

Chair of Board of Trustees Candidate Pack

June 2024



Contents

- 3 About Us**
- 5 Our 4 Strategic Objectives**
- 6 Key Highlights from 2022/23**
- 8 The role of trustee**



About Us

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

Sands provides bereavement support services both nationally through its Freephone helpline, mobile app, online community and resources, as well as locally through a network of more than 100 regional support groups based across the UK and run by trained befrienders.

Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

Sands promotes improvements in policy and practice and supports research to better understand the causes of deaths and save babies' lives.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Since 1978, Sands has grown into a UK-wide charity with a powerful vision shared by dedicated supporters, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by more than double since 2019 to £7m and, as part of our strategic plan, is focusing on how we can make the biggest different to the lives of bereaved families and save babies' lives. To find out more, visit **www.sands.org.uk**

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

"For more than 40 years, Sands has been here for anyone affected by pregnancy and baby loss to offer understanding and comfort.

Every day, we work to improve the care and support that bereaved parents receive – and help create a world where fewer babies die."

For more information please visit us on sands.org.uk

About Us

Our vision for the future

Sands' vision is for a world where fewer babies die and when a baby dies anyone affected by the death receives the best care and support for as long as they need. Parents and families who have experienced baby death remain at the core of everything we do.

Our mission

We work to save babies' lives and to improve care and support for anyone affected by the death of a baby.

Our core aims



Babies' lives are saved



Anyone affected by the death of a baby receives the care and support they need

Our values

We will be compassionate, collaborative, evidence-based and inclusive



Our 4 Strategic Objectives



Strategic objective 1

To be a welcoming, supportive community which is inclusive, accessible, and known to all



Strategic objective 2

To save babies' lives and ensure inequalities in pregnancy loss and baby death are reduced



Strategic objective 3

To ensure everyone has equal access to the excellent bereavement care and support after pregnancy loss and baby death



Strategic objective 4

To grow and develop sustainably to have impact now and in the future

Key Highlights from 2022/23

3,600,000

people reached
through our website,
online resources and
social media



We responded to
5,400+
helpline calls
and emails

13,900

people downloaded
bereavement
support materials



2,852
healthcare
professionals trained

85%

of all UK NHS Trusts
and Boards are signed
up to the National
Bereavement Care
Pathway



106
Befrienders
across the UK



2,150+
mentions across all
types of media



43,100+
user visits to our
Online Community



#WeAreSands for
Sands Awareness
Month reached
1,300,000
people



January 2022
set up Joint Policy
Unit with Tommy's

Baby Loss Awareness
Week 2022 reached
72,000,000
people
Including 3,800,000
specifically for Sands



90
research studies
supported, with
direct input to 10

Sands Impact Report



[View the report](#)

Sands Strategy



[View the report](#)

The role of Chair of Board of Trustees

The role	Chair of Board of Trustees
Time commitment	c.2 days per month
Remuneration	The role of Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed

Summary of the role

- › To lead the Board of Trustees and ensure that it fulfils its responsibilities for the Governance and Strategic direction of Sands.
- › To work in partnership with the Chief Executive as the lead executive, helping them to realise the mission of the organisation.
- › To optimise the relationship between the Board of Trustees and staff.
- › To facilitate the Board of Trustees in stimulating excellent, well-rounded and carefully considered strategic decision-making.
- › To be a strong spokesperson for the charity both internally and externally.

As Chair you will:

- › Provide strategic leadership for Sands and the Board; ensuring the charity has maximum impact for its beneficiaries, agreed strategic priorities, and clarity of vision in fulfilling its charitable objectives.

Main Responsibilities as the Chair

- › Promote Board engagement with staff, members and volunteers; building and maintaining close relations between the Board and these stakeholder groups to promote the effective operation of the charity's activities.
- › Ensure the development of the Board is prioritised; driving forward action to strengthen Board effectiveness in areas such as compliance with the Charity Governance code.
- › Support trustees to fulfil their duties and responsibilities for the effective governance of the charity, creating a Board where challenge and scrutiny are welcomed.
- › Create a risk aware culture where the Board can regularly review major risks and associated opportunities, and satisfy itself that appropriate systems are in place to take advantage of opportunities, and manage risks within its appetite.

- › Uphold the values of the charity by example, ensuring that the organisation promotes equality and diversity for all its stakeholders.
- › Undertaking appraisal of the Board and of trustees on a regular basis.
- › Chair and facilitate effective Board meetings, liaising with the Chief Executive to draft agendas and supporting papers, and ensuring that the business is covered efficiently and effectively in meetings and that decisions taken are implemented.
- › Chair the Governance sub-committee, and other ad hoc meetings of the main Board when required.
- › Plan the annual cycle of Board Meetings, and set annual general meetings as required.
- › Ensure that appropriate procedures, processes and controls are in place and followed by the Board.
- › Ensure that the Board fulfils its duties to ensure sound management of resources and to safeguard the financial health of the charity.
- › Act as final stage adjudicator for disciplinary and grievance procedures if required.

Relationship with the Chief Executive:

- › Establish an effective working relationship with the Chief Executive, ensuring they are held to account for the effective management and delivery of the charity's strategic objectives.
- › Support and line manage the Chief Executive on behalf of the Board of Trustees, appraising their performance.
- › Take action when authorised to do so between meetings to support urgent strategic issues that arise, and to authorise bank transactions and legal documents where required.
- › Provide inspirational leadership to the chair to support Sands is pushing beyond its existing boundaries in pursuit of its strategic objectives.

Time commitment:

- › The time commitment is c.2 days per month. This is made up of six meetings per year (Quarterly board meetings and two away days) plus reading time. In addition there will be regular meeting with the Chair and may be other meetings and engagements.

Person specification

- › Highly developed interpersonal and communication skills and an ability to effectively represent Sands as a spokesperson and ambassador.
- › Demonstrable understanding of and commitment to Sands and its strategic objectives.
- › A commitment to the values and principles of Sands.
- › An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- › An ability to analyse information; use good, independent judgment; and a willingness to challenge constructively when necessary.
- › An ability to work professionally and respectfully as a member of a team, making collective decisions which support the vision and mission.
- › A commitment to ongoing training and development.
- › A commitment to equality and diversity.
- › A willingness to devote the time and effort needed.
- › A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- › Senior executive and non-executive experience in a commercial, or public setting, ideally including experience of effective chairing - facilitating debate and ensuring collective decision-making.
- › Ability to understand perspectives of others, to act collaboratively and diplomatically, and to secure collective decision-making.
- › Sound knowledge of charity governance with a clear understanding of the legal duties, liabilities and responsibilities of trustees.

Desirable

- › Knowledge or understanding of the health policy and practice landscape relevant to the work of Sands.
- › Experience of working effectively through and with committees.
- › Working knowledge of the Governance Code for the Charity Commission.

How to apply

To apply for this position, please provide the following two pieces of information:

- › A comprehensive CV, including details of your achievements in each role and details of two referees
- › A supporting statement, explaining how you believe your skills and experience match the requirements of the role, directly addressing the criteria as outlined in the person specification

Applications should be submitted to

clea.harmer@sands.org.uk

For an informal and confidential discussion about the role please contact clea.harmer@sands.org.uk

Timetable

Closing date for applications

Thursday 4th July 2024

Interviews

Weeks beginning 22nd and 29th July 2024





If you need support:

Visit our website sands.org.uk
Call our helpline on 0808 164 3332
Email Helpline@Sands.org.uk

Find your local support group
Join our online community
Download our app

sands.org.uk