



CANDIDATE PACK CHAIR

WELCOME

Thank you for your interest in joining us as our new Chair at such an exciting time - as we mark 50 years since the establishment of the UK's first ever local carer organisation and celebrate the strength of our current UK-wide network. We are enormously appreciative of the leadership of our current Chair, John McLean, who has led our charity through significant change and who leaves a strong platform for our new Chair to continue our essential work in transforming the lives of unpaid carers.

We know that two in three of us will at some point in our life provide essential support for family members with a disability, health condition or addiction. Currently there are (at least) seven million carers across the country, around one million of whom are thought to be under the age of 25.

As we celebrate our anniversary and deliver our refreshed strategy this is a time to look forward and to strengthen our role as the infrastructure body for our network of frontline local carer organisations. Our diverse local network sits at the heart of what we do as we partner with them to provide funding and support, deliver innovative and evidence-based programmes, raise awareness and influence policy. We are positioned centrally to support local carer organisations to deliver localised action, whilst also influencing the environment for unpaid carers UK wide.

As our Chair you will play a key role in Carers Trust's strategic direction and impact. You will work with our talented Board and senior management team to deliver our ambitious mission for all unpaid carers. We are looking to you to provide inspirational leadership which maximises the combined talents of our leadership teams and enhances our ability to influence the agenda for unpaid carers and local carer organisations. You will have a solid understanding of governance along with experience of chairing a multi-disciplinary committee or board. You will also have the personal influence to navigate a complex and diverse organisation, operating within a challenging and changing political and social landscape. Given the context and growing number of unpaid carers in the UK, we plan to evolve and expand our income generation activities so that we and our network can deliver the impact we need for unpaid carers and to enhance further our ability to engage and represent our network of local carer organisations.

You will bring a high degree of emotional intelligence and a collaborative and inclusive approach, able to skilfully balance diverse perspectives and foster collaboration around shared goals. You will be deeply committed to our mission and vision and will bring exceptional communication skills able to work across our diverse network of partners and to represent our charity across a wide range of stakeholders.

Equity, Diversity and Inclusion (EDI) is integral to Carers Trust's mission to be a diverse and inclusive organisation in which everyone has a sense of belonging. We're seeking to increase the diversity of background and thinking on our board and as our Chair, your own commitment to this will be absolutely critical.

We are making a phenomenal impact on the lives of unpaid carers already. As our new Chair you will be able to influence our agenda even further to help us transform the lives of millions of people. If this excites you, we'd love to hear from you.

Best wishes,

The Board of Trustees



ABOUT US

Carers Trust has worked to transform the lives of unpaid carers since 2012. We combine the knowledge, skills, expertise and experience of our founder charities – The Princess Royal Trust for Carers and Crossroads Care – and all of the Carers Trust's network of local carer organisations.

Our vision is a world where family carers are heard and valued, with access to support, advice and resources to enable them to live fulfilled lives alongside their caring role. We achieve this by partnering with our network of local carer organisations to provide funding and support, deliver innovative and evidence-based programmes, as well as by raising awareness and influencing policy through our campaigning partnerships.

Last year our services reached over one million unpaid carers, the two in three of us in society who at some point in our life support a loved one with a disability, health condition or addiction. We work through our network of independently constituted local carer organisations, which currently cover 88% of all local authority areas across the UK (with an ambition to grow our membership to reach 100%). As such, we have two 'faces' – Carers Trust, as a standalone national charity, has around 75 staff and a turnover of around £9 million. However, our network of 126 local carers organisations has an estimated staff of 4000 and a turnover of around £137 million.

We also run the Young Carers Alliance in England and Wales and Young Carers Services Alliance in Scotland, plus a growing network of NHS mental health trusts running an innovative programme to enable unpaid carers to support family members with mental health conditions.



OUR VALUES AND AMBITIONS

WE ARE TRUSTED

We work as a trusted partner, collaborating and building genuine relationships with unpaid carers, local carer organisations and supporters to deliver the services we say we will. We behave with integrity, transparency and value everyone's contribution to our work.

WE ARE INCLUSIVE

We recognise and set a value on listening to the diverse experiences of unpaid carers, local carer organisations and supporters. This helps us to meet the needs of unpaid carers in new ways and provides an open approach to collaboration which helps shape truly inclusive services.

WE ARE COURAGEOUS

We speak up, challenge and act when we see an opportunity or when there is an injustice. Together with unpaid carers, local carer organisations and supporters, we are bold and collaborative in creating effective change and lead the way in driving innovative ideas for improvement.

OUR VISION

Unpaid carers are heard and valued, with access to support, advice and resources to enable them to live fulfilled lives.

OUR MISSION

We work to transform the lives of unpaid carers through collaboration, influence, evidence and innovation.

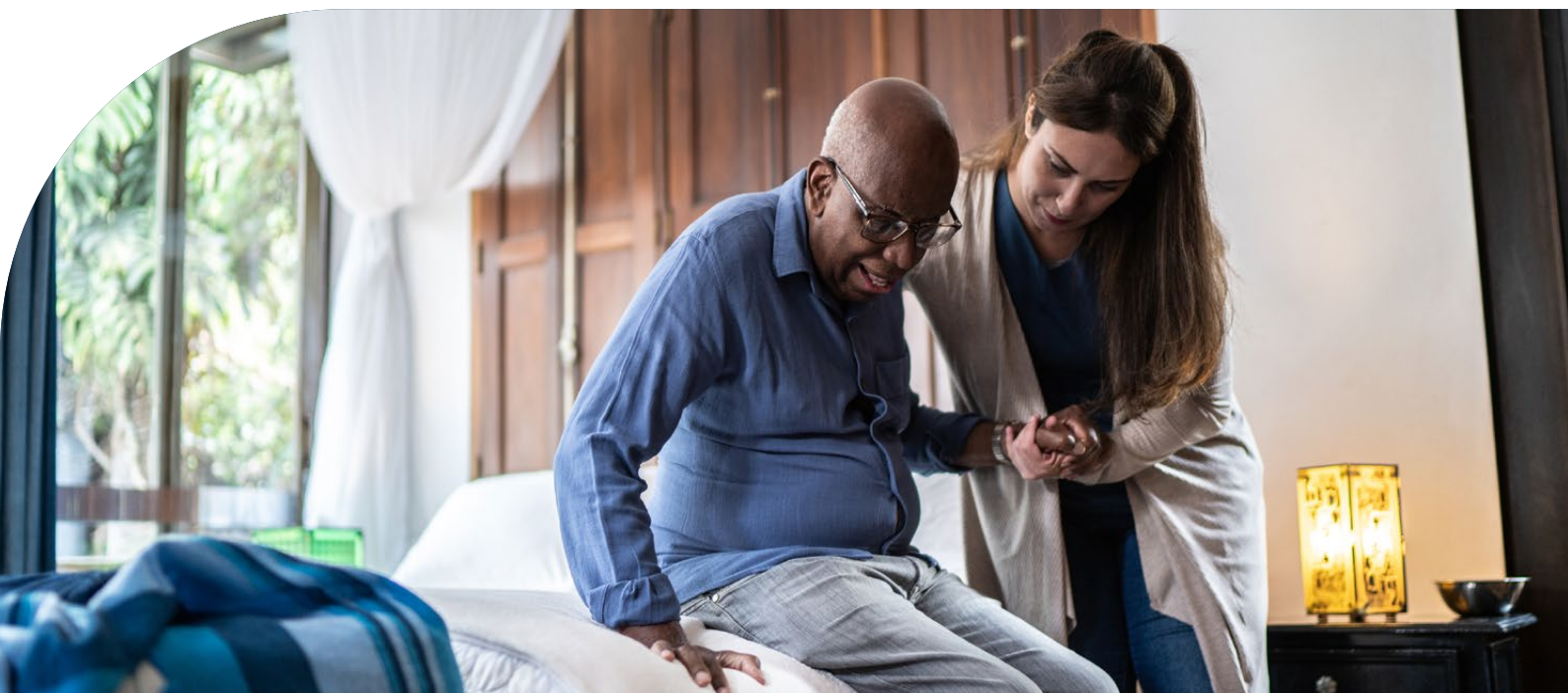
OUR STRATEGY

In 2022, we launched our refreshed strategy 'Building a Caring Society'. This states that we will not stop until:

- Every carer has access to a high-quality local carer organisation.
- No carer is pushed into poverty or financially disadvantaged by their caring role.
- All carers, regardless of circumstances or age, are able to enjoy a fulfilling role alongside their caring relationship.

The strategy also set out stretching ambitions for the next three years, namely that we will:

- Increase the numbers of unpaid carers who receive quality support through us to at least 1.5 million and increase the take up of support from underrepresented groups.
- Extend our local network to ensure 100% coverage of all UK local authorities.
- Deliver measurable benefit to unpaid carers and local carer organisations through our policy and campaigning work.



OUR FINANCES

Our income as Carers Trust, the UK charity, is in the region of £9m-£10m pa. Last year, our income sources were split as set out below. We had an unrestricted surplus in 2022/23 which enabled us to designate funds for strategic investment, including for income generation. Our total reserves as of 31 March 2023 stood at £4.9 million, of which free reserves were £1m.

Each of the local carer organisations in our network is an independently constituted charity, with funding coming from a mix of statutory and non-statutory funding sources, but with the bulk of income emanating from public sector sources, notably local authorities and health services. The collective income of this network of local carer organisations is in the region of £137 million.

How we raised our funds



	Total raised	£8,800,000
Donations	£4,674,080	(53.1%)
Government grants	£2,756,789	(31.3%)
Legacies	£738,429	(8.4%)
Membership fees and other income	£630,703	(7.2%)

OUR COLLECTIVE IMPACT

Our impact for unpaid carers can only be as great as the power of our network of 126 local carer organisations who deliver a wide range of services and programmes aimed at alleviating hardship and helping unpaid carers to thrive. These partnerships form a key aspect of our strategy and will continue to be at the heart of our approach, with the scale of our ambition necessitating an increase in their breadth and depth.

We have made excellent progress against the four strategic pillars of our refreshed strategy. We have enhanced the quality of our membership offer; successfully supported the Young Carers Alliance and Young Carers Services Alliance in Scotland; and refreshed Triangle of Care, a network of mental health trusts who are incorporating leading practices on unpaid carers into their work. In addition, we have delivered a wide range of programmatic support including education, employment, identification and support of under-represented carers and financial wellbeing, among many other areas. We are also investing in our research, public policy and campaigning activity.

Overall,

- As a network, we are now reaching over 1 million unpaid carers and covering 88% of all local authority areas
- Last year we awarded £3,820,380 in grants across the UK to support 16,849 unpaid carers
- 45,039 young carers and young adult carers were directly supported across the UK

The collective impact of our work means:

- 86% of unpaid carers say their quality of life has improved
- 67% of unpaid carers have experienced an improvement in their wellbeing
- 81% of young carers and young adult carers have seen an improvement in their employability
- 57% of unpaid carers have seen an improvement in their resilience

The year ahead will be another busy year for Carers Trust. With continued economic pressures and a social care crisis, the need for our work has never been greater. We are determined to grow the depth and breadth of our impact, whether through grant-making, support for programmes and services or our policy work and research in order to drive results for unpaid carers and local carer organisations.

To learn more about our work, please [click here to access our 2022/23 impact report](#).

ROLE PROFILE

As Chair of the Board of Trustees you will play a pivotal role in guiding our strategic direction, overseeing governance, and ensuring the fulfilment of our mission to transform the lives of unpaid carers through collaboration, influence, evidence and innovation.

In addition to providing inspirational leadership, the Chair of the Board of Trustees will actively promote and support the work of Carers Trust across the wider national networks and will be a visible ambassador.

MAIN RESPONSIBILITIES

- Lead our Board of Trustees to ensure high-quality, inclusive debate and well-informed, timely decision-making, in the best interests of the charity.
- Provide visionary leadership and strategic guidance to the Board and Executive Team of Carers Trust, ensuring that we can deliver our mission and impact through a clear and well executed strategy.
- Chair Board meetings, ensuring effective governance, decision-making, and compliance with legal and ethical standards.
- Work closely with Board members, fostering a culture of transparency, accountability, collaboration and open communication, harnessing different views and opinions.
- As line manager to our Chief Executive, you will work in effective partnership with her, supporting, and providing stretch and constructive challenge.
- Ensure that all Trustees have access to appropriate advice, training, and information and that the performance of the Board is evaluated at least once a year.
- Provide feedback to Trustees on their contribution to the organisation and handle any issues in Trustee suitability or performance.
- Work closely with the Executive Team and Board to ensure a co-ordinated approach to external relations and harnessing the power of the network of local carer organisations.
- Develop relationships with key stakeholders, including donors, partners, government, and the carer community.
- Collaborate with the Board to evaluate the performance of the CEO, ensuring alignment with the charity's goals and objectives.
- Role modelling the highest standards of conduct and integrity.

The Chair will be expected to perform all such additional duties as are reasonable, commensurate with the profile and responsibility of the role.



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Ideally, you will bring experience of chairing a multi-disciplinary committee or board, alongside a good understanding of governance.
- Ideally, experience of leading or collaborating with multi-skilled non-executive boards and of fostering inclusive and diverse boards.
- A strategic leader who is able to think big picture in order to enable the charity to be ambitious on behalf of our network.
- Understands, or is willing to quickly get to grips with, the complexity of working in the charity sector, both with and within local communities.
- Strong commercial acumen with experience of diversifying income streams and supporting an organisation through growth.
- Empathy for, and an understanding of, the experience of unpaid carers. Lived experience as a carer would be beneficial, but not essential.

SKILLS AND ABILITIES

- Strategic thinking and the ability to contribute to long-term planning and vision to deliver impact.
- Strong chairing skills with a proven track record of actively facilitating discussion, summarising points of discussion to support decision making, and resolving potential areas of conflict to build consensus.
- Exceptional interpersonal and communication skills, with the ability to act as an ambassador in a diverse range of environments.
- Entrepreneurial instincts and a healthy understanding of risk balanced with ambition using sound judgement.
- The ability to network with key stakeholders, potential partners and funders in order to promote and grow the impact of Carers Trust.

STYLES AND BEHAVIOURS

- High levels of emotional intelligence with a collaborative and highly inclusive style. You will bring a low ego and high personal credibility, fostering trust and valuing different perspectives.
- High ethical standards and commitment to upholding the charity's values.
- An engaging style which inspires confidence.
- Solution-focused, with an ability to see the big picture and be pragmatic.



TERMS OF APPOINTMENT

TIME COMMITMENT

The role typically requires around two days per month; very occasionally this may be slightly more.

Board meetings are held four times a year, usually in person. In addition, for 2024, there is currently one shorter Board call scheduled between Board meetings.

Carers Trust currently operates three Committees: Finance & General Purposes, Audit and Nominations. Membership of these Committees would be agreed with the incoming Chair.

REMUNERATION

This appointment is offered on a voluntary basis with all reasonable expenses incurred as part of the role reimbursed in full.

LOCATION

Board meetings are currently held 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 at juliet.brown@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/chair-carers-trust/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A short covering letter that explains your motivation, suitability, availability and confirms that you would not be subject to any conflict of interest
- If you have a disability and identify any barriers in the job description or person specification, please tell us.

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 23rd February 2024

Preliminary interviews: Early March 2024

Final Panel interviews: End March 2024