



**Changing lives,
pioneering care.**

King's College Hospital Charity

Trustee Recruitment

Information for Candidates 2021/2022

Contents

Welcome from our Chair	Page 3
About King's College Hospital Charity	Page 4 - 5
Our Future Focus	Page 6 - 7
Who are we seeking to recruit?	Page 8
Role Description	Page 9 - 10
Person Specification	Page 11
How to apply / Relevant dates	Page 12
Our current Trustees	Page 13 - 14

Welcome from our Chair

Dear Candidate,

Thank you for our interest in becoming a Trustee and Board member of King's College Hospital Charity. As the Chair, I'm proud to work with my colleagues on the Board and to support a dynamic and experienced Executive Leadership Team.

The Charity aims to significantly grow its support for the patients of King's College Hospital Foundation Trust which delivers both care to 4.5 million people in the local communities and also world leading specialist care across a much wider area. As well as delivering services from the King's site at Denmark Hill the Trust also delivers services at Princess Royal University Hospital (PRUH), Beckenham Beacon, Orpington Hospital and Queen Mary's Hospital for patients in South East London, Bromley and Kent.



Our strategy will:

- put our beneficiaries, the patients and families of the King's College hospitals, at the heart of everything we do
- make a real difference to patient experience both in the hospital and in the communities
- recognise the achievements and support the wellbeing of NHS staff
- harness digital technology to help us reach more people and raise more money
- measure our impact and be accountable for the difference we make
- drive diversity and inclusion through the Charity to better reflect our beneficiaries

As trustees, we want to ensure that there is a diversity of perspectives on the Board, which are truly representative of our local communities. We particularly encourage applications from under-represented groups with the relevant skills and experience, for example, people from Black, Asian and Minority ethnic communities and people living with disabilities across a broad age-range. We do not require applicants to have experience of working as charity trustees before. More than anything, we want to increase diversity and challenge and ensure our new trustees have a passion for our work.

This pack includes more information about our work, the people that we support and our immediate plans.

I very much hope you will be enthused to make an application.

A handwritten signature in black ink, appearing to read 'George King', written in a cursive style.

George King
Chair of Trustees

About King's College Hospital Charity

Changing lives, pioneering care.

We are dedicated to supporting life-changing care at King's College Hospital NHS Foundation Trust (King's).

King's patients are at the heart of everything we do. We make the best care possible by raising money for cutting-edge equipment and facilities, innovative research, pioneering equipment, and supporting our staff.

The Charity makes a real difference in our hospitals by enabling developments above and beyond what the NHS is able to provide. We support projects that push boundaries and transform clinical services in order to improve the experience of staff, patients and their loved ones, ensuring more positive outcomes for all.



Who we help

We aim to support all the patients at King's College Hospital NHS Foundation Trust, providing healthcare across south-east London and Kent from five locations (encompassing the boroughs of Lambeth, Southwark, Lewisham and Bromley).

Serving a population of 4.5 million people, King's College Hospital is one of London's largest and busiest teaching hospitals and one of four major trauma centres in London. It is also a world-class research facility and a national and international centre of excellence for people requiring specialist care. Princess Royal University Hospital (PRUH), Beckenham Beacon, Orpington Hospital and Queen Mary's Hospital provide vital care for patients across Bromley and Kent.

To find out more about our work and the hospitals we serve, please visit our website

supportkings.org.uk/who-we-are



We are ambitious

We are an ambitious organisation. Over the last five years, the Charity has been transformed from a largely reactive grant maker with a small part-time team, to become an active grant maker and fundraiser, with a team of 23 based at the King's College Hospital site in Denmark Hill, London SE5. The transformation started in April 2016, when we became a fully independent charity and continued as we developed our fundraising, communications and grant management teams. We have since made significant impact both from a grant making and fundraising perspective, most recently in our response to the Covid19 pandemic.

The Charity holds approximately 250 charitable funds on behalf of specific wards or specialities within the hospital ranging in size from a few hundred pounds to several million. In the last financial year the Charity had income of £3.7 million and ended the year with assets of over £25 million.

The Charity is a catalyst for innovation and excellence in the Foundation Trust, supporting advances in its world-leading clinical services comprising 1.5m patient interactions each year. As an independent charitable partner to the Trust, we have a clear grasp of how and where we can add value by generating voluntary income and making grants that go 'above and beyond' NHSfunded services and improve every aspect of healthcare to deliver the very best experience and outcomes for patients.



Our recent successes

In the last year we supported the Foundation Trust by raising £1.4 million through our COVID-19 Appeals, to support projects aimed at supporting the Trusts staff and improving the patients' experience during one of the most challenging times for the NHS in living memory. This includes the delivery of an innovative bereavement service supporting loved ones and staff alike who were bereaved during the pandemic.

Awareness of the Charity has grown significantly as our profile has increased in local and national media, through the work of our communications team, as has our digital presence with our social media following on a meaningful upward trajectory through online activities such as a tweetalong with Bafta nominated Channel 4 documentary, Surviving Covid, which was filmed in King's College Hospital's new Critical Care Centre that had been the subject of significant capital fundraising appeal undertaken by the Charity. This increased awareness has resulted in the Charity being included for the first time in Savanta's Top 100 list of the Most Loved Charities.

We were recently highly commended at the Third Sector Awards for two nominations having been shortlisted for four awards ranging from the Best Fundraising Campaign to Service Innovation and the Chief Executive of the Year (under £5m) Awards.

[**Click here to read our Annual Report**](#)

[**Click here to read our Impact Report**](#)

Our future focus

We entered 2021/22 still in the shadow of the COVID19 pandemic, with its additional demands and constraints.

Nevertheless, we were ready to meet the challenge of providing additional care, support and wellbeing to NHS staff, patients and their families:

- As the medical profession learns more about the virus and its long-term effects, we are evaluating and addressing what this may mean for patients and service provision going forward.
- We are developing our work around patient experience, exploring ways to improve services, and we are addressing the issue of frailty in patients, funding initiatives to meet their multiple needs.
- Generating unrestricted sustainable income and growing our supporter base is a key focus areas for the Charity. To this end, we have started offering new opportunities for regular giving, such as face-to-face fundraising and our new weekly lottery scheme.
- We are relaunching a wider reward and recognition scheme for King's staff and volunteers, as well as expanding our volunteer network by developing a programme to recruit more volunteers to help in-house at the Charity.





As the number of staff and patients who need our help continues to grow, we must strengthen our foundations and expand our capacity to support our staff and local communities:

- After working remotely since March 2020, we look forward to returning to office-based working and moving into a new space at Coldharbour Works that supports our growing team, meets our business needs and facilitates flexible working.
- The Board has commenced the recruitment process to replace the Trustees who will be reaching the end of their second term in 2022/23.

We are refreshing and revitalising some of the projects that had to be paused as a result of the pandemic:

- We plan to finalise and publish our new strategic plan, following further engagement with stakeholders to revisit ideas and explore additional priorities that have emerged over the past twelve months.
- We have reopened the Crown Fund – our small grants programme designed to attract exciting and impactful projects across our hospitals.
- We are continuing to raise funds and increase awareness of our TLC appeal to Transform Liver Care for children and young people.
- The Great Hospital Hike took place on 18 September 2021 and was extremely successful. Approximately 300 walkers participated and the amount raised so far for transforming clinical services, advancing research and improving the hospital environment is currently £150,000.



Who are we seeking to recruit?

Our Trustees are a group of people with overall responsibility for the charity. They make key decisions about the direction the charity will take and how it will support the Charity's beneficiaries. They also make sure that the charity has the resources and policies it needs to this well and to comply with legal requirements.

The role of a Trustee should be challenging and rewarding, the most important requirement is a desire to change lives through engaging with, and supporting, the life-changing care at King's College Hospital.

King's patients are at the heart of everything that we do. Trustees are accountable to the people who benefit from the work of the Charity through the governance processes set by the Charity Commission. There are a maximum of twelve Trustees on our Board, two of whom are co-opted from the Foundation Trust, one is a senior member of staff and the other a Non-Executive Director of the Trust.

Due to natural succession, three trustee vacancies will arise over the next six months and we are seeking to find individuals who share our passion for improving healthcare for patients at this prestigious hospital group. We are therefore seeking to recruit up to four new Trustees with skills and experience in the following areas:

- Finance and/or investments;
- Medical research
- Digital technology / communications



Role Description

Main Responsibilities

The Trustees together make up the governing board of the charity. All trustees will have the opportunity to use their skills, experience and knowledge for the benefit of the charity and there will also be opportunities to develop new skills and experience.

The Board is collectively responsible for:

- agreeing the strategic aims, objectives and direction of the charity;
- ensuring effective performance management and assurance processes are in place protecting the charity's assets and;
- ensuring that the charity operates in compliance with its governing document, legal and regulatory requirements and good governance practice.

The Board delegates day to day management of the charity to the staff team, lead by the Chief Executive.

Each Trustee is a member and director of the King's College Hospital Charitable Company.

Specific responsibilities are as follows:

- To contribute actively to the Board's role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets, and evaluating performance against agreed targets.
- To ensure that all board decision making is in the best interest of the charity's beneficiaries in the short and long term, and is consistent with the values of the charity.
- To ensure KCHC uses its resources exclusively on the activities which are specified in its governing document.
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.
- To ensure the financial stability of the charity.
- To protect the charity's reputation.
- To ensure the effective and efficient administration of the charity.
- To prepare for, and attend, Board meetings and any sub-committees you may be appointed to. Each Trustee will be expected to use any specific skills, knowledge or experience they have to help the Board deliver on its strategy, manage strategic risks and reach sound decisions.



Time commitment

- Board meetings are held four times a year and usually there is an additional annual Board Away Day to discuss strategy. They take place during the working day, in person, at King's College Hospital in Denmark Hill or nearby.
- The Board currently has two committees, the Finance, Audit & Investment Committee (currently held virtually) and the Governance Committee (currently held virtually). Trustees are encouraged to be members of a committee and/or contribute to time limited oversight groups and support and attend Charity fundraising events.
- Taking into account preparation time for meetings, the regular time commitment is not normally expected to exceed 2.5 days per month.

Eligibility

The law has specific requirements which each Trustee has to meet throughout their term of office. Each Trustee should confirm in writing that they meet the eligibility requirements at appointment and advise the Chair immediately if there is a possibility they are no longer satisfied.

Other

- All Trustees must avoid or declare any conflicts of interest.
- A normal term of office is three years and up to two terms of office are permitted by the Articles.
- Board members have an annual appraisal with the Chair.
- There is no remuneration for the Trustee role but members may claim necessary expenses associated with attendance at meetings or events.
- All Trustees must confirm that they agree to the KCHC Code of Conduct for Trustees. This can be provided separately.



Person Specification

The Board is seeking to ensure a diversity of perspectives on the Board that is truly representative of our local community and would be particularly keen to identify candidates from all walks of life, living or working locally to the Foundation Trust's hospitals in Denmark Hill, Bromley and Orpington or those who have experience of care delivered by the Foundation Trust.

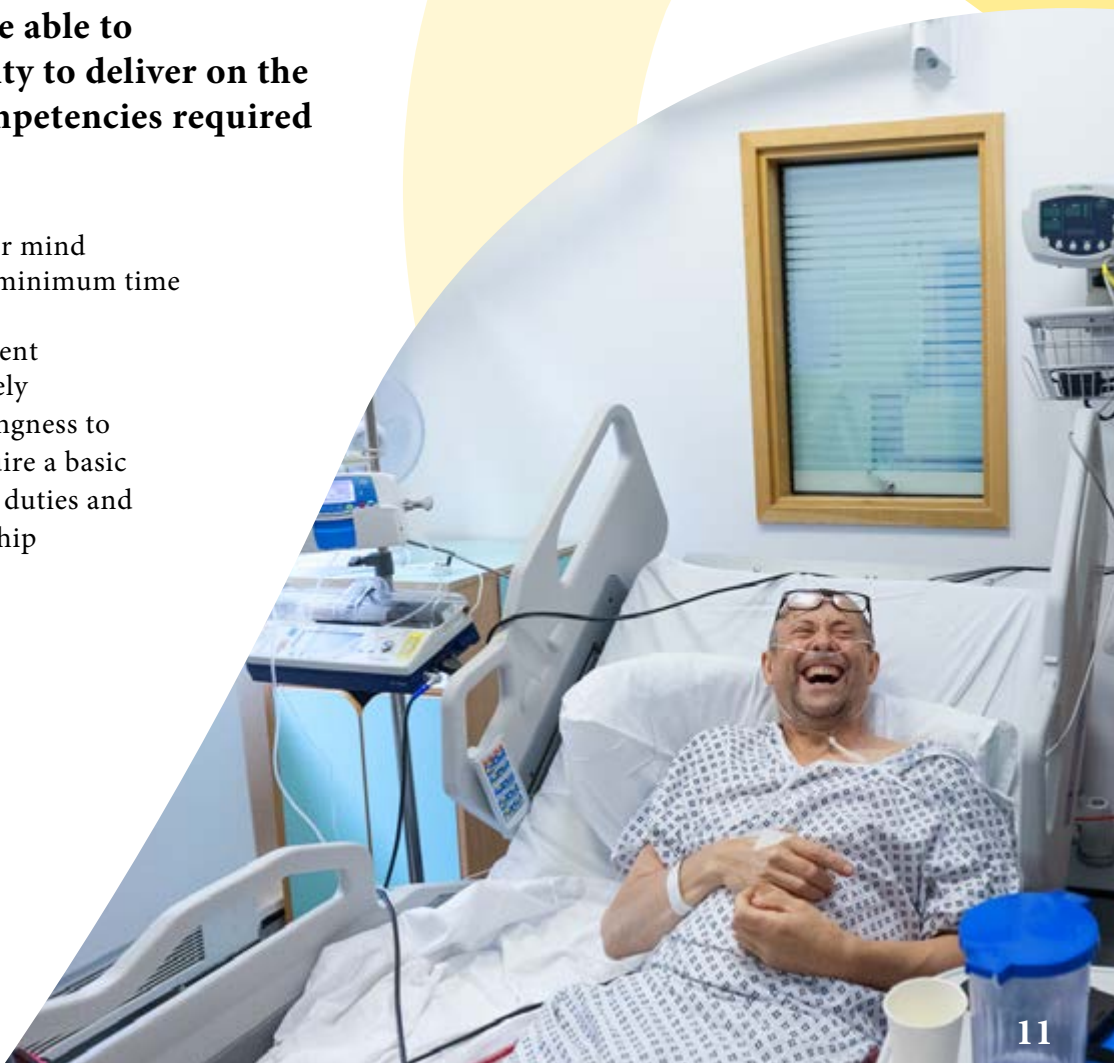
We particularly encourage applications from under-represented groups, people from Black, Asian and Minority Ethnic communities, but also a broad age-range and people living with disabilities. We also welcome applications from people who have not been senior volunteers or non-executives before.

In addition to the above, you will be able to demonstrate a commitment the Charity's aims and to our values of being:

- Creative & innovative
- Ambitious
- Collaborative
- Caring and supportive
- Having integrity

You will also need to be able to demonstrate your ability to deliver on the following essential competencies required of a trustee:

- A willingness to speak your mind
- A willingness to meet the minimum time requirement
- Good, independent judgment
- An ability to think creatively
- An understanding or willingness to undertake training to acquire a basic understanding of the legal duties and responsibilities of trusteeship



How to Apply

If you are interested in becoming a trustee for King's College Hospital Charity, please provide the following:

- An up to date CV, with the details of two referees (we will not contact them without your permission)
- A supporting statement, which addresses how you feel you meet the criteria in the Person Specification along with your motivations for applying
- We will also ask you to fill out a diversity monitoring form. The information you provide will be treated confidentially and will play no part in the assessment of your application.

Melissa Baxter from Trustees Unlimited will be handling all enquiries and applications on our behalf. You can submit your application to Melissa at melissa.baxter@russam.co.uk. For an informal discussion about the role, Melissa can be contacted on 07789 985229.

Closing date: Monday 10th January 2022

Preliminary Interviews with Trustees Unlimited: Week commencing 17th January 2022

Shortlisted candidates to be interviewed by KCHC: Early February 2022



Our Trustees



George King • Chair of Trustees • Appointed 28 September 2021

Vice-Chair of Trustees • Appointed March 2019 to 28 September 2021

George is a partner at specialist investment advisory firm MASECO Private Wealth, having spent over two decades in finance and investment working with institutions and wealthy individuals globally. He has previously worked at a number of firms, including the Royal Bank of Canada, Barclays Wealth, AllianceBernstein and Credit Suisse. He has had extensive board-level experience with charitable organisations. George is a chartered financial analyst (CFA), a member of the Society for Trust and Estate Professionals (STEP), and a graduate of Brown University.



Philip Kolvin QC • Trustee • Appointed 18 March 2019

Vice-Chair of Trustees • Appointed 28 September 2021

Philip Kolvin QC is a barrister at the public law chambers 11 KBW and also sits as a recorder of the Crown Court. He is a patron and former chair of the Institute of Licensing and a board member of the Sports Grounds Safety Authority and Crystal Palace Park Trust. Philip is widely published in the field of licensing and regulation.



Alison Lewzey • Trustee • Appointed 18 March 2019

Vice-Chair of Trustees • Appointed 28 September 2021

Alison is a solicitor and was an employment judge from 1996 until her retirement in August 2017. She has extensive experience of all aspects of employment and discrimination law. Prior to her appointment as a judge, she was a partner in a firm of solicitors in central London for many years, specialising in international maritime and commercial law. She is also an accredited mediator (CEDR) with experience of workplace mediation.



Christopher Stooke • Treasurer • Appointed 1 April 2016

Christopher is the Charity's Treasurer and was originally appointed as a Trustee in April 2016 when he was one of two directors nominated by the Foundation Trust (due to being a non-executive member of the Trust board). He has remained a Charity Trustee since ceasing to be a non-executive director of the Foundation Trust in June 2020. He is currently a non-executive chairman of one company and a trustee of two other charities (in addition to King's College Hospital Charity). He has lived in south-east London almost all his life and currently lives in Peckham.



Rachel Barton • Trustee • Appointed 18 March 2019

Rachel is Managing Director at Accenture, leading the Customer and Digital Strategy business for Europe and Latin America. Working with the world's biggest brands, she has in-depth experience of supporting clients through the complexity of today's disruptive landscape to enable reinvention and transformation. She is a specialist in innovation and a recognised thought leader who is regularly featured in the media. Having studied physiology, pharmacology and neuroscience, Rachel is passionate about science and innovation and the role it can play to make society better.



Alan Bolchover • Trustee • Appointed 18 March 2019

Alan has spent twenty years in senior management, specialising in income stream and brand development for social enterprise. Appointed Director of Fundraising of the Outward Bound Trust (OBT) in July 2010, he has overseen an increase in income from £1.7m in 2010 to £8.68m in 2018, which has helped to provide activities for 25,000 young people a year. OBT employs three hundred staff at six residential centres in the Lakes and Mountains of the UK's most dramatic terrain.

**Beverley Bryant • Trustee • Appointed 24 March 2021**

Beverley is Chief Digital Information Officer for King's College Hospital and Guy's and St. Thomas' NHS Foundation Trusts and SRO Digital & Data for SEL ICS. She has previously held a number of senior leadership roles within the NHS, private sector and DHSC. She was Director of Digital Technology for NHS England/Improvement and, before that, she was Director of Performance and Improvement (NHS Leeds/Mid Yorkshire Hospitals NHS Trust).

**Professor Jonathan Cohen • Trustee • Appointed 29 September 2020**

Professor Cohen completed his medical degree at Charing Cross Hospital Medical School in 1975. He has worked in the NHS in the field of infectious diseases for over thirty years, becoming Chair and Head of Department at Hammersmith Hospital and Imperial College School of Medicine. His research interest lies in severe bacterial infections and he has an international reputation for his work in helping to develop new forms of treatment for sepsis and septic shock. He was the founding Dean of Brighton and Sussex Medical School, and currently serves as a non-executive director of Kings College Hospital Foundation Trust and as Chair of the Appeal Panel for NICE.

**Heather Heathfield Porter • Trustee • Appointed 18 March 2019**

Heather is the Chief Officer of the Creative Living Centre, a mental health charity in Manchester. She worked as a management consultant for many years before moving into the charity sector. Since then, she has held a number of roles including UK Director of Innovation and Insight at the British Red Cross and Director of Operations at the Social Investment Business. Heather is passionate about supporting people to have the best quality of life possible and has strong expertise in evaluation and demonstrating impact, service improvement and innovation, and informatics. In her spare time she volunteers as a Samaritan Listener.

**Timothy Hornsby CBE • Trustee • Appointed 1 June 2016**

Timothy is Chair of the Harkness Fellows Association and of the International Tree Foundation. He is a commissioner of the Marshall Aid Commemoration Commission, a trustee of Field Lane Charity, a board member of the Audience Agency and a trustee of the British Architectural Trust Board. In his previous career, he was Chair of the National Lottery Commission, Chair of the Horniman Museum, a trustee of the Royal Botanic Gardens, Kew, and a board member of the Water Council and of the International Institute for Environment and Development. **Term of office ends 31 May 2022.**

**Dr Elizabeth Robertson • Trustee • Appointed 1 June 2016**

Elizabeth is Director of Research for Diabetes UK. Before joining Diabetes UK, Elizabeth was the first Director of Research for Breast Cancer Now (formed from the merger of Breakthrough Breast Cancer and Breast Cancer Campaign). Previous roles include Director of Operations at Cancer Research UK and Dean of the Graduate Research School at Teesside University. Elizabeth completed her PhD at Queen Mary, University of London and Sloan Masters in Leadership and Strategy from London Business School. Elizabeth is a trustee of the Association of Medical Research Charities and the Quadram Institute. **Term of office ends 31 May 2022.**

The following Trustees are also members of the Governance Committee:

Alison Lewzey (Chair)
Timothy Hornsby
Heather Heathfield
George King

The following Trustees were also members of the Finance, Audit and Investment Committee:

Christopher Stooke (Chair)
Alan Bolchover
George King
Philip Kolvin