



**Board of Trustees  
Trustee Recruitment  
November 2021**

## Cavell Nurses' Trust: Trustee Recruitment

### Letter from Susan Gostick, Chair, Cavell Nurses' Trust

Thank you for your interest in joining the Cavell Nurses' Trust. I gain immense pride from serving as Chair of this wonderful organisation and hope that as you read more about our work over the next few pages, you will be inspired to join us as we look to significantly increase our impact.

Our mission is not only timely but critical as we head into our second COVID winter. Our nurses, midwives and health assistants are on the frontline, and we are the charity with a mission to help those facing personal or financial hardship.

In 2020 this need increased by 140% and we estimate long term demand to be at least four times what is currently available. Our ambition is to be the conduit to all the nursing and midwifery family in need, providing financial and welfare support to them directly or through partnerships with a wide network of organisations.

Edith Cavell herself experienced the difficulties of nursing during an international crisis over 100 years ago "risking danger and working all hours to save lives and alleviate suffering"<sup>1</sup>. We bear the name Edith Cavell to reflect and continue a long history of service above and beyond expectations. Please visit our [website](#) to find out more about Edith Cavell.

I am fortunate to work with a passionate and talented board. We are at a critical juncture in our quest to support the nursing and midwifery family and we need to expand our reach and impact, while retaining the personalised soul and effectiveness that sets us apart. We are now looking for fellow trustees who are keen to add real value with their experience of scaling up impact, and to hold us accountable for our promise of responsiveness and quality.

With the right leadership to complement our excellent executive team, we will be well positioned to achieve our ambition. Join us. This is a golden opportunity to help those truly on the frontlines.



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### Our Work in Spotlight



"When I made the application to Cavell, I didn't expect to get anything," says Mariethel "but when I spoke to the staff they were so positive and helpful. They said they could grant us some money. I was so grateful. Cavell Nurses' Trust are like angels!"

During a period when Mariethel and her husband (also a nurse) were unable to work, Cavell Nurses' Trust was able to quickly get money to Mariethel enabling her family to pay bills and buy food.

"It was amazing! The money allowed us to stop worrying about food and we could prioritise which bills to pay. Getting this support has helped me 100%, I feel much more positive now."

Please visit our [website](#) to read Mariethel's story in full.

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<sup>1</sup> According to her biographer Diana Souhami.



## Cavell Nurses' Trust: Trustee Recruitment

### Letter from John Orchard, Chief Executive, Cavell Nurses' Trust

We are looking for people who recognise this unrivalled opportunity to help our nation's nursing and midwifery family. Nurses, midwives and healthcare assistants are twice as likely to suffer financial hardship than the average person in the UK, three times as likely to suffer domestic abuse, and 50% of them have less than £500 in an emergency.

Since starting as Chief Executive at Cavell I have been fortunate to work alongside an exceptionally committed Chair and team of trustees. Together we are determined to reach every member of the nursing and midwifery family.



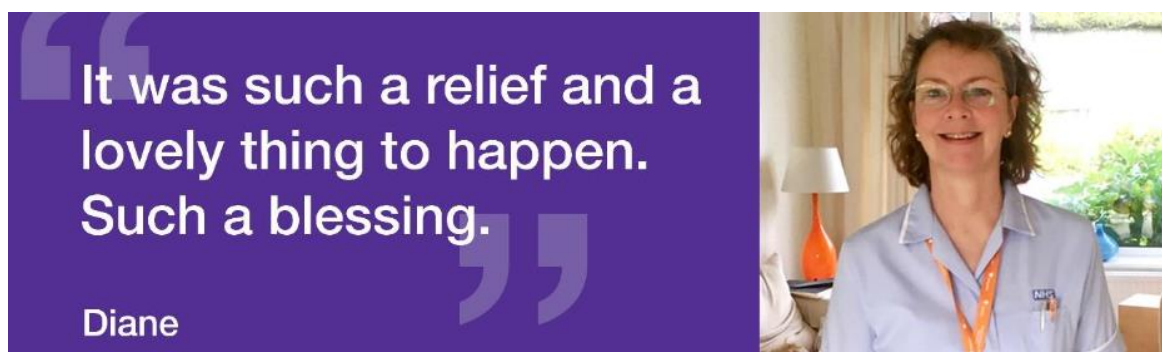
John with colleagues from the East & North Hertfordshire NHS Trust

As a charity set up over 100 years ago, we were well positioned during the COVID 19 pandemic to rapidly support nurses, midwives and health assistants who were struggling emotionally or financially. We were able to provide emergency support sometimes within a day, and within a week for most. We are able to partner with organisations who employ nurses, midwives and health assistants through our "Working with..." programme, and we provided back-office functionality for organisations, freeing them to focus on their priorities.

Susan and her fellow board members have been valuable supporters and mentors and I am proud of the progress we have made together over the past few years. Our reputation has grown rapidly, and we are now working hand in hand with many more hospital trusts, smaller nursing charities, healthcare providers and others. But we must not stop here. We can still improve what we do, and we can do more.

By bringing their expertise, time and networks, every trustee helps us to achieve more. I know that they each feel a great connection with our work, whether that has evolved from a historical connection to the health care sector or a more recent appreciation of these critical roles in our lives and communities. New trustees can really see the tangible impact their contributions are making for individuals and families.

Going forward, I am excited to combine the forces of existing and new trustees to ensure that we continue to innovate and scale our ability to enable all nurses, midwives and health assistants get the help they need. If you share this excitement and, have the time, skills and experience to help make that happen, please send in your application. Thank you!



Visit our [website](#) to read Diane's story in full

## Cavell Nurses' Trust: Trustee Recruitment

### Join Our Team – Roles We Are Aiming to Fill

Cavell Nurses' Trust is the charity supporting UK nurses, midwives and healthcare assistants, both working and retired, when they're suffering personal or financial hardship, often due to illness, disability, older age and domestic abuse. We offer a tailored package of financial grants, advice and emotional support.

We have a clear vision, a solid platform in our excellent operational team, and a growing reputation for rapid and professional delivery. We are now looking for three or four new trustees who are willing to bring their professional skills, commitment and expertise, and join our experienced and talented board to help us to grow and serve more of the nursing and midwifery family.

As a prospective trustee, you will be excited at the prospect of delivering Cavell's vision and mission and you will encourage and support the charity to identify and drive the associated partnerships and funding to deliver on our strategy.

You are someone who enjoys working with diverse people and thinking innovatively about challenging problems, whether those are strategic choices about the support we offer, or entrepreneurial approaches to mobilising resources, raising funds and engaging people and organisations. You will be willing to take calls from the Chief Executive, understanding your strategic, listening and "critical friend" role as a board member.

Those who we help come from a wide range of backgrounds but have in common their vocation for nursing and a challenging moment of need. We want these voices to be reflected in our board too so among the new members we're looking for some with lived experience, to challenge us to reach further and to bring new perspectives to our discussion. We are keen to become much more diverse to reflect our client base, both in terms of race, gender, socio-economic and geographic diversity.

We are looking for at least one person to have deep experience of the charity sector, ideally having been a leader in an organisation that has scaled up significantly. Just as critically, we are looking for people with business and strategic savvy, who can help us see the big picture and how we might leverage our resources in the best way possible. And we are looking for a new Treasurer, if you are someone who provide strategic financial governance and support, oversee our investment portfolio with Cazenove Capital, as well as translate charity accounts into more accessible language for others on the board.

As a Trustee, you will understand and deliver your Charities Commission responsibilities and provide oversight to ensure we are held to our promise of professionalism and quality. You will need to think strategically, have a vision, evaluate and challenge, and be able to commit your time and expertise. We are looking for a wide range of skills including:

- Business or investment expertise
- Charity or social enterprise experience, preferably including scaling up
- Experience as a nurse, midwife or healthcare assistant, preferably with some management experience
- Financial management or related experience with an ability to translate this for other trustees – we are particularly interested in hearing from someone who is keen to become our Treasurer.
- Digital marketing, fundraising or other income generation, and external communications

Bottom line – you want a board role with a dynamic and growing charity where you can add real value, engage with passionate and highly competent colleagues on the board and executive, and see your efforts translate into tangible change in the lives of those people and families Cavell helps. We can offer you the opportunity to be part of an exceptionally innovative and future-focused organisation deeply rooted in the service ethos and commitment of Edith Cavell.

For further information about our work, please visit <https://www.cavellnursestrust.org/>



## **Cavell Nurses' Trust: Trustee Recruitment**

### **Terms of Appointment – What We Expect**

All trustees are expected to participate in quarterly meetings and our annual Away Half Day. We hold one board meeting in Redditch and the rest in London, which trustees can also join by video call. Trustees may also be asked to join a sub-committee, e.g. Finance, Audit, Investment and Risk or Welfare, which meet at least twice a year. We also trust that you will attend occasional events held during the year and we would expect you to contribute to emails and conference calls when urgent action and decisions are required. We hope you would also be happy to provide ad hoc support to the Chief Executive and the staff team as needed.

Terms are four years with a maximum of one renewal, with any further consecutive terms subject to Trustee board approval.

Charity Registration Number (England and Wales) 1160148, Edith Cavell Fund for Nurses.

### **How to Apply – Please get in touch!**

Please send a one-page cover letter and CV (no longer than two pages) by 7 January 2022 to Stephen Harvey at Bateleur Partners [stephenharvey@bateleurpartners.net](mailto:stephenharvey@bateleurpartners.net)

Initial interviews will take place in the week beginning 10th January, with final interviews taking place with the Cavell Nurses' Trust team in week beginning 17th January.

