities across the UK. NHS charities impact on the lives of millions of people each year, investing upwards of £1million a day in approaches that improve health, healthcare and wellbeing. The diversity of the sector is extensive, with NHS charities supporting hospitals, health boards, ambulance trusts, mental health trusts and community health services right across the UK.

This is an incredibly exciting and pivotal time in which to join as our Chair. As a charity we have experienced phenomenal growth and unprecedented change like no other in the sector over the last four years. Our Covid-19 Urgent Appeal raised over £15million in the first five days and went on to raise £162million to support NHS patients, staff, and volunteers impacted by the coronavirus crisis. Right now, that funding is making a huge and lasting impact right across the UK. Our new Chair will continue to build on the excellent work already taking place, working in partnership with the Chief Executive, as we leverage our influence, profile and impact across the four devolved nations' health and care systems. We know what a difference we make, and we are ambitious for the sustainable change we can achieve in the future.

Over the past 12 months our Trustees and Executive Team have worked together with members to create our revised vision and strategy. 'Achieving our Potential Together' sets out our two main ambitions: to maximise the impact of the collective NHS charity sector, and our distinct role as its membership body and national charity. As our new Chair, you will work with our Executive Team and Board in facilitating conversations both inside and outside the boardroom, and to think creatively about our future role as a convenor, facilitator, policy influencer and income generator.

You will be an accomplished and visionary Board leader who brings demonstrable experience of working successfully in partnership with a Chief Executive to influence external and internal stakeholders to achieve ambitious goals. Politically astute with exceptional communication skills and a strong existing network you can actively engage with our mission, you will be a skilful advocate and ambassador who is committed to achieving positive change across our health system. You will have supported organisations through times of growth and your proven ability to work in partnership with others to deliver a step change in income, impact and influence will be invaluable.

If you are excited by the opportunity to make a real difference to all of those who work across the NHS, patients and their families and are looking for a Board role rich in complexity and opportunity, we would love to hear from you.

**Best wishes,**  
**Jayne Mee**  
Chair of the People Committee



# About us

Charities have played an important role in supporting the NHS throughout its history, and today our 230+ members give over £1million to the NHS every day – so that people can stay well for longer, get better faster, and to support staff wellbeing.

NHS Charities Together began as a membership organisation back in 2000 under the name Association of NHS Charities. Our purpose was to support members through training, advocacy, and networking – helping them to have more impact.

In 2019, we incorporated and changed our name to NHS Charities Together, and when Covid-19 hit in 2020, we launched the first ever national appeal for the NHS, raising over £162million to support staff as they faced the biggest crisis in the NHS' history.

Since then, we have continued to raise money and awareness for NHS charities at a national level, whilst still fulfilling our role as a membership organisation, ensuring that funds are sent to where they are needed most. Together, we can help the NHS go further by investing in new ways of working, innovations, projects, and interventions that help to deliver improvements and enhancements.

NHS Charities Together is here to support NHS charities to reach their individual goals, to grow and learn together and deliver benefits for patients, communities, and the workforce.

Our position as a national charity also enables us to play a distinct role in the delivery of programmes and activities that impact on the outcomes that are important to all of us.

## Our Vision:

A future with a thriving NHS and the best possible healthcare for everyone.

## Our Mission:

We mobilise the collective power of NHS charities and the nation to help the NHS go further for patients, staff and communities – ensuring extra support goes where it's most needed and enabling the NHS to advance in a rapidly changing world.

## Equity, Diversity and Inclusion:

NHS Charities Together is committed to inclusivity and representing the diversity of the communities it serves. We aim to attract a diverse pool of talent, based on skills and experience, and welcome and encourage applications from all backgrounds and all sections of the community.



# Mental health support for NHS workers

Caring for us through the pandemic, while also dealing with the impacts of the virus personally, has put unprecedented pressure on the mental health of NHS staff and volunteers. To address this, funds from our NHS Charities Together Covid-19 Urgent Appeal have been used to support NHS workers to look after themselves as well as their patients.

“

Many staff were affected mentally and emotionally, carrying the guilt of taking Covid home to family members, and feeling the responsibility of helping isolated patients say one last goodbye to loved ones. Funding has enabled us to train 53 staff volunteers in providing peer support and make interventions to prevent mental health issues escalating – we couldn't have done what we have done without it.

”

Paula Brennan, Patient Experience Manager at County Durham and Darlington NHS Trust.

Grant funding from County Durham and Darlington NHS Foundation Trust Charity and NHS Charities Together supported County Durham and Darlington NHS Foundation Trust to prevent NHS staff from experiencing PTSD following the height of the pandemic. Through the TRiM (Trauma Risk Management) project, 53 staff volunteers have been trained to provide peer support and intervene to stop mental health issues escalating.



# Achieving Impact

## The change we want to see

Over the next five years we will work together with members to enhance the impact of our network with a focus on three areas of change. This focus harnesses the areas that matter most to all of us across the breadth of the network of NHS charities and provides the framework around which we can all coalesce. They also highlight the distinct position we have as NHS Charities Together both to facilitate change and to connect our impact into strategic conversations at a national level, supporting adoption, spread, and scale.

| IMPACT AREA                                    | WHY IS THIS A PRIORITY?                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transforming patient experience and outcomes   | New technologies and interventions can transform patient care, but the NHS struggles to effectively adopt innovation at scale. Without evidence, ideas and initiatives that could save and change lives never get off the ground. Under pressure, the holistic needs of patients, carers and families can be overlooked. |
| Supporting workforce wellbeing                 | The UK is facing a health and care workforce crisis, with unprecedented staff shortages and vacancies. Huge numbers of nurses and doctors report plans to leave their professions. Burnout is affecting not only staff wellbeing, but the quality of patient care.                                                       |
| Supporting people and communities to live well | Research shows that the social determinants can be more important than health care or lifestyle choices in influencing health. Inequalities in life expectancy and in years spent in ill health are increasing. Around 70% of health and social care funding is spent on supporting people with long term conditions.    |

## A bright future

Our experience during the COVID-19 pandemic has built our position both as a membership organisation with an unrivalled network of charities reaching across the NHS and as a national charity with the capacity and capability to develop and deliver high quality, impactful programmes that provide real benefits for patients, communities, and the NHS workforce.

We are at a pivotal moment, as we being to take forward our new strategy, beyond Covid, working with members to build NHS charity sector capability and to maximise our impact for together for the health system, at time of ongoing challenge for the health system. NHS charities have been there since the inception of the NHS and the extra support we can provide together, as true strategic partners to the NHS, is more important than ever.



# Our strategy on a page

## OUR VISION

A future with a thriving NHS and the best possible healthcare for everyone.

## OUR MISSION

We mobilise the collective power of NHS charities and the nation to help the NHS go further for patients, staff and communities – ensuring extra support goes where it's most needed and enabling the NHS to advance in a rapidly changing world.

## OUR IMPACT VALUES

### Inclusive:

We build inclusive relationships with diverse stakeholders, sharing our time, knowledge and skills to create partnerships that support each other, our members and the NHS.

### Make a difference:

We remain focused on making a positive difference for our members and the NHS, based on evidence and insights on what works the best.

### Pioneering:

We dare to be different and are constantly curious, asking questions to uncover what needs to be done so that we can have most impact.

### Authentic:

We are open, honest and act with integrity in all that we do.

### Compassionate:

We care about people and treat everyone with equity, kindness, respect, empathy, and support; we put heart into all we do and how we care for the NHS.

### Transformative:

We actively champion innovation and transformational leadership, and we advocate for change, bringing supportive challenge to ourselves and others.

## ACHIEVING IMPACT

### The change we want to maximise as a sector:

Transforming patient experience and outcomes.

Supporting workforce wellbeing through caring for NHS staff and volunteers.

Supporting people to live well, through preventing ill health and holistic management of long-term conditions.

### NHS Charities Together enablers of change:

Evolving our role as a centre of knowledge, insight and expertise – building our collective capability.

Delivering and facilitating approaches to grow impact and voice.

Leading innovative and transformational programmes.

Being a sustainable and purpose led organisation.

More information can be found in our 2023 – 2028 strategy: [Achieving our Potential Together](#)



# Using the power of digital

The pandemic made clearer than ever the potential of digital technology to keep us connected. By funding online platforms, apps and devices, we helped bring together people who would otherwise be isolated and enabled patient care to continue in safe, socially distanced ways.

At Alder Hey Children's Hospital in Liverpool, funds raised through the appeal were used to provide neonatal telemedicine robots that ensured new mums and their babies were provided with the best possible care at the height of the second lockdown.

Paediatric and neonatal surgeons from Alder Hey and neonatologists from Liverpool Women's Hospital work side-by-side on wards and in operating theatres to treat sick babies. But the pandemic restricted movement of staff between the two hospitals.

This new equipment meant that clinicians were able to take part in ward rounds, deliver emergency medical advice, and facilitate urgent reviews for patients who had just been operated on, without having to travel to the relevant hospital site and be physically in the room.

With funding from our appeal, Tayside NHS Board Endowment Funds used technology to support people with cognitive impairment, giving them a way to connect with family members and health and social care professionals.

Komp units are simple one-button computers designed for those who would not manage to use a standard mobile phone, tablet or computer. They enable family, friends and professionals such as GPs, district nurses and social care and day care workers to call the vulnerable person and carry out a visual conversation.

This technology is being used to improve people's mental health and wellbeing and reduce feelings of loneliness and isolation.



Mum just loves it – the fact that she can see loved ones who are far away so easily.



Relative of patient using the KOMP unit. Funded by Tayside NHS Board Endowment Funds, using NHS Charities Together grants.



# Covid-19 Urgent Appeal

## Delivering immediate relief

When the pandemic hit, it was clear that the scale of the challenge was so huge the NHS couldn't face it alone. In March 2020, believing in the potential of NHS charities to provide the vital, much-needed support, we quickly developed and launched our NHS Charities Together Covid-19 Urgent Appeal. This was our first national appeal for the NHS, with a focus on helping NHS staff, patients and volunteers impacted by Covid-19.

The appeal raised an incredible amount, more than £160million, to support patients, hospital staff and volunteers at the frontline of the crisis. We launched the appeal on 23rd March, the day we went into national lockdown, getting off to a fantastic start with over £15million in donations in the first week and hitting £100million within six weeks. The heartfelt support from the public that followed was overwhelming, as people wanted to support our NHS workers to cope with the unprecedented challenges putting pressure on them and our health services.

## Getting funds to where they were most needed

We urgently consulted senior NHS stakeholders, government, and member charities to find out how funds could best be delivered and used for most impact. We also onboarded 100 new member charities so we could reach every NHS trust and health board in the UK.

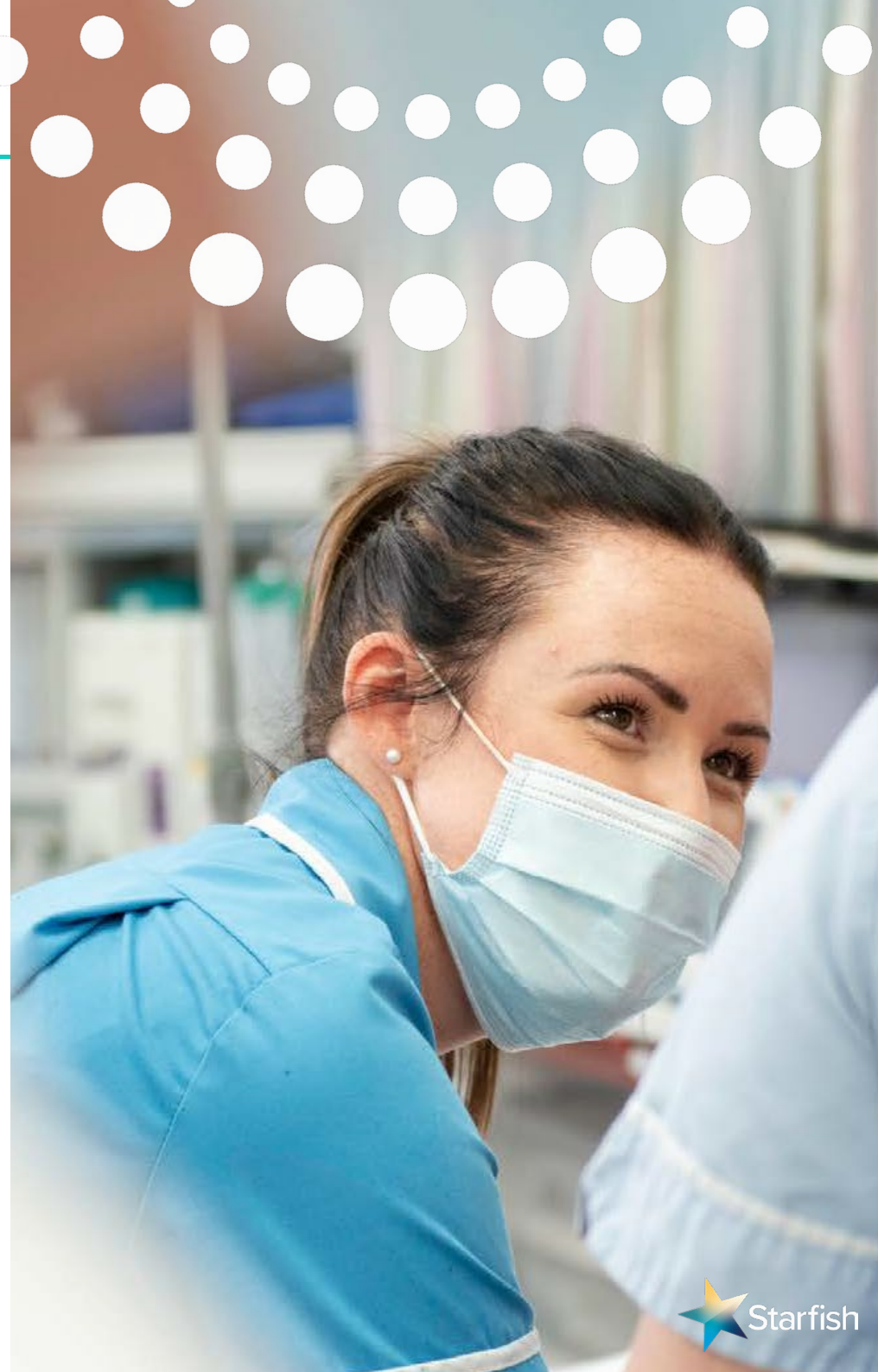
So far we have allocated more than £149 million to fund thousands of projects supporting NHS charities, staff, patients and volunteers in every NHS Trust and Health Board across the UK.

## Responding to new and changing needs

Projects have made a huge difference on the ground, and include intensive psychological support for a healthcare workforce facing enormous challenges, training and equipment for community first responder volunteers who support the ambulance service in an emergency, research into long COVID, and specialist support and equipment for patients. We have also funded hundreds of community organisations to tackle health inequalities and prevent ill health, to help people stay well and support the NHS as it recovers from the most challenging time in its history.

A review of the first phase of funding (£42 million) shows that initial emergency grants funded 4,241 projects across every UK nation and region. Over 90% of NHS charities surveyed said projects had made a lasting impact, and three-quarters (75%) said projects had continued, either in full or in part, beyond the initial funding period – in total over 2,800 projects are estimated to be continuing in some way.

An early progress report can be found [here](#) with further evaluation planned this year.





# Tackling health inequalities

As the pandemic continued, it became clearer that everyone was not affected equally. The impact of Covid-19 was bigger in some communities and access to services was limited for specific groups of people. The health inequalities that existed pre-pandemic were being widened further.

In March 2021, Hywel Dda Health Charities in Wales used funds from our appeal for a new outreach initiative to respond to the disproportionate impact of Covid-19 on racially minoritised groups and respond to inequalities in access to healthcare in Carmarthenshire, Ceredigion and Pembrokeshire.

The project has reached out to more than 10,000 people. Interventions include Wellbeing Walks, which promote community cohesion, encourage exercise, and provide an opportunity to share health messages.

The impact of the programme has included increased uptake of Covid-19 vaccination among individuals from racially minoritised groups and better access to health care services and communication support. As well as improving connections with groups that the NHS can find harder to reach, it increased the visibility of service providers in the community.



The project is the perfect example of how charitable funds can support the NHS to deliver services and activities above and beyond what it can normally provide. We are thrilled to see the impact the project has had in our local communities.



Tara Nickerson, Fundraising Manager at Hywel Dda Health Charities. Funded by Hywel Dda Health Charities, using NHS Charities Together grants.



# Job description

## Role purpose:

We are seeking a dynamic, collegiate and dedicated individual to serve as the Chair of Trustees of NHS Charities Together. As the Chair of the Board, you will play a pivotal role in guiding our strategic direction, supporting the Board, and helping drive the organisation forward across England, Northern Ireland, Scotland and Wales.

The ideal candidate will share our values, provide support and challenge to the Chief Executive, and foster a collaborative, innovative, and inclusive culture.

## Principal responsibilities:

### Strategic leadership

- Chair and facilitate Board meetings, ensuring that all Trustees are fully engaged and that decisions are taken in the best, long-term interest of NHS Charities Together.
- Collaborate with the Board, Executive Team, and stakeholders to develop and implement long-term strategies that advance NHS Charities Together's impact and sustainability.
- Support the Board to monitor the implementation of strategy and objectives by the Executive and to hold it to account for delivery.
- Safeguard the reputation of NHS Charities Together upholding the values of the Charity by example.
- Ensure that the Board operates within its charitable objects and provide a clear strategic direction for the charity.

### Governance

- Chair Board meetings, ensuring effective governance, decision-making, and compliance with legal and ethical standards.
- Maintain an open, inclusive, and learning culture on the Board including periodically reviewing governance arrangements, Board and Trustee (including Chair) effectiveness and how NHS Charities Together is meeting its aims, legal objects, vision, and strategy.
- Work closely with Board members, fostering a culture of transparency, accountability, collaboration, and open communication, harnessing different views and opinions.
- Ensure the Board has the right systems of control and accountability, including financial and operational controls and risk management, and procedures for handling internal grievances, conflicts of interest and whistleblowing.
- Promote the highest standards of governance, ethics, compliance within the Board and the wider organisation.
- Appraise Trustees' performance annually.



## Working with the Chief Executive and the wider leadership team

- Appropriately support and challenge the Chief Executive and delegate the day-to-day leadership of the organisation to the CEO and senior team.
- Ensure that the Board makes proper arrangements to appraise the performance and determine the remuneration of the Chief Executive.
- Assist, where necessary, in any staff or Trustee grievance/disciplinary processes.
- Work with the CEO to set Board agendas, ensuring timely consideration of relevant matters.

## Ensuring an effective board

- Ensure effective governance and that the Board complies with current legislation and good practice within the voluntary sector.
- Work with Trustees and the CEO to set and monitor NHS Charities Together's vision, mission, values and standards and ensure that its obligations to its stakeholders, regulators and others, are understood and met.
- Work with Trustees to review the performance of NHS Charities Together against its business plan, budget and targets.
- Ensure committees are properly formed and that business is delegated appropriately to them, and that they report appropriately to the Board.
- Ensure the Board receives professional advice when it is needed.
- Focus on the development of the Board and ensure that the performance of individuals, the Board as a whole, and its committees, is evaluated at least once a year.
- Consider the skills and experience of Trustees and take an active role in recruitment and succession planning.

## Engagement and representation

- Represent NHS Charities Together at the highest level, engaging with key stakeholders, funders, opinion formers and decision makers.
- Act as an ambassador for the charity and maintain close and productive relationships, along with the Chief Executive, with key external stakeholders.
- Attend and host events to build goodwill and create engagement with funders, policy makers, members and other key stakeholders.
- Have excellent networking skills and contacts which will be invaluable in developing new relationships to support NHS Charities Together's work.
- Champion NHS Charities Together, supporting and helping to identify and develop new opportunities for increasing fundraising, influence and impact.
- Be available for ad hoc decision-making and urgent business and to take necessary decisions on behalf of the Board.



# Person specification

We encourage applications from individuals with a broad range of experience and expertise and it is likely the successful candidate will be able to demonstrate the following:

## Knowledge and experience

- Significant experience as a non-Executive, ideally as a Vice Chair or Chair within a complex organisation with considerable experience of engaging with and influencing a wide range of stakeholders.
- A strategic leader with relevant existing networks and demonstrable experience and insight to identify and maximise new opportunities for NHS Charities Together.
- Strong commercial acumen with experience of supporting an organisation through growth and which demonstrates impact.
- Good understanding of the wider charity sector and knowledge of how the Charity Commission operates.
- Knowledge of the NHS and the policy environment across England, Northern Ireland, Scotland and Wales is desirable.

## Skills and abilities

- Ambitious and visionary leader with strong credibility and a natural champion of NHS Charities and the wider charity sector.
- Demonstrate an open and embracing risk appetite and proactive approach with the passion and ability to help drive NHS Charities Together forward.
- Entrepreneurial instincts and a good understanding of balancing risk with ambition based on sound judgement.
- A clear appreciation of the respective roles of the Chair and Chief Executive.
- Good listening skills and the ability to encourage all participants to contribute effectively.

## Personal style and attributes

- Embodies a constructive and collaborative leadership approach, appropriately supporting and challenging the Chief Executive.
- A strong ambassador and champion who demonstrably shares NHS Charities Together's values and role models them at all times.
- A strong commitment to equality diversity and inclusion.
- An excellent communicator with absolute integrity and outstanding interpersonal, influencing and ambassadorial skills and the ability to command the confidence of the Board, Executive Team, members and other stakeholders.
- Available and flexible approach and fully invested in the role and the additional time that will be needed to fully undertake the role of Chair of Trustees of NHS Charities Together.



# Terms of appointment

## Salary

This role is not accompanied by any financial remuneration, although reasonable expenses may be claimed.

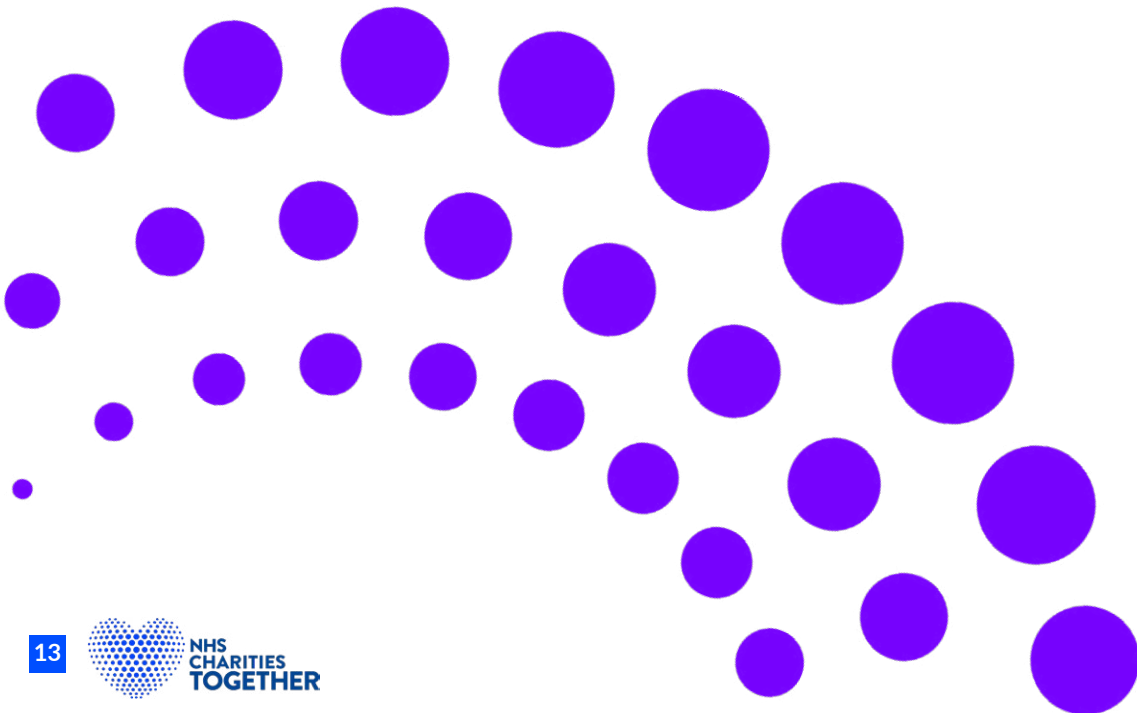
## Time Commitment

While the exact time commitment may vary based on the charity's needs and priorities, we anticipate the following will amount to two to three days per month:

- A minimum of four Board meetings per year, plus preparation, review of materials, and other Trustee engagement as appropriate.
- Annual Strategy Day with full Board and Executive Team.
- Additional subcommittee meetings as necessary.
- Meetings with the CEO on a regular basis.
- Representing the charity at high profile events, functions, and public engagements to enhance its reputation and partnerships.

## Location

Board meetings are split between face-to-face (May and Sept) and virtual meetings (Nov and Feb). Typically face-to-face meetings are either held in the Midlands or in London.



# 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 Brown on [juliet.brown@starfishsearch.com](mailto:juliet.brown@starfishsearch.com) or Rebecca O'Connor [Rebecca.oconnor@starfishsearch.com](mailto:Rebecca.oconnor@starfishsearch.com) and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/nhsct-chair/> 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 opportunity for you and how you meet the knowledge and experience criteria.

Applicants will be treated fairly throughout the recruitment process, and the team will ensure there is no unfair discrimination on the basis of race, ethnic origin, disability, gender, religion or belief, age, sexual orientation or any other relevant characteristic. We will happily make reasonable adjustments to always ensure a fair process.

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

