

Recruitment of New Trustees – March 2018

Carers Trust Cambridgeshire, Peterborough, Norfolk is a leading charity providing support for family carers and those they look after. We operate across three counties and every year support over 11,000 family carers and 1,200 people with care needs. We have over 200 staff and 50 volunteers. Our income in 2016/17 was over £4m, mostly commissioned through contracts with Local Authorities and the NHS, as well as private purchases of care by individuals/families. Our two main activities are

- **Carer support** – a myriad of activities to make life easier/less stressful for unpaid family carers
- **Homecare** – we employ Care Workers who provide homecare, often to give family carers a break

Our vision is to be the leading charitable provider of support to unpaid family carers of all ages. We also provide regulated homecare to those who family carers look after and others. Our regulator is the Care Quality Commission, who rate us as Good. We currently operate in Cambridgeshire, Peterborough and Norfolk, and seek to grow our services in these and adjacent areas where it is possible and sensible to do so. We want to serve our local communities well over the long term.

For the charity, a 'carer' means 'family carer', someone who helps another person, usually a relative, friend or neighbour, in their day-to-day life. The person may be ill, frail, disabled, or have mental health or substance misuse problems. Family carers are unpaid and very often don't think of themselves as carers. They don't have to be living with that person.

As defined above, a 'carer' is not the same as someone who is paid to provide care professionally or through a voluntary organisation.

A growing number of people (mostly, but not all, older) require care. A lot of this care is provided by unpaid family carers. Looking after someone can be stressful, demanding and harmful to carers, with the plight of young carers especially acute.

Carer support delivered in an effective and timely fashion is proven to pay big dividends: it reduces social isolation and improves the resilience, wellbeing and quality of life for carers and those they look after. It significantly reduces demands on the health and social care ecosystem.

Alongside carer support there is a significant demand for homecare from those who need support in their day-to-day life. Funding for homecare is provided via statutory services and private individuals.

The health and social care sectors have statutory responsibilities in this area and generally seek to contract with charities and other third parties to provide carer support and some elements of homecare. There is a clear trend towards fewer/bigger contracts, so commissioners have fewer suppliers to deal with. Financial pressures in health and social care are acute and this shows no signs of changing.

Our charity is the result of several mergers of smaller charities over the years, many operating under the Crossroads name. Our previous CEO, Dr Helen Brown, led the charity through this process until her retirement at the end of 2017, from an income of £600k twelve years ago to over £4m in 2016/17. We are a network partner of the national Carers Trust (www.carers.org) but operate independently and locally.

What we do has never been more important, and inexorable demographic trends mean this will continue. But we operate in challenging times which are not likely to get any easier. We also need to take account of new charity and fundraising regulations.

The charity is gearing up to respond to all this by appointing an experienced new Chair of Trustees (Stuart Evans) in September 2017. He led the recruitment of a new CEO (Miriam Martin) who joined in January 2018, with over 20 years' experience leading successful charities.

We now wish to expand our seven-strong Board of Trustees. The part-time Trustees and full-time Senior Management Team comprise the Key Management personnel of the charity. The Trustees serve voluntarily and pro bono; they have particular responsibility for strategy, quality, compliance, governance and oversight of management. We have six regular Board meetings per year in St Ives Cambridgeshire, normally on Wednesdays at 3.30pm towards the end of the month. We also have two Strategy/Away Days, and welcome Trustee involvement in our other activities.

The charity already has a strong, committed and collegial Board. We now seek additional Trustees with the skills and experience to support and advise management in the following areas

- Commissioning from a primary care perspective, possibly as a GP
- Fundraising via grants, donations and legacies
- Innovation, technology and all things digital
- Contracts, agreements and legal affairs generally.

It is not necessary to have previous Trustee or Board experience, nor to have a background in care. Indeed, this could be an ideal career opportunity to gain your first Board experience, although applications from more seasoned or recently retired candidates are equally welcome. And, of course, we want all our Trustees to think strategically and creatively; to exercise sound and independent judgement; and be willing to speak their mind.

Further information about the charity is available at www.carerstrustcpn.org and in particular:

- Stuart Evans' appointment as Chair of Trustees: <https://www.carerstrustcpn.org/news/new-chair-carers-trust-cambridgeshire>
- Miriam Martin's appointment as CEO: <https://www.carerstrustcpn.org/news/new-ceo-2017>
- Trustees' Annual Report and Accounts for the year to 31 March 2017: <https://www.carerstrustcpn.org/wp-content/uploads/2016/05/TAR-2017-v10-inc-sigs.pdf>
- Our latest Impact Report: <https://www.carerstrustcpn.org/wp-content/uploads/2016/05/CTCPN-Impact-Report-2017-v2.0.pdf>

If you would like an informal preliminary discussion with our Chair Stuart Evans, or to meet a fellow Trustee for coffee, or to visit one of our events/activities or locations, please contact Annette Reader, PA to the Executive Team at annette.reader@carerstrustcpn.org.

This is an exciting time to get involved. You'll be making a significant and worthwhile difference to an important local charity. What's more, we aim to make being a Trustee an enjoyable activity that offers personal learning and career development opportunities. We have a well-planned induction program to help bring new Trustees up to speed as quickly as possible.

We ask that email applications by way of a CV and covering letter are submitted to Annette Reader. This is an ongoing recruitment process, without any formal application deadlines. We will invite qualified candidates for interviews to meet the team and learn more about the opportunity.

Carers Trust Cambridgeshire, Peterborough, Norfolk

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