



LOROS Trustee

Application prospectus



LOROS

Hospice Care for Leicester, Leicestershire & Rutland

Being there for you
and your family



Index

Message from the Chair of Trustees

Introduction to LOROS

LOROS Governance

Role brief

Person specification

LOROS Big Picture

Remuneration and expenses

How to apply

Message from the Chair of Trustees

Thank you very much for your interest in becoming a trustee.

LOROS is a widely known, highly regarded and passionately supported local charity delivering care and support to terminally ill people and their families across Leicester, Leicestershire and Rutland.

We also run a Centre for Excellence in Palliative and End of Life Care, which is at the forefront of driving forward evidence-led improvements in policy and practice both locally and nationally.

It is an exciting time to be joining the board with a new five-year vision, including strategic priorities, having just been developed with our staff, volunteers, patients and partners.

Our trustees play a vital role in ensuring the charity is well-governed and has a culture in place to support delivery of our charitable aims and ambitious plans for the future.

We are especially interested to hear from people with significant backgrounds in the law and charity fundraising and income generation.

I look forward to hearing from you.

With best wishes

Professor Robin Graham-Brown
Chair of Trustees



Introduction to LOROS

Established in 1977, LOROS is one of the UK's largest hospice charities, providing palliative and end of life care for adults with a terminal illness, and support for their families.

Our vision is that everyone with an incurable illness has the right to excellent care, which values and respects their uniqueness and own choices. We believe people should be enabled to live and die with dignity and appropriate and compassionate support for themselves and their loved ones.

We provide a range of care services including a 31-bed Inpatient unit, community nurse specialists, day therapy, a specialist service for patients with MND, lymphoedema and other outpatient clinics.

Our care is provided free of charge to patients living in Leicester, Leicestershire and Rutland.

LOROS has a Centre for Excellence in Palliative and End of Life Care with an ambition to be at the forefront of hospice research in the UK, driving forward evidence-led improvements in policy and practice both locally and nationally. We are the affiliated teaching hospice of the University of Leicester and, through our team of educators, provide current and future generations of healthcare and social care professionals with the knowledge and skills they need to support people effectively at the end of their lives.

The cost of delivering our charitable activities in 2022-23 was £12 million. Currently, 21% of the money needed to deliver these activities comes from the NHS and the remainder is generated by our shops, commercial ventures, lottery, investments, fundraising events, philanthropic giving, legacies and grants from trusts and foundations.

LOROS is fortunate to have 1,300 volunteers who contribute immeasurably to the running of the hospice, the care we provide and our many fundraising activities.

On 1 April 2023, LOROS merged with Dove Cottage, a day hospice based in the Vale of Belvoir. The merger was affected by a change of control with LOROS becoming sole member of Dove Cottage.

 [Click here to read our latest financial statements](#)



LOROS governance

The Board of Trustees has overall responsibility for the management and administration of LOROS and may exercise all of the powers of the charity, subject to the governing documents.

The board can have up to 15 members all of whom are regarded as charity trustees for the purposes of charity law and is supported in its work by five sub-committees:

- 1 Finance and General Purposes Committee
- 2 Clinical Governance and Development Committee
- 3 Income Generation and Marketing Committee
- 4 Centre for Excellence Committee
- 5 People and Nominations Committee

The board has appointed a lead safeguarding trustee to work with the designated safeguarding manager to ensure trustees have effective oversight of safeguarding matters. It has also appointed one of its members as Freedom to Speak Up Guardian. As is good practice, the trustees have recently commissioned an independent governance review, the findings and recommendations from which will be considered by the board and senior leadership team later in the year.





Role brief

Role title

LOROS Trustee

Accountable to

Chair of the Board of Trustees

Location

Most trustee meetings are held at the main hospice site at Groby Road in Leicester. Some take place virtually. Visits to other locations across Leicester, Leicestershire and Rutland may be required.

Annual meeting commitments

- 5 Board of Trustees meetings
- 3-4 sub-committee meetings
- Annual General Meeting
- Trustee Strategy Away Day

Role purpose

Trustees have overall control of LOROS. They oversee management and administration and ensure LOROS is doing what it was set up to do and implementing a strategy to deliver the vision.

This is a voluntary role.

The Charity Commission's expectations of trustees:

1. Ensure LOROS carries out the purposes for which it was established

- Understanding the purposes as set out in the governing document.
- Planning what LOROS will do and what you want it to achieve.
- Being able to explain how all LOROS activities help deliver its purposes.
- Understanding how LOROS benefits the public by carrying out its purposes.

2. Comply with governing documents and the law

- Ensuring LOROS works in accordance with its governing documents.
- Making sure LOROS complies with the law and relevant regulations.

3. Act at all times in LOROS' best interests

- Doing what you and co-trustees decide will best enable LOROS to carry out its purposes.
- Making balanced and informed decisions, thinking about the long as well as the short-term.
- Avoiding putting yourself in a position where your duty to LOROS conflicts with your personal interests or loyalty to another person or body.
- Refusing benefits from LOROS unless it is properly authorised and in the charity's interests.

4. Manage charity resources responsibly

- Making sure assets are only used to support or carry out LOROS' purposes.
- Not taking inappropriate risks with the charity's assets or reputation.
- Not over-committing LOROS.
- Taking special care when investing or borrowing.
- Complying with any restrictions on spending funds.

5. Act with reasonable care and skill

- Making use of your skills and experience and taking appropriate advice when necessary.
- Giving enough time, thought and energy to your role, for example by preparing for, attending and actively participating in trustee meetings.

6. Ensure LOROS is accountable

- Demonstrating the charity is complying with the law, well-run and effective.
- Ensuring accountability within the charity, particularly where you delegate responsibility for tasks or decisions to staff or volunteers.

Main trustee responsibilities

- Support and advise on the development of LOROS' purpose, vision, goals and activities.
- Approve operational strategies and policies and monitor and evaluate their implementation.
- Oversee financial plans and budgets and monitor and evaluate progress.
- Ensure the effective administration of the charity.
- Ensure key risks are being identified, monitored and controlled.
- Review and approve the annual financial statements.
- Provide constructive challenge and support for the Chief Executive and other senior staff in the exercise of their delegated authority and responsibilities.
- Keep informed of changes in the operating environment.
- Contribute to regular reviews of LOROS' governance arrangements.
- Attend board meetings, well-prepared to contribute to discussions.
- Exercise independent judgement, acting legally and in good faith to protect LOROS' interests, to the exclusion of your own/third-party interests.
- Ensure timely and effective reporting to the Charity Commission and Companies House.
- Contribute to the promotion of LOROS' objects, aims and reputation through the application of your skills, expertise, knowledge and contacts.



Person specification

Trustees must be able to demonstrate the following:

- Commitment to LOROS.
- Strategic vision.
- Good, independent judgement.
- Ability to think creatively.
- Commitment to equality, diversity and inclusion.
- Understanding and acceptance of the responsibilities of trusteeship.
- Ability to work as a member of a trustee team.
- Capacity to challenge current thinking, governance and the management of LOROS in a constructive and supportive manner.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Willingness to devote the necessary time and effort.

We are very interested to hear from applicants with substantial track records in the following areas:

- Law
- Charity fundraising and income generation



Remuneration and expenses



The role is voluntary and unremunerated. Out-of-pocket expenses incurred by trustees during the course of carrying out their duties will be reimbursed in accordance with LOROS' expenses policy. Attendance costs associated with any conferences, training or governance events which may be required for the role will be covered by LOROS.

Application process

Please send your CV and a brief covering note setting out your interest in the role to Becca Stevens rebeccastevens@loros.co.uk by Friday 29th March 2024.

If you would like to arrange an informal discussion about the role please contact LOROS Chief Executive, **Rob Parkinson** on robparkinson@loros.co.uk.



LOROS Values and Behaviours



Professional

Showing respect to patients and families, as well as members of our community, staff and volunteers.



Focused

On exceptional quality service and support for patients and families whilst listening, learning and adapting to their diverse needs.



Collaborative

Working together as colleagues and with local, regional and national partners to grow meaningful relationships and achieve sustainability.



Compassionate

Showing kindness, discretion and sensitivity as we care for our patients, families, our community, staff and volunteers.



Trustworthy

Be honest, reliable and consistent, showing respect and dignity in everything that we do.



Accountable

To our patients, their families, our community, staff, volunteers and external organisations/bodies.

Key facts

£8.3M

Expenditure on patient care per year

£6.1M

Minimum amount of **income** to be raised per year



>2,080

No. of individuals receiving patient care from LOROS per year



Of whom **534**

admitted to Inpatient Ward



31

beds in Inpatient Ward



Average length of stay

15 days



£602

Cost per bed/day including overheads



Cost per attendance for Day Therapy **£367**

Day therapy now offers support to patients by a much wider range of professionals including physio, occupational and complementary therapists, doctors and chaplaincy.

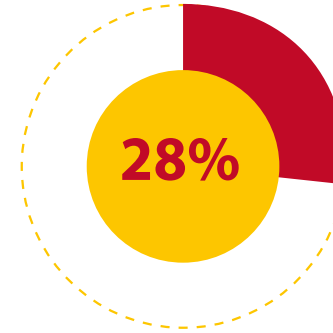
Cost

per hour of running the charity

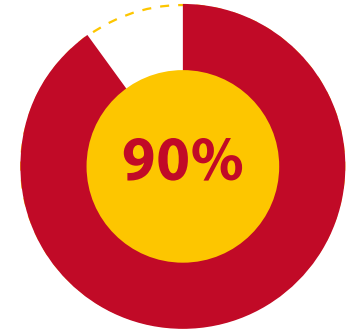


372 ²⁹⁸ FTE employees

1,500 regular volunteers



Portion of expenditure covered by NHS



Portion of charity costs directed to care services

16,827

hours of training delivered



people play the LOROS Lottery



29

LOROS Shops

All money raised is spent locally in Leicester, Leicestershire and Rutland.

Figures accurate as of December 2022 | Source: 2021/22 Statutory Accounts and Clinical Dashboard



Directions to LOROS and the Professional Development Centre

You can find us just off the Groby Road (A50) in Leicester.

From the East - A46 from Newark

At the Leicester Western bypass roundabout (Hobby Horse pub will be on your left, and is visible from the roundabout), turn right onto A46 North & West (also signed for M1/M69).

Take 2nd exit off A46 signed Beaumont Leys.

At roundabout take 2nd exit (Gynsills Lane).

At A50 roundabout take 2nd exit (first one goes into County Hall) onto A50 towards Leicester City.

At next roundabout take 3rd exit still on the A50 towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

Using Motorways - M1/M69 Junction 21

Take A563 Outer Ring Road.

At the first roundabout, take 3rd exit, following Leicester North & West and continue to follow A563 (north).

At the Groby Road roundabout with A50, take 4th exit onto A50 towards City Centre.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

Using Motorways - M1 Junction 22

Take A50 towards Leicester and stay on this road.

At 4th roundabout, Glenfield Hospital on left, take 3rd exit (still on A50) towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.



LOROS

Hospice Care for Leicester, Leicestershire & Rutland

Being there for you
and your family

LOROS Groby Road, Leicester LE3 9QE

☎ (0116) 231 3771

✉ info@loros.co.uk

📺 LOROSHospice

📺 LOROSHospice

loros.co.uk

Registered Charity No: 506120
A803 © LOROS. Jan 2024