



**St George's  
Hospital  
Charity**



**Board Member**

**Candidate Information Pack**

**April 2024**

# Welcome from our Chair

Thank you for your interest in becoming a Trustee at St George's Hospital Charity. St George's University Hospitals NHS Foundation Trust is one of the best-known hospitals in Britain and the star of '24 Hours in A&E'. It is also one of the country's largest teaching hospitals, sharing its site with St George's, University of London.

As a local resident, it's also my hospital, embedded in the community. A place where my family and I have received wonderful care and support at all stages of our lives. The Trust and its staff are immensely important to our community and beyond.

St George's Hospital Charity is an independent charitable partner to the Trust and the communities it serves. It adds value by generating voluntary income and making grants that go above and beyond NHS-funded services, improving every aspect of healthcare to deliver the best experience and outcomes for patients. This includes raising money for ground-breaking research, equipment, pioneering treatments, and improvements to the hospital environment. The Charity funds an active, patient-centred arts programme as well as making a range of grants to support staff.

We are now seeking three new Trustees with strong strategic skills and insight to take St George's Hospital Charity into a bold new era of growth. We are looking for people who can provide oversight, challenge and support to the Charity's leadership team as they work to harness the Charity and Trust's amazing assets, including its wonderful staff and world-class care and teaching, to place us on a robust and sustainable platform for the future. We seek skills in change management, and entrepreneurial business acumen and we are specifically looking for experience in one or more of the following areas:

- Fundraising, particularly in the high value areas of philanthropy, corporate, and legacies
- Strategic Communications
- Clinical skills and experience

As with all our trustees, we are looking for people who live in the area served by the Trust or have some connection with it and the communities it serves. We are also looking to broaden the diversity on our Board in terms of age, skills and communities served by the Trust. We seek Trustees who can help us reach out to the wider community as our work grows, diversifies and develops.



Having just appointed a new CEO, this is an exciting time to join the Charity. We're offering an unrivalled opportunity to join a skilled, creative and collaborative Board to help drive and oversee strategic decisions for an amazing organisation which will make a real difference to the health of the community in South West London and to the NHS. If you feel you have the skills, experience and – crucially – the passion we need, we very much look forward to hearing from you.

Anna Walker CB

Chair of Trustees



# About Us

## The Charity

St George's Hospital Charity is a significant and positive force for change within our hospital and community. Thanks to the invaluable support we receive from the wider community, we are able to fund a wide range of projects across our hospitals and within the community that make a real difference to staff and patients in South West London. We do this by giving grants and raising funds to improve facilities at St George's and the communities which use it. We are the official Charity of St George's University Hospitals NHS Foundation Trust.

## Our Trust

St. George's University Hospitals NHS Foundation Trust encompasses St George's Hospital in Tooting, Queen Mary's Hospital in Roehampton, and a range of community services in the local area. The Trust serves a population of 1.3 million across South West London. A large number of services, such as cardiothoracic medicine and surgery, neurosciences and renal transplantation, also cover significant populations from Surrey and Sussex, totalling around 3.5 million people.

The new St George's and Epsom and St Helier University Hospitals and Health Group (GESH) was formed on 1 February 2022 and has responsibility for two separate NHS statutory organisations: St George's University Hospitals NHS Foundation Trust and Epsom and St Helier University Hospitals Trust. The GESH group provides a wonderful opportunity for the Charity to work collaboratively with the Epsom and St Helier Hospital Charity to grow our collective impact and ensure our support reaches across the communities that the GESH group serves.

St George's is also one of the country's principal teaching hospitals. St George's, University of London, which is co-located with the Trust, trains a wide range of healthcare professionals from across the region and undertakes advanced medical research, bringing benefits to patients locally, nationally and internationally. A recently announced merger with City, University of London will create a powerful multi-faculty institution. The combined university will become one of the largest suppliers of the health workforce in the capital, as well as one of the largest higher education destinations for London students. This merger will create reinvigorated opportunities for fundraising and grantmaking.

## Our work

Every day, our work impacts patients, their families and friends and the staff who care for them. We fund ideas and projects, above and beyond routine NHS funding, to enable outstanding care to improve the lives of patients, their families, staff and those in the wider community.

During the pandemic, the Charity's annual fundraising doubled from c.£2m to £4m, reflecting the huge support in the community for the Trust. In 2022, we launched our largest-ever appeal, 'Time for a Change', raising funds for children's services. Our aim is to raise £5m to transform the children's wards. Having supported our Trust and communities through the worst of the Covid-19 pandemic, we are now witnessing those same communities confronted with significant ongoing challenges including unprecedented demand for NHS services, pressure on front-line staff, resource constraints and challenging economic conditions. Despite the current challenges, we continue to work hard to expand our fundraising and increase our impact, working hand-in-hand with the people and communities affected by these pressures. The Trust, the communities they serve and the NHS needs our support more now than ever.

In 2022/23 the Charity raised income of £2.5million, awarded just under £4 million in grants and had net assets of over £12.2m. With ambitious growth plans in the coming years, the incoming Trustees will play a vital role in supporting and enhancing the Charity's grant-making and fundraising strategies.

Underpinning all our activity is our organisational commitment to deliver better care and healthier lives and our determination to put patients first, be collaborative, to listen, make an impact and be responsive.

The Charity's latest impact report , and financial statements can be found [here](#).



## Our Mission

We work to improve the experience of patients, families, staff and the wider community served by the Trust.

## Our Values

- We put patients first
- We are collaborative
- We make an impact
- We listen and respond

### **Priority beneficiaries of our vital work are:**

- Projects that enhance patient experience, welfare, therapy and rehabilitation
- Major development projects agreed with the Trust or in the community
- Medical equipment priorities of the Trust beyond those that can be funded by the NHS
- Supporting research with impact
- Support for Trust staff



# Recruiting new Trustees

As we adapt to meet new demands and expand our support across the Trust and its communities, St George's Hospital Charity must ensure it is agile and prepared for collaborative work, with a strong Board providing strategic oversight and support for the CEO and her team. Currently, our Board comprises, nine Trustees, and we are now looking to fill three vacant positions, one of whom will take on the Vice-Chair role. This is the only role requiring previous Board experience.

St George's Hospital Charity is committed to equity, diversity and inclusion and wants to ensure that there is a diversity of perspectives on the Board that represent its local communities. We therefore particularly welcome applications from currently under-represented groups, including, people from Black, Asian and global majority communities and people living with disabilities and across a broad age-range. As with our current Trustees, our preference is for those who live in the area served by the hospitals or have some connection with them.

## Who we're looking for:

We are seeking passionate and committed individuals to join our team as Trustees at St George's Hospital Charity. As stewards of our mission, we are looking for candidates who bring diverse expertise and a commitment to improving healthcare outcomes. One Trustee will serve as Vice Chair, bringing invaluable board experience to guide our strategic direction. Additionally, we are seeking individuals with specialised skill sets in high-value fundraising, strategic communication, or clinical expertise, each playing a pivotal role in advancing our mission. We welcome candidates with business acumen and entrepreneurial skills and are looking for candidates with experience of leading transformational change and an understanding of change management. If you are passionate about making a difference in healthcare and possess these skills, we invite you to join us in shaping the future of our Charity.

## Specific skills: High value fundraising and strategic partnerships

With fundraising being such an important focus of our work, and with a Campaign Appeal Board currently being put in place, we would welcome a second fundraising Trustee bringing significant experience or knowledge of high value fundraising including philanthropy, corporate partnerships and legacies.

## Communications and change management

The ability to communicate effectively with broad and diverse stakeholders will become an increasingly necessary focus of our work as we develop and grow. We're seeking to recruit a strategic communications expert, preferably with change management and digital experience, to support our marketing and communications.

## Clinician/medical practitioner

We are ambitious about growing our impact in healthcare innovation, research, reducing health inequalities and enhancing patient experience. As such we are seeking to appoint a clinician to the Board to help us better identify need and priorities, and support the Charity's important clinical work.





# Vice Chair & Trustees

## Key Information

**Location:** St George's Hospital, Tooting

**Remuneration:** These are voluntary roles but reasonable travel expenses will be paid

**Time Commitment:** On average 8-12 hours a month

There are four Board meetings per year, plus one Trustee Away Day. Trustees are also asked to join or chair at least one Board Committee which has four additional meetings per year. It is expected that each Trustee attends the meetings in person although some Committee meetings are held virtually. Trustees are also encouraged to attend occasional public or private events, e.g. supporter/fundraising events and public profile events and may input on specific issues. Prereading of all Board/ Committee papers is also essential

There are four Board Committees: Finance & Risk, Fundraising & Communications, Grants, Arts & Impact, and People & Nominations.

Our Trustees biographies can be found [here](#)

## Main role and purpose of position

St George's Hospital Charity is a registered Charity and a company limited by guarantee. The Board are the Trustees and directors of the Charity. The Trustees are responsible for the overall governance and strategic direction of the Charity, in accordance with the terms of its constitution, legal and regulatory requirements and best practice.

### **The Trustees:**

- Define the Charity's long-term direction – furthering its objects or purposes as set out in the governing document
- Ensure that the Charity is effectively and properly run with legal and other obligations met – and embrace their accountability to those with an interest or a 'stake' in the Charity

## Terms of Appointment

- This role is unremunerated, and reasonable, pre-agreed travel expenses will be reimbursed. Trustees are also encouraged to support and attend Charity fundraising events. The appointment is for a four-year term. Trustees will be eligible for re-appointment for one additional term of four years at the discretion of the Board.

## Main duties and responsibilities

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- Ensure that the Charity complies with legal, regulatory, and fiduciary responsibilities, in accordance with the terms of its constitution
- Identify potential development opportunities for the Charity, and leverage relationships to facilitate this
- Protect the property, reputation and resources of the Charity through ongoing identification, monitoring and management of risks
- This is mentioned above Encourage teamwork among Board members and create a strong, and fulfilling working relationship with Trustees and the Chief Executive
- Appoint and give support to the Chief Executive of the Charity
- Always act in the best interests of the Charity and to the benefit of present and future beneficiaries of the Charity
- Make a positive contribution to the Charity's governance, in accordance with the Trustee Code of Conduct and to declare as appropriate any conflict of interests
- <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>
- <https://www.gov.uk/government/publications/conflicts-of-interest-a-guide-for-Charity-trustees-cc29>

## Qualifications and experience

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### All Trustees Essential

- A commitment to the mission, values, and ethos of the Charity
- Passion for the cause

- Able to demonstrate evidence of effective delivery working as part of a team
- A strong personal commitment to equity, diversity and inclusion
- Ability to lead through facilitating, enabling, and consensus-building
- Ability to challenge constructively and supportively
- Ability to operate strategically, noticing trends, opportunities, and risks
- Integrity and a value of openness, honesty and transparency in decision-making
- Analytical skills and sound judgement.
- Clear appreciation of the non-executive trustee role and how executives should be supported and encouraged but also held to account through constructive challenge.
- Excellent communication and stakeholder management skills inspiring trust and confidence
- A clear commitment to, and demonstrable enthusiasm for, the objectives of the Charity and the hospitals and communities it operates in.
- An understanding of and commitment to the legal responsibilities of a Trustee role.

#### **Desirable:**

- Knowledge of the voluntary sector
- Business acumen and entrepreneurial skills, ideally gained in an SME/medium-sized business/Charity
- Experience of leading organisational growth/transformational change, implementing strategies for effecting change, and helping people to adapt to change
- Knowledge of and involvement in the communities served by the St George's University Hospitals NHS Foundation Trust

#### **Fundraising Trustee**

- Significant experience or knowledge of high value fundraising including philanthropy, strategic corporate partnerships and legacies.

#### **Communications and change management Trustee**

- Current or recent professional experience in change management and/or
- Experience of strategic and digital communications



## Clinician

- Current or recent professional clinical experience working in a hospital environment, university or in the community

## Vice-Chair

The Vice-Chair supports the Chair of Trustees in leading the Board, ensuring that it governs the Charity effectively, in service of the Charity's vision and mission. The Vice-Chair operates in an inclusive way, supporting the Board to work together well, and providing support and challenge to the Chief Executive. The Vice-Chair is also an ambassador for the Charity and may deputise for the Chair of Trustees as and when necessary.

### **Essential competencies for the Vice-Chair role (in addition to Trustee competencies listed above)**

- Experience of being a Trustee
- A keen sense of strategic purpose
- An inclusive leadership style: able to inspire and support everyone to participate on an equal footing
- The ability to listen and engage effectively. comfortable with challenge and debate and can encourage that in others whilst fostering a collaborative Board environment
- Advocate - be able and willing to champion St George's Hospital Charity's work through personal networks, social media, and other channels
- Be responsive and flexible, able to advise, support or help decision-making.

If you would like to be considered for the Vice-Chair role, please address the criteria above, as well as those for the specific Trustee role you are applying for when you make your application.



# How to apply

[Eastside People](#) is supporting [St George's Hospital Charity](#) in the recruitment for this role.

Please [click here](#) to apply.

If you would like a call to discuss the role in more detail, please email Lucinda at [lucinda@eastsidepeople.org](mailto:lucinda@eastsidepeople.org) to arrange a convenient time. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential; please contact us if you require any assistance or adjustment so that we can help with making the application process work for you.

## Timetable and interview process

Applications must be submitted by **Monday 17th June**.

Successful candidates will then be invited to interview. Face to face interviews to be held at St George's Hospital, Tooting, on the 3rd, 4th and 6th June.

The panel will include trustees, Anna Walker, Chair of the Charity, Timothy Wright, Paul Sarfaty and Renuka Jeyarajah-Dent.

Candidates who are invited to an interview will be offered a prior discussion with both the Chair (Anna Walker) and the Chief Executive (Katy Vaughan).

To express an interest in the role and to be considered, please click here to submit the following:

- An up-to-date CV.
- A supporting statement that addresses all the criteria in the Qualifications and Experience above and outlines your motivation for applying.



# Eastside People

Eastside People  
Canopi  
7-14 Dover Street  
London  
SE1 4YR

0203 821 6174  
[eastsidepeople.org](http://eastsidepeople.org)

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