



Trustee Candidate Pack

August 2024



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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

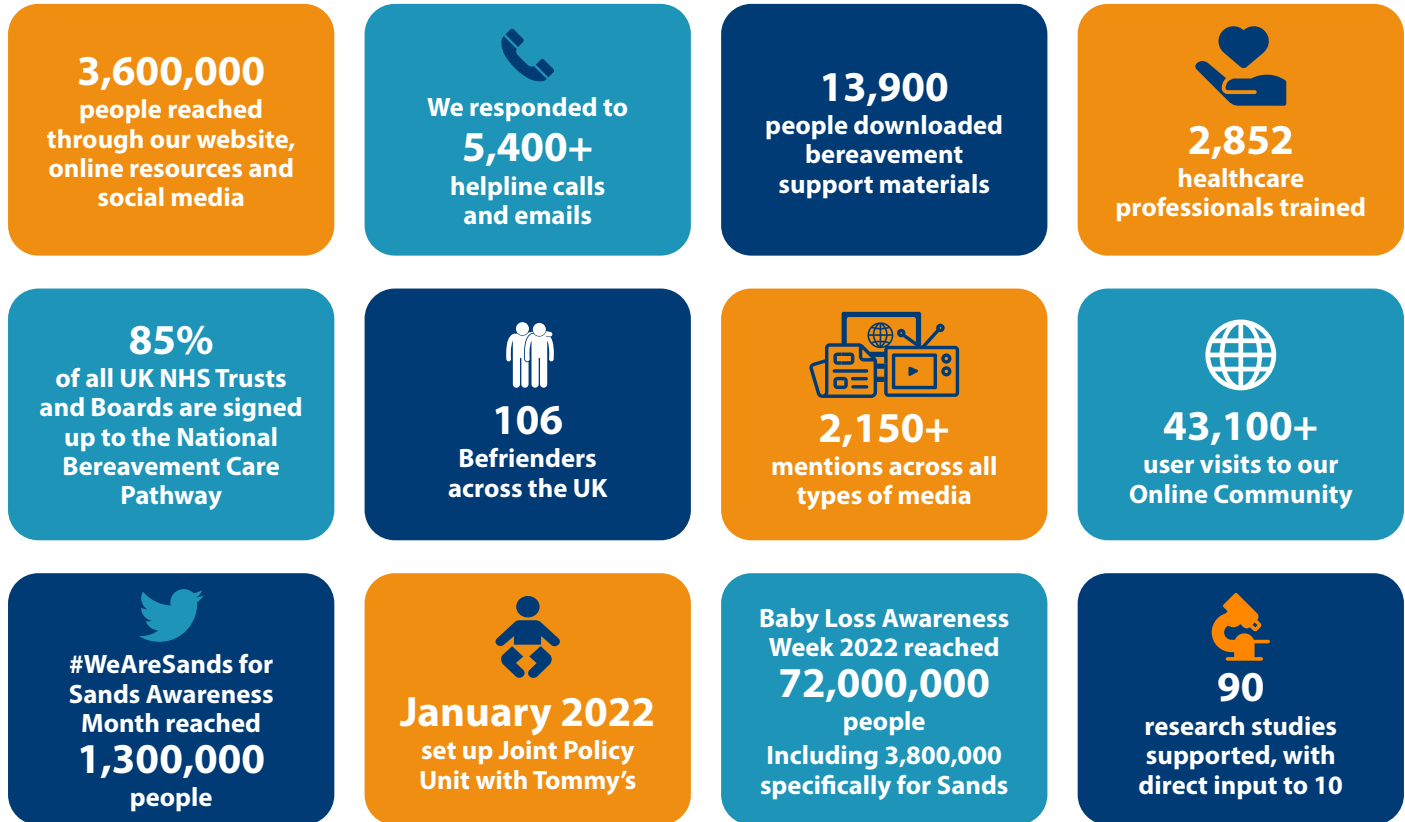
To ensure everyone has equal access to the excellent bereavement care and support after pregnancy loss and baby death



Strategic objective 4

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

Key Highlights from 2022/23



Sands Impact Report



[View the report](#)

Sands Strategy



[View the report](#)

The role of Trustee

The role	Trustee
Time commitment	1–2 days per month
Remuneration	The role of trustee is a voluntary position, although expenses for travel may be claimed
Responsible to	The Board of Trustees, led by the Chair

Summary of the role

As a member of the Board of Trustees you will:

- › Provide strategic oversight and leadership, ensuring that Sands pursues its stated objectives through its vision and mission.
- › Ensure that Sands operates in accordance with the principles of good governance, complying with its Articles of Association, charity law, company law and any other relevant legislation or regulations.

Main responsibilities of a trustee

- › To work with internal and external stakeholders in pursuance of Sands’ aims and objectives, as defined in the Articles of Association, and to act in accordance with Sands’ values and principles.
- › To contribute to the Board’s role in providing strategic direction for Sands; setting an overall strategy, approving the business plan and budget, defining goals and targets, evaluating performance, and taking appropriate action with regard to risk management.
- › To ensure that Sands complies fully with all relevant legislation and regulations including, but not limited to, company, charity, employment, and health and safety law.
- › To ensure that Sands uses its resources exclusively in pursuance of its charitable objects, with funds being used to best and most appropriate effect.
- › To safeguard the good name and values of Sands.

- › To ensure the financial stability of Sands, and to protect and manage the assets of the charity ensuring the proper investment of its funds.
- › To ensure the effective and efficient administration of Sands, including having appropriate policies and procedures in place.
- › To promote collaborative working and communication across the charity.
- › To be responsible for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.
- › To attend and contribute to Board Meetings and Sub-Committees as appropriate.

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience, he or she has to help the Board of Trustees reach sound decisions.



Person specification

- › 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

Desirable

As Sands evolves as an organisation it requires within its Board sufficient varying expertise and experience in a wide range of areas. In particular, we are currently looking for Trustees who can demonstrate knowledge and experience of at least one of the following:

- › Organisational change management and project management
- › Organisational strategy and business planning, including stakeholder management
- › Equality, diversity and inclusion in its fullest sense
- › Risk management
- › PR, campaigning and influencing public policy

We also welcome relevant knowledge and experience which relates to either the work of Sands or to the workings of the third sector.

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

Friday 13th September 2024

Interviews

On or around Thursday 10th October
and Friday 11th October 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