Member of the Board of Trustees

Recruitment prospectus

Registered Charity No. 1113140

Cornwall Hospice

Welcome to Cornwall Hospice

Thank you for your interest in joining Cornwall Hospice as a member of our Board of Trustees. For 45 years, Cornwall Hospice has provided compassionate end-of-life care and support to people across Cornwall and those closest to them. Guided by our belief that every person deserves a good death, we are committed to delivering care that respects individual wishes, values and choices.

As we celebrate this important milestone, we are also looking to the future. Demand for our services continues to grow, and we remain ambitious in our commitment to providing outstanding care for the people and communities of Cornwall.

This is an exciting opportunity to contribute to the leadership and governance of an organisation that makes a meaningful difference every day. We are particularly keen to hear from individuals with skills and experience in the medical profession, legal practice, finance, and community engagement.

Whatever your background, if you share our values and want to help shape the future of Cornwall Hospice, we would be delighted to hear from you.

We hope this prospectus inspires you to consider joining us at this exciting time in our journey.

With best wishes,

Jane Stubberfield
Chair of Board of Trustees

Paul Brinsley
Chief Executive

About us

Our Purpose

To provide compassionate, specialised end of life care for patients, their families and carers. Together with our local community in Cornwall we will continue to make every day matter.

One Team

Our staff and volunteers are at the heart of everything we do, they make our charity tick. We have **290** full and part time staff and **1,605** vounteers and everyone brings skills to meet the wide variety of roles we have. We are all ambassadors in the community too, spreading the word about the end of life care we provide, that's **100% free** to our patients and funded by the Cornish community.

We are also actively involved in supporting external healthcare workers and those who'll be the workforce of the future. We host medical students, doctors training to be GPs, nursing and other allied healthcare students, care home staff and paramedic trainees.

Funding

It costs **£7.8m** a year to provide all the care we offer. This care is provided free of charge but funded by the commuity of Cornwall. Just **9%** of our costs are met by the NHS commissioners with the rest being raised through voluntary income, via our network of 31 shops, fundraising events, lottery, philanthropic giving and other commercial interests.

Role brief

Job title
Trustee of the Board

Location
Most meetings are held in St Austell or Hayle

Salary
Voluntary, with reasonable expenses

Responsible to
Chair of Board of Trustees

Job Role
What's involved?
Our trustees are expected to:

- Attend approximately four Board meetings per year
- Participate in Committee meetings where appropriate
- Review Board papers and contribute to strategic discussions
- Act as critical friends to our hospice.
- Act as ambassadors for Cornwall Hospice

Previous Trustee experience is welcome but not essential. We will provide induction, training and ongoing support.

What you'll bring

We are seeking individuals who share our commitment to exceptional hospice care and who can bring expertise, insight and fresh perspectives to our Board.

Whether your background is in healthcare, legal services, finance or community engagement, your contribution will help shape the future of Cornwall Hospice and ensure we continue to provide outstanding care and support to the people of Cornwall.

Qualifications, Knowledge and Experience

Essential Criteria

We are seeking individuals who:

- Are committed to the vision, values and mission of Cornwall Hospice.
- Demonstrate integrity, sound judgement and a strong sense of personal accountability.
- Have the ability to think strategically and contribute to the long-term sustainability and success of the organisation.
- Previous board level experience.
- Have an understanding of good governance or a willingness to develop this knowledge.
- Are able to analyse information, assess risk and contribute to informed decision-making.
- Can commit the time required to attend Board meetings, Committee meetings (where applicable), development sessions and key events.
- Are passionate about making a positive difference to people and communities across Cornwall.

What you'll bring

Qualifications, Knowledge and Experience

Desirable Criteria
We are particularly interested in applicants with expertise in one or more of the following areas:

- Healthcare, medicine or clinical leadership.
- Legal practice, compliance or governance
- Finance, accountancy, audit or risk management.
- Community engagement, stakeholder relations, public affairs or partnership working.

Personal Qualities

Successful Trustees will demonstrate:

- A commitment to the highest standards of ethics and confidentiality.
- Excellent interpersonal and communication skills.
- Empathy and compassion, aligned with the values of hospice care.
- The confidence to both support and challenge appropriately.
- Respect for diverse perspectives and a commitment to equality, diversity and inclusion.
- Enthusiasm, curiosity and a willingness to learn.

Our ambitions

Cornwall Hospice has conducted a major consultation exercise involving our staff, our volunteers, our Trustees and external stakeholders to help us shape the future direction of our charity. As a result, our five year strategy includes our ambitions for Cornwall Hospice.

Working Together

in partnership to grow our charity for the future, ensuring close relationships across all our departments and working collaboratively with our external partners.

Sustainability

work towards lowering our environmental impact by implementing, where possible, sustainable systems and processes in all aspects of the charity's operations.

Learning and Education

develop our learning and education to ensure all our staff and volunteers and where relevant, those from our external partners have the knowledge, skills and competencies to fulfil their roles.

Innovation

be innovative in our own individual areas, teams and across the charity to deliver continuous improvement in all we do.

Funding

raise sufficient funds to protect and grow our hospice services through a range of income generation activities.

Our values

At Cornwall Hospice, it's not just what we do that matters but also how we do it.

Compassion

Being gentle, kind, caring and helpful. Fostering a sense of inclusion and respecting all.

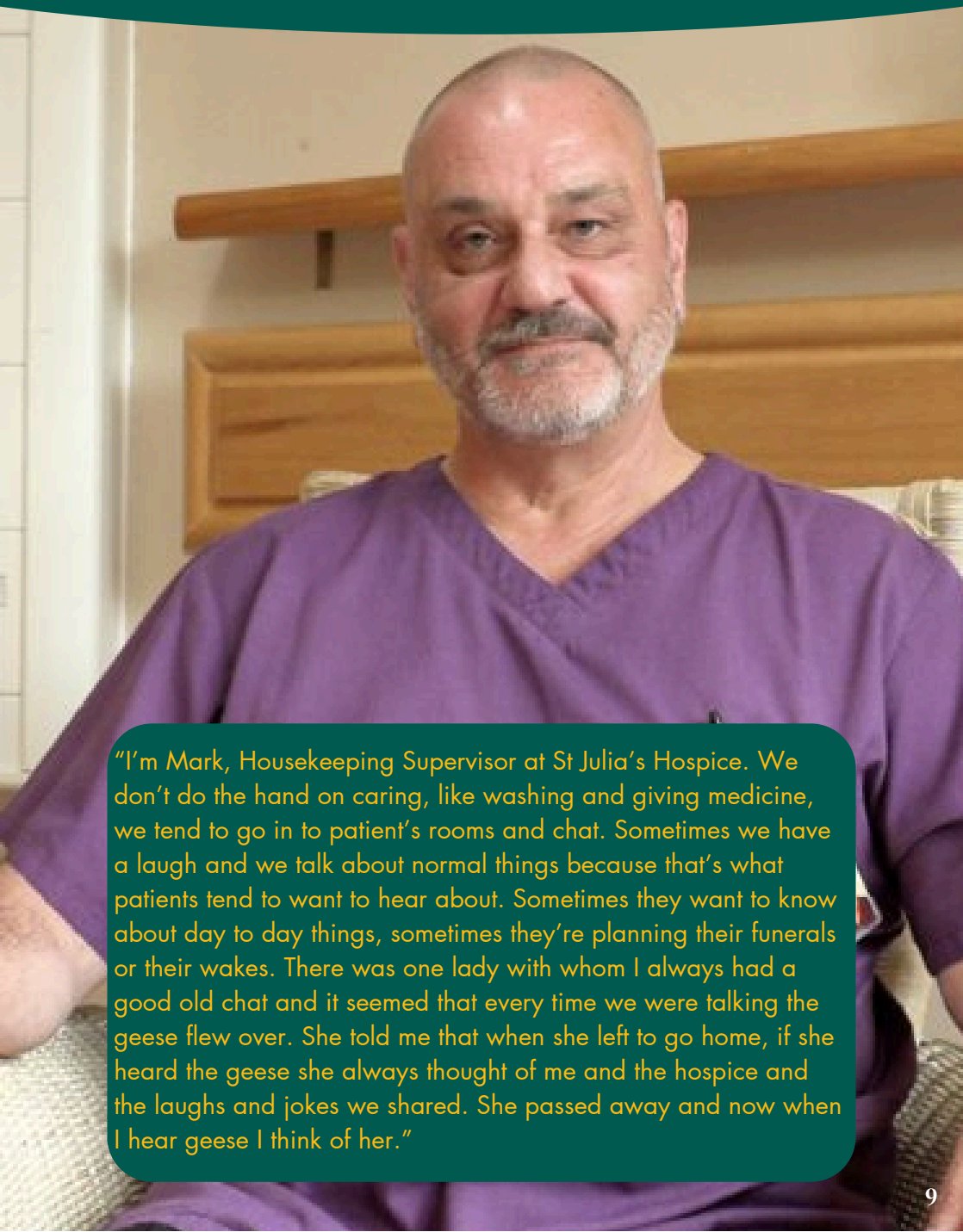
Integrity

Being honest and having strong moral principles. Behaving with integrity both professionally and ethically at all times and in all work places.

Togetherness

Valuing everyone who works or volunteers for our charity or uses our services, giving us all the information, tools, independence and freedom to achieve.

Making every day matter



"I'm Mark, Housekeeping Supervisor at St Julia's Hospice. We don't do the hand on caring, like washing and giving medicine, we tend to go in to patient's rooms and chat. Sometimes we have a laugh and we talk about normal things because that's what patients tend to want to hear about. Sometimes they want to know about day to day things, sometimes they're planning their funerals or their wakes. There was one lady with whom I always had a good old chat and it seemed that every time we were talking the geese flew over. She told me that when she left to go home, if she heard the geese she always thought of me and the hospice and the laughs and jokes we shared. She passed away and now when I hear geese I think of her."

Application Process

Now that you've learnt more about us, if you think you understand our values and can commit to helping us achieve them, then we want to hear from you.

If you are interested in exploring this exciting opportunity further, please send a CV and covering letter explaining why you think you would be the best fit to our organisation to our People and Culture Team.

recruit@cornwallhospice.org

Alternatively, if you would like to have an informal discussion about this role, please contact us to arrange a suitable time to speak to Jane Stubberfield.

There is no fixed closing date for applications, and we will be reviewing expressions of interest on an ongoing basis. We therefore encourage interested candidates to apply at the earliest opportunity.

Interview venue

The interviews for this position will take place in St Austell.

Cornwall Hospice Head Office
Daniel's Lane
St Austell
PL25 3HS
Cornwall

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bitter.oven.trickle

I support Cornwall Hospice because...

Thank you

- for the nursing care
- for keeping Mam peaceful
- to the cleaners who made the room feel bright after long nights
- to the chef who made Mam her favourite meals
- to the volunteers who made us endless cups of tea
- for putting bird food on the patio so we could watch the squirrel steal it
- for making a little bed for me each night so I could sleep next to my Mam
- for the middle-of-the-night marmite on toast and chats when I couldn't sleep
- to the counsellor who told us how to break the news to our children
- for the teddies she cuddled for her grandchildren so they can have a lifetime of Nan-Nan's love to hold
- for explaining the changes we were witnessing
- for letting us stay as long as we needed to
- for taking her wedding ring off for me when I couldn't face it
- for the rose

Thank you for everything