



hft

Creative ideas
Fulfilling lives

Hft Trustee Recruitment pack

**INCLUSIVE
BOARDS.**



September 2019



About Hft

We are a national charity founded in 1962 by a group of families with a vision for creating a better life for their relatives who had learning disabilities.

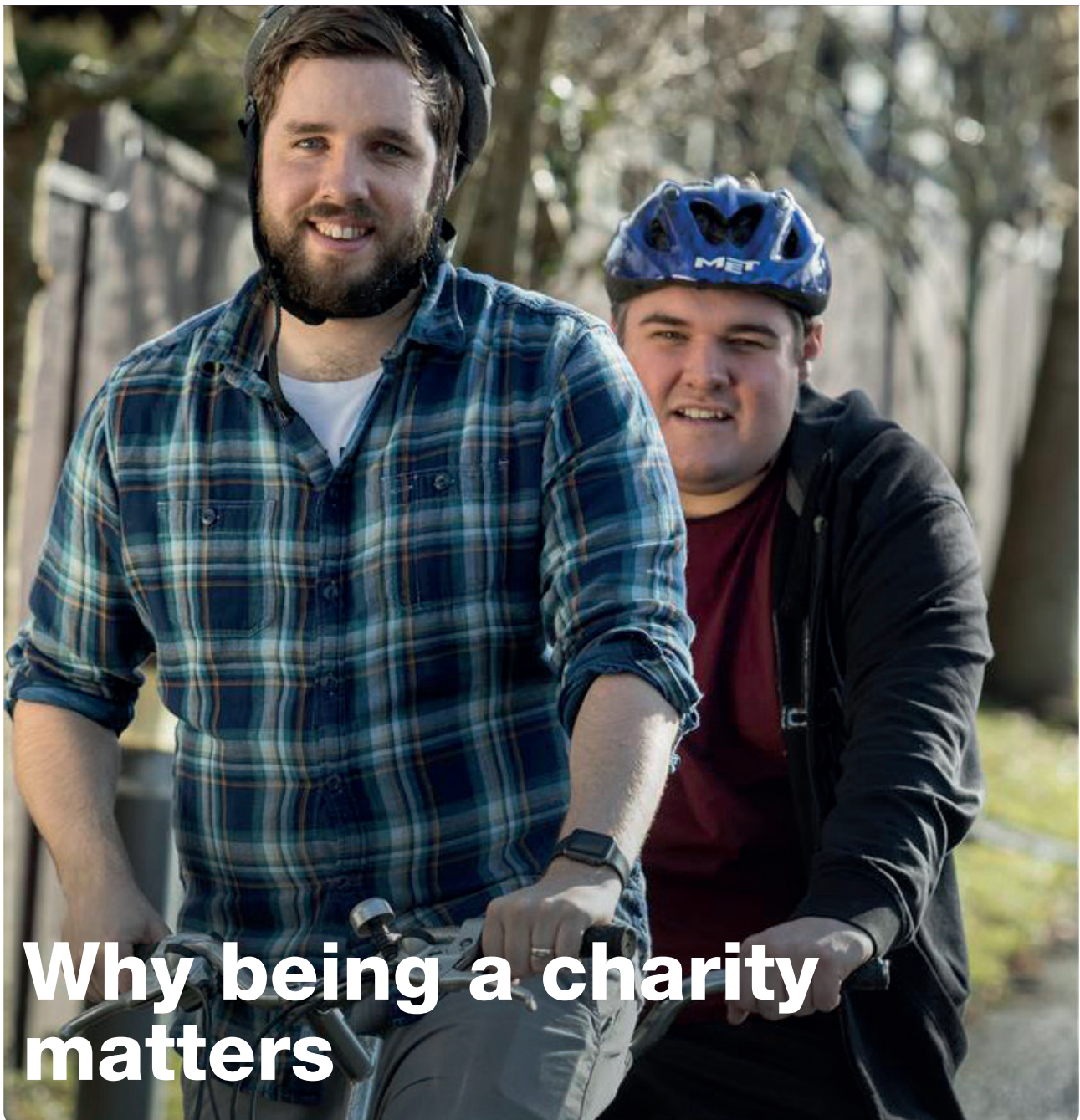
Back then, we began what we still do today: we pioneered the idea that everyone could have choices about how they live and be supported to live the best life possible. Today, we support more than 2,500 people across England and Wales, from living independently in their own home, to participating in day opportunities; and from a few hours a week right up to 24 hours a day.

We use our specialist skills and experience to support people with moderate to complex needs. While the way we provide support has evolved and changed over time, we are still committed to putting the people we support at the centre of everything we do, to understanding the needs of the individual and supporting them to live fulfilled, independent lives, within their communities.

Our annual income is around £83m and we employ more than 3,000 people.

Why we are called Hft

We were originally called Home Farm Trust, though our name was later abbreviated to Hft – a bit like Associated Dairies becoming ASDA or Marks and Spencer becoming M&S.



Why being a charity matters

Our charitable status is vital: it allows us to fundraise to create new ways to support people so that they can live the best life possible. We don't have shareholders, we don't make a profit – any surplus of funds is continually reinvested back into our services to benefit the people we support.

Governance

Our transformation

Hft is undergoing a governance transformation programme that has included a root and branch review of our governance structures and approaches. This has culminated in the development of our new Fusion Governance Model that will underpin our approaches in the future. Our “Fusion Gov Model”© defines all the aspects we believe are essential for excellent governance. We aim to be an exemplar of modern governance and believe we are well on the way to achieving this.

As part of this transformation, in 2018 we set out our aspiration to expand the skills and experience within our Trustee body, as well as looking to embrace innovation and different ways of thinking through widening our Trustee diversity profile. This also coincided with several existing Trustees reaching the end of their term of service. We recruited five new Trustees between October 2018 and April 2019 and we are now seeking to recruit a number of Trustees during the next 3 - 6 months to fill existing or new vacancies.



Baroness Judith Jolly, Chair of Trustees, Hft

Our board and structure

Hft is permitted to have 14 Trustees in total, and currently have 11. All Trustees are members of Council, which meets four times per year, with two away days which are generally strategy focused. Individual Trustees also sit on one or two of Hft’s Committees, which are:

- **Operations;** meets four times per year
- **Nominations, Governance and Remuneration;** meets three times per year
- **Audit & Risk;** meets three times per year
- **Voices to Be Heard;** meets three times per year



The Fusion Gov Model



Commitment

Meetings have generally been held at Hft's office in Emersons Green, Bristol. Meetings and away days are generally 4–5 hours, with pre-meeting preparation of reading the meeting papers. However, with the recent change to recruit younger and employed Trustees, we are now reviewing the location (with more meetings probably moving to London) as well as reviewing the format and timing of the meetings, combining some (shortened) meetings on the same day.

Trustees also undertake at least two site visits a year to ensure they both act as ambassadors for Hft, and also to help their understanding of Hft's operations, particularly the care given to the people we support.

Trustees are encouraged to attend appropriate external training courses and/or use Hft's own online training.

Our requirements

We are seeking to recruit a new Trustee to our Council. We can bring in Trustees as soon as selected. We are looking for Trustees who want to actively engage in guiding the success and future direction of Hft.

We have outlined the particular skill sets and expertise we seek in order to meet our objective of sustaining and developing a high performing Board and embedding our Fusion Governance Model.

Ideally, we would expect all potential candidates to be experienced to Board level, possibly already have some charity experience, understand the principles of governance and have strong leadership skills.



Trustee recruitment

Skills and expertise

Essential

Care

- Clinical professional preferably in Learning Disability: ideally with a national reputation and capable of leading policy discussions, and or
- Knowledge of social care/commissioning: forward looking and understanding the changing social care and commissioning environment and, ideally, how to influence it.

Desirable

Legal

- A generalist who has either operated in-house as a senior lawyer or as an advisor to large scale organisations (Hft has access to particular expertise, so about guidance rather than advice) e.g. a corporate lawyer with broad legal experience.
- Experience in such areas as human rights and equality, employment law, the Care Act and outcome based contracts would be desirable. Possibly some experience in high level strategic advice on property management.





The recruitment process is being undertaken by Inclusive Boards on behalf of Hft. If you wish to apply for this position, please supply the following:

- A detailed CV setting out your career history, with responsibilities and achievements;
- A covering letter highlighting your suitability and how you meet the skills and experience for the role as well as the person specification;
- Details of two professional referees together with a brief statement of the capacity and over what period of time they have known you.

Please send your CV and cover letter to: Ros Hollinghurst; Ros.h@inclusiveboards.co.uk

If you would like to discuss this opportunity further please contact Inclusive Boards directly or call Ros Hollinghurst on 07568 137714

Selection will be on the basis of a full application and with an interview thereafter. This appointment is subject to a satisfactory fit and proper person test which will include a Disclosure and Barring Disclosure check.

