



st michael's  
hospice

# **Trustee Recruitment Supporting Information**



# About St Michael's Hospice

St Michael's Hospice has supported people across Hastings and Rother since 1987, caring for a population of around 190,000 people. We provide specialist palliative and end-of-life care for adults living with serious, advanced illness, helping them to live as fully and comfortably as possible. Our care is compassionate, expert, and tailored to the unique needs of each individual and those close to them.

We work in close partnership with the NHS, adult social care, private providers and voluntary organisations. We also share some posts with St Wilfrid's Hospice in Eastbourne and East Sussex Healthcare Trust. This collaborative approach ensures seamless, joined-up support for patients and families throughout their illness.

## Who we're looking for

We are seeking new Trustees who share our values and are passionate about making a difference at the end of life. We welcome applications from people with a broad range of skills, backgrounds and lived experience, particularly those who can strengthen diversity of thought and representation on our Board.

Experience or insight in the following areas would be especially valuable:

- Digital transformation.
- Property, estates or facilities management.
- Health and safety.
- Volunteering and community engagement.
- Campaigning, influencing, or advocacy.

We are especially keen to hear from young people, women, disabled people, people from minority ethnic backgrounds and people from the LGBTQ+ community. Knowledge of the Hastings and Rother area, or strong connections to local communities, would be an advantage.

## Our purpose and vision

Our purpose is to provide expert palliative and end-of-life care to anyone in Hastings and Rother, whatever their diagnosis. We support families and carers to remain resilient and independent, communicate clearly and compassionately so people can make informed choices, respect each person's wishes for care and place of death, and provide specialist bereavement support.

With an ageing population and growing care needs, our ambition is to become a centre of excellence for palliative care, education and research, while helping to build a compassionate community that supports people through dying, death and loss. We are embedding a public health approach to palliative care, working with local people, community groups, healthcare providers and civic organisations to influence how our community experiences and talks about death and bereavement.

## Our people and funding

St Michael's Hospice is powered by one team, united by a shared mission. We have around 200 employees and over 450 volunteers, supported by seven local Hospice shops and our Lottery Collectors, who play a vital role in strengthening community connections and reducing isolation.

Running the Hospice costs £9.2 million a year. Around 28% of our funding comes from an NHS Sussex grant, with the remainder generated through the generosity of our community via donations, legacies, retail, lottery and fundraising.

## Governance and the Trustee role

St Michael's Hospice is an independent charity and a company limited by guarantee. Day-to-day operations are led by our Chief Executive, Dr Karen Clarke, supported by a leadership team. The organisation is governed by a Board of Trustees.

Trustees collectively hold the Hospice in trust for current and future beneficiaries. They set the strategic direction, ensure strong governance and financial oversight, hold the Chief Executive to account, manage risk and protect the Hospice's reputation, assets and long-term sustainability. Trustees act collectively and always in the best interests of the Hospice.

This is an unpaid, voluntary role, although reasonable expenses are covered.

## Time commitment and appointment

Trustees typically commit around two to three days per quarter. This includes four Board meetings per year, two additional meetings focused on risk and the external environment, and participation in at least one sub-committee. Some meetings can take place virtually to maximise the contribution Trustees can make.

Trustee appointments are for up to nine years, with reviews after three and six years. Recruitment and selection are overseen by the Corporate Governance and Nominations Committee and follow the Nolan Principles of public life.

## Recruitment and selection of Trustees

To be eligible, you must be aged 18 or over, capable of managing your own affairs, and not disqualified under the Charities Act.