

Help shape the future of Ashgate Hospice

Trustee recruitment pack

Closing date: 9am on Monday 10 March 2025

www.ashgatehospice.org.uk
Registered Charity No. 700636

 **Compassionate
care for everyone**

 **Ashgate
Hospice**

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Welcome from Chris Hallam, our Chair of the Board of Trustees

Welcome to Ashgate Hospice

We're honoured that you're considering joining our Board of Trustees. At Ashgate, we are passionate about making a real difference for people living with life-limiting or incurable illnesses – and as a trustee, you'll play a crucial role in ensuring we can continue to provide outstanding care for those who need us.

Ashgate is a vital part of the North Derbyshire community, and our services rely heavily on the generosity of local people and businesses. With only 31% of our funding coming from the NHS, our Board of Trustees helps to guide us through the financial challenges we face, ensuring we can continue to deliver expert, compassionate care both now and in the future.



We are looking for committed individuals who can bring their skills, experience, and fresh perspectives to help shape our strategy and make a meaningful impact. Whether your background is in healthcare, business, retail, finance, or beyond, your contributions will help us navigate the challenges ahead and seize opportunities to grow and innovate.

Thank you for your interest – we hope you'll consider joining us on this journey.

Warm regards,

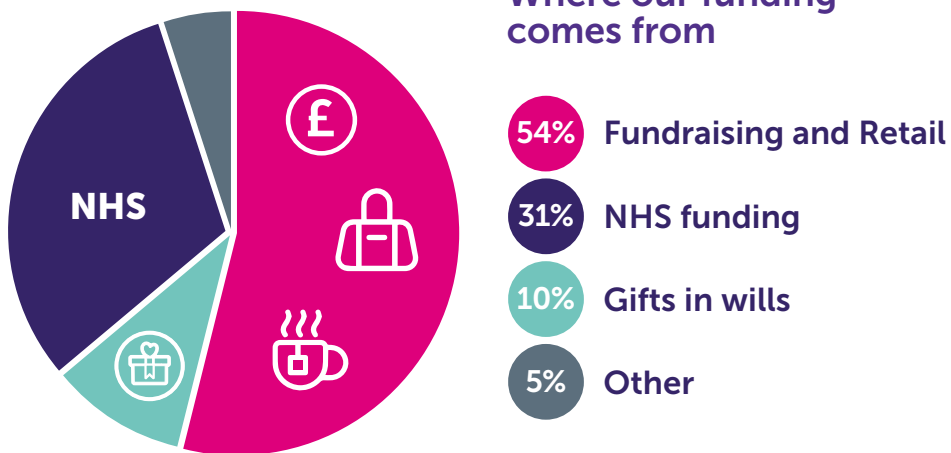
A handwritten signature in black ink, appearing to be 'Chris Hallam', written in a cursive style.

Chris Hallam
Chair of the Board of Trustees

About Ashgate Hospice

We are Ashgate Hospice, based in North Derbyshire. We provide free palliative and end of life care for adults with life-limiting or incurable illnesses, including cancer, neurological diseases, and advanced heart, kidney, and lung conditions. Last year, we cared for over 2,400 people. Our aim is to support our patients by keeping them informed, managing their symptoms, and improving their quality of life from diagnosis onwards.

We also support the people important to them, offering practical assistance and emotional support, including bereavement services. Most of our funding comes from the generosity of our community, with over 60% from donations and 31% from local NHS contributions. At Ashgate, we are dedicated to ensuring dignity and comfort for everyone we care for.



We are proud that the Care Quality Commission continues to rate our care as 'Outstanding'.

Our care and support

At Ashgate, we provide a wide range of services to support our patients and those important to them, addressing both their physical and emotional needs.

Our services

-  **Palliative Care Specialist Nurses**
supporting you in your place of choice
-  **Lymphoedema**
improving the symptoms of lymphoedema
-  **Complementary Therapy**
from head massages to aromatherapy
-  **Counselling and Therapies**
a safe space for you to be heard
-  **Social Work**
support for you and your loved ones
-  **Inpatient Unit**
round the clock care on our ward
-  **Physiotherapy**
helping to improve your quality of life
-  **Spiritual Care**
finding peace, comfort and hope
-  **Day Services**
advice, activities and peer support
-  **Occupational Therapy**
helping you maintain your independence
-  **Virtual Ward**
safe care at home through remote monitoring using easy-to-use technology

What we believe

We're dedicated to ensuring everyone in North Derbyshire has access to excellent palliative and end of life care when they need it, where they need it.

Our vision

Our vision is for everyone with a life-limiting or incurable condition to be able to live well and experience a good death. We want them, and the people who are important to them, to have the right information and support, and to feel cared for and understood.

Our purpose

We offer specialist palliative and end of life care and bereavement support. We also campaign for better care and educate others about these crucial services. Our aim is to grow as a centre of excellence, working with the wider healthcare system with energy, openness, compassion and hope.

Our values

- We are compassionate.
- We work as a team.
- We are respectful, open and inclusive.



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Our people

We're committed to creating an inclusive environment where everyone can be themselves, grow professionally, and take care of their wellbeing.

Last April, we asked our staff and volunteers about their experiences working with us, and here's what they had to say:

- 87% of all our staff and volunteers would recommend Ashgate as a place to work or volunteer.
- 96% of our staff and volunteers would recommend Ashgate to their friends and family as a place to receive care.
- Our values are at the forefront of our work, with 81% of staff and 84% of volunteers seeing Ashgate's values demonstrated daily.
- 86% of volunteers feel appreciated and recognised for their contributions.



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Our strategic approach and ambitions for the future

As a trustee at Ashgate Hospice, you'll be supporting an organisation driven by a clear set of ambitions. These guide everything we do and shape our future direction. Our ambitions focus on four key areas: our care, our people, our voice, and our future.

Our care

We will care for more people than ever before, and we will do it exceptionally well.

- We will increase access to our services.
- We will reach people earlier.
- We will continue to improve the quality of our services.

Our people

We will be a positive and inclusive environment which recruits, develops and nurtures the best people.

- We will continue to develop our clinical expertise.
- We will ensure we have a skilled and supported workforce, enabled by technology.
- We will foster a positive and inclusive work environment.

Our voice

We will use our voice to make things better for everyone at the end of their life.

- We will campaign for sustainable hospice funding.
- We will fight for fair end of life care for everyone, locally and nationally.
- We will encourage open conversations about death and dying and help people understand hospice care.

Our future

We will make sure that Ashgate is here for future generations who need our care.

- We will continue to manage hospice costs and grow our fundraising and retail net income.
- We will pilot new business projects to diversify our income streams.
- We will work to protect the environment and make our hospice as eco-friendly as possible.

Our ambitions will be achieved through eight action plans:

- 1 Clinical
- 2 Quality Improvement, Innovation and Insight
- 3 People
- 4 Technology
- 5 Marketing and Communications
- 6 Finance
- 7 Estates
- 8 Income Generation

How we're governed

Our Ashgate Governance Framework (see page 9) outlines a strong structure for governance and assurance throughout the hospice. It ensures a clear connection from the frontline staff to the Board. Four main committees report directly to the Board:

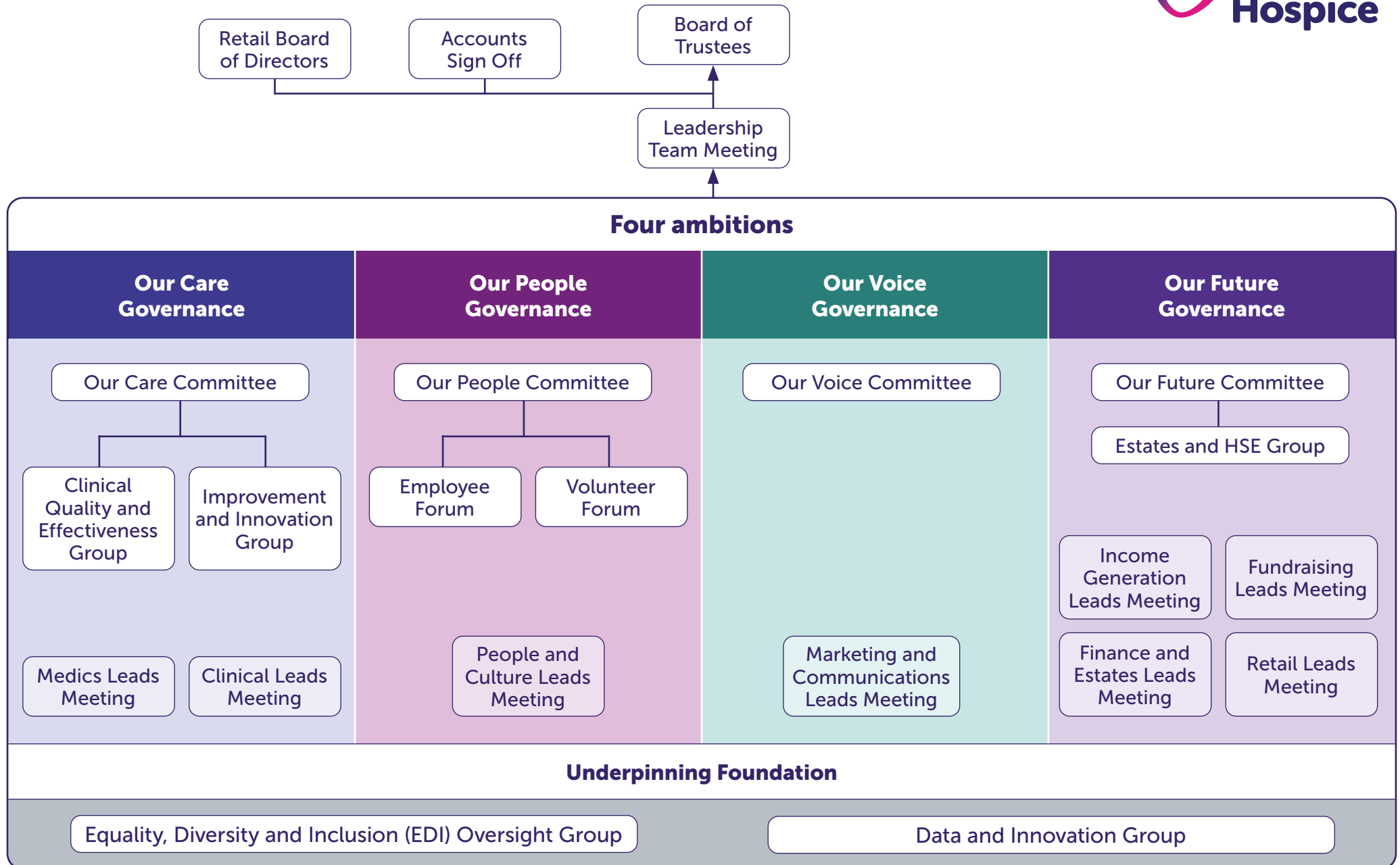
- **Our Care Committee:** Focuses on clinical quality and safety, evidence-based care, and patient experience.
- **Our People Committee:** Focuses on our staff and volunteers and information governance.
- **Our Future Committee:** Focuses on income generation, reserves and investments, procurement, and estate management.
- **Our Voice Committee:** Focuses on internal and external communications, campaigning and research and education.

This structure allows our Board meetings and development days to focus on long-term strategy, charity performance, risk management, and sustainability. The Board and committees meet every quarter to ensure we stay on track with our ambitions and goals.



Our framework enables Board meetings and development days to focus on long-term strategy

Governance Framework



Why become a trustee?

Our trustees play a vital role in overseeing the strategic direction of Ashgate, ensuring we remain financially sustainable and continue to deliver exceptional care. By becoming a trustee, you'll:

- **Make a difference:** Help shape the future of hospice care.
- **Use your expertise:** Contribute your skills to support our strategic goals.
- **Gain new perspectives:** Work alongside a passionate team of trustees and staff.

Find out more about our existing board [here](#).

What we're looking for

We are currently seeking trustees with experience, skills, and knowledge in one or more of the following areas:

- Medical or clinical
- Estates
- Commercial business.

Experience of being a trustee is an advantage but not essential.

About the role

A trustee is someone appointed by the Board to help make sure that Ashgate is doing what it was set up to do - and that we're following all the rules and regulations that apply to us as a charity.

The Board plays a big role in leading Ashgate. Trustees help shape our strategy, offering guidance, support, and challenge where needed. They make sure our services are safe, effective, and caring, and that we have the funding we need to keep going. They also keep an eye on risks and make sure we're performing well across the board.

Being a trustee isn't just about meetings—it's also about representing Ashgate and attending hospice events where possible. But we know everyone has busy schedules, so this is flexible.

Trustees are also asked to champion two of the hospice's four ambitions, working closely with the Leadership team to make sure we're delivering on them. That might mean attending meetings, chatting with staff, or visiting the hospice to see the work in action.

The time commitment is usually around one day a month.

What we offer

- A comprehensive induction and development plan
- The opportunity to influence important strategic decisions
- The opportunity to gain new skills and knowledge across a variety of areas
- The chance to give back and to help people living with life-limiting and incurable illnesses, and the people important to them.

About you

We want our trustees to feel empowered and supported. If you're compassionate, committed, and ready to help shape the future of Ashgate, we'd love to hear from you.

Role description

- Attend quarterly Board of Trustees' meetings and bi-annual trustee away days.
- Play an active role in making sure the hospice's strategy and ambitions are being delivered—this could mean attending meetings, speaking with staff and Leadership team members, or visiting the hospice to see the work in action.
- Ensure the hospice follows its Articles of Association, charity law, company law, and any other relevant regulations.
- Make sure the hospice stays true to its charitable purpose, as set out in its governing documents.
- Help steer the hospice in the right direction by setting policies, defining goals, and evaluating progress.
- Protect and uphold the good name and values of the hospice.
- Ensure the hospice is well-run, financially stable, and managing risks effectively.
- Oversee the responsible management of hospice property and funds.
- Appoint and support the Chief Executive, monitor their performance, and agree their salary.
- Always act in the best interests of the hospice and declare any conflicts of interest.

Terms of office

Trustees are appointed for a three-year term, after which you can choose to stand for re-election. You can serve up to a maximum of nine years (three terms).

Associate Trustee opportunities

We're also offering the chance to join the Board as an Associate Trustee. This role is very similar to that of a trustee - you'll be involved in discussions at Board meetings—but without the legal responsibilities or voting rights.

To help you settle in, you'll receive extra mentoring and support during your first year. The idea is to develop your skills and experience, with the hope that you might become a full trustee in the future.

You don't need to have been a trustee before – this is a brilliant opportunity to get hands-on experience in charity governance and leadership while learning from experienced trustees and senior leaders.

Next steps

Please note that we only accept applications via the 'Apply now' button on our website. Please do not send your application to HR or the recruiting manager.

If you'd like more information or an informal chat, you can contact Heidi Golden, Head of Corporate Governance at heidi.golden@ashgatehospice.org.uk

Additional support for candidates

We're committed to ensuring our recruitment process is inclusive, fair, and accessible to everyone.

Reasonable adjustments: We are pleased to offer reasonable adjustments throughout the recruitment process for individuals with disabilities, neurodiverse conditions, or long-term health needs.

Shortlisting commitment: In line with our commitment to Equality, Diversity, and Inclusion, we guarantee to shortlist any disabled candidate who meets the essential criteria for the role.

Interview preparation: All shortlisted candidates will receive their interview questions in advance to help you feel fully prepared.

If you require any accessibility adjustments, please contact Heidi Golden at the email address above.

**The closing date for applications is
9am on Monday 10 March 2025**

- Interviews will be held on Tuesday 1 April.

For further information

If you'd like to learn more about what we do and the difference we make, we'd love for you to explore further. You can [visit our website](#) where you'll find all of our reports, as well as information about our services and the impact we're having on people's lives.

We're also active on social media, so feel free to follow us for updates, stories, and insights into the care we provide.

And if you're looking for a deeper dive into end of life care, hospice work, and the important conversations around death, check out our [Life and Death Podcast](#). It's a great way to hear directly from our team and special guests about the issues that matter most to us.

Our location

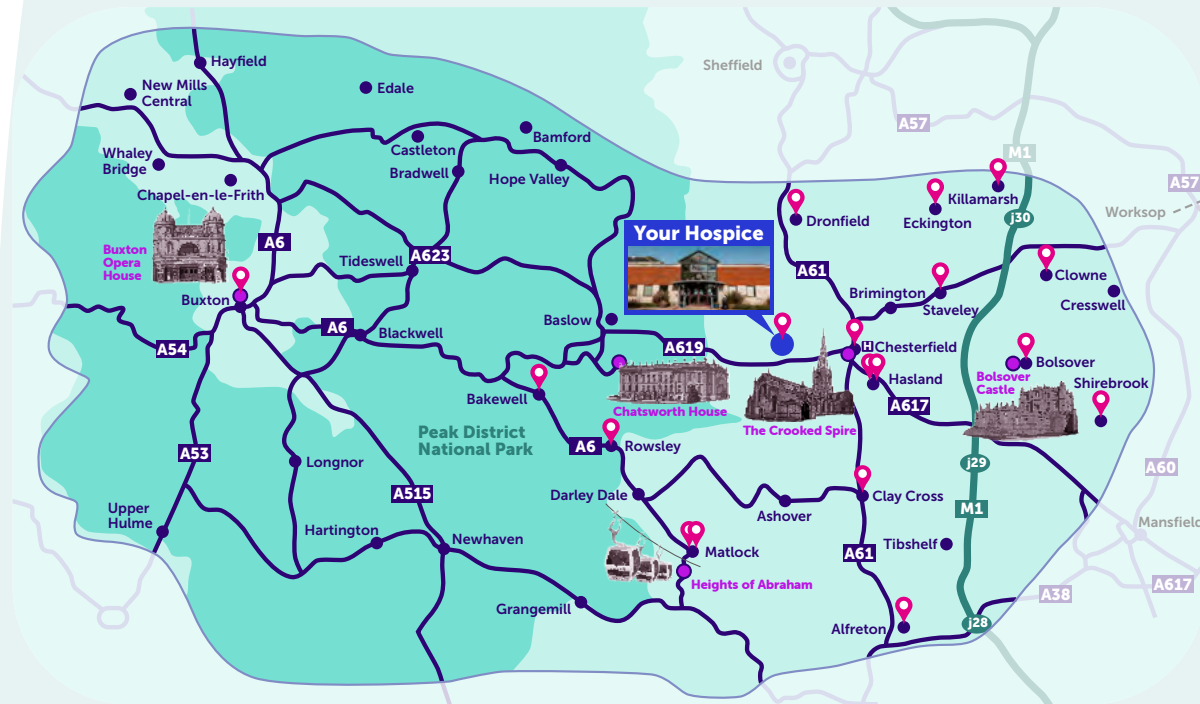
We are based in the leafy suburb of Old Brampton in Chesterfield – a stone's throw away from the picturesque Peak District.

Our address is Ashgate Road, Ashgate, Old Brampton, Chesterfield S42 7JD.



Photo: Frank Fell Media

Our support and care covers:



Key to symbols

- Town or village
- Place of interest
- 🏥 Chesterfield Royal Hospital
- Catchment area
- 📍 Ashgate Hospice Shop



Our teams make 6,000 home visits every year.

If you require this document in an alternative format,
please contact the Marketing and Communications team
at marcomms@ashgatehospice.org.uk

Contact

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Registered Charity No. 700636