Hosbis Dewi Sant St David's Hospice

# TRUSTEE RECRUITMENT PACK

2026

Registered Charity Number: 1038543

# Thank you for your interest in joining our Board of Trustees!

## A Personal Welcome from Our Chair

At St David's Hospice, we are a charity dedicated to supporting people living with life-limiting illnesses, as well as their families and loved ones. Our care focuses on comfort, dignity and quality of life, ensuring people feel supported when it matters most.

We believe everyone should have a choice about where they spend the final stages of their life, and we work to ensure they feel safe, comfortable and supported.

As a £5.2 million organisation, with around 76% of our income generated through fundraising and other income-generating activities, our continued success relies on strong leadership, fresh ideas and a shared commitment to the future of the Hospice.

We are looking for enthusiastic and passionate individuals to join our Board of Trustees, bringing skills, experience and fresh perspectives in one or more of the following areas:

**Clinical / Medical** **Retail** **Strategic Fundraising**

We are particularly interested in individuals who can contribute at a strategic level, share their knowledge and networks, and help shape the future of the Hospice. Previous Trustee experience is not essential, and we warmly welcome applications from those considering their first Board appointment.

**Time Commitment -** The role typically requires around one day per month, including:

- Five Board meetings per year.
- Quarterly committee meetings.

Board meetings can be attended remotely, although we encourage Trustees to attend most meetings and events in person.

We also welcome interest from individuals who may prefer to contribute their skills and experience through one of our Board Committees.

Further details on how to apply can be found at the end of this pack. If you would like an informal conversation, please email our HR Team, hr@stdavidshospice.org.uk.

Best wishes,

R Thomas

Richard Thomas
**Chair of the Board of Trustees**



# Mission Statement

Our mission is to ensure that the people of Anglesey, Conwy and Gwynedd receive the end of life care they deserve.



# Our Patients | Our Why

> “Your team are more than amazing, they are angels in a broken system. The support they have given my dad and my family have been amazing and beyond words. The team have engaged with dad with things he would never speak with his sons about. Your team have shown compassion, empathy, and overall support with a family who have struggled (with a difficult father!) words cannot express our thanks and assurance the team have given, and that if we need support at the difficult time when it comes we know it is there. I personally will be looking /modelling my NHS teams in a similar fashion. Your team do the service proud and praise should be shared. Thank you so so much.
>
> **A patient's family member** ”

Patients are central to our ‘why’. As well as caring for patients with palliative cancer care needs, we support those living with life-limiting illnesses and provide respite care for families. The care we provide is homely and relaxed, and is designed to meet each patient’s physical, psychological and social needs.

## What we do.....

This year it will cost £5.2 million to run our charity. Approximately 24% of costs are funded through Welsh Government via our local health board. The remaining costs are generated through fundraising, retail, grants and legacies - which all comes from St David’s Hospice supporters.

We have 8 Palliative Care beds within our Hospice in Llandudno, as well as two Day Therapy Centres which are located in Bangor and Llandudno.

We have 10 retail shops across the region, each supported by a friendly and welcoming team, and a dedicated donation, repair and distribution hub in Llandudno Junction.



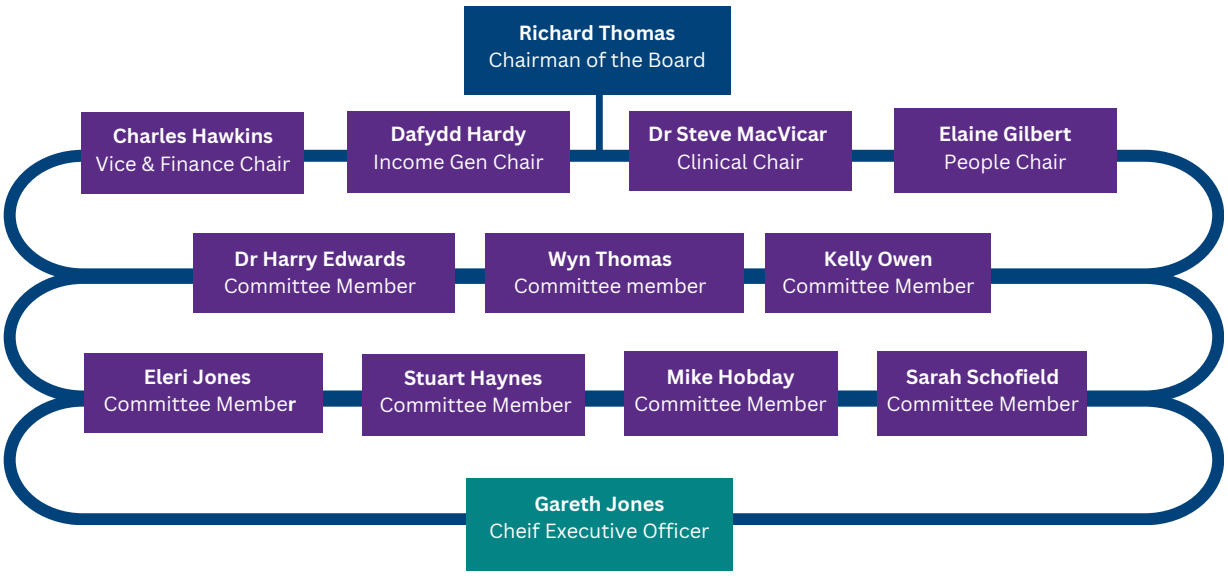



# How We Are Governed

St David's Hospice is both a registered charity and a company limited by guarantee. Our Board of Trustees is responsible for the overall leadership, strategic direction and governance of the Hospice, ensuring that we continue to deliver high-quality care and support to our communities.

As a charitable company, our Trustees also act as Company Directors, with responsibilities under both charity and company law. Throughout the Hospice, we generally use the term 'Trustees'.

The Board works closely with our Chief Executive Officer and Senior Management Team, who are responsible for the day-to-day running of the Hospice. While operational responsibilities are delegated to the management team, the Board retains overall responsibility for the organisation's governance, performance and long-term sustainability.




# Our Board Committees

To support the effective governance of the Hospice, the Board is supported by three committees, each focusing on a key area. These committees provide additional oversight, review performance and risks, and make recommendations to the Board where appropriate. They also provide an opportunity for Trustees to contribute their individual skills, knowledge and experience to specific areas of the Hospice's work.

**Finance & Income**
Financial sustainability and income generation

**Clinical Governance**
Quality, safety and standards of patient care

**People**
Our workforce, culture and people practices

# St David's Hospice in Numbers



This year it will cost over

**£ 5,200,000**

to run St David's Hospice services



In 2025

**56,000 hours**

were donated by St David's Hospice volunteers



In 2025

**1,062 patients**

were supported in our clinics



In 2025

**320 inpatients**

were cared for



In 2025

**1,430 bereavement sessions**

were delivered




In 2025

**304,664 items**

were sold in our shops



In 2025

**7,280 supporters**

played the St David's Hospice weekly lottery



In 2025

**5,634 miles**

were covered through sponsored walks, runs and cycles



In 2025

**1,670 supporters**

attended a fundraising event

## People Impact



141

**amazing colleagues bringing our care and compassion to life**



300+

**incredible volunteers making a difference every day**



12

**dedicated Trustees guiding our vision and shaping our future**

# The Role of a Trustee

Our Trustees play an important role in shaping the future of St David's Hospice. Working together, they provide strategic leadership, oversee the Hospice's performance and ensure we remain financially sustainable while continuing to deliver high-quality care and support to our communities. Trustees bring their individual skills, experience and perspectives to the Board, helping to guide decisions, provide constructive challenge and ensure the Hospice continues to achieve its charitable purpose.

## Who are we looking for?

We are looking for a few enthusiastic and passionate individuals to join our Board of Trustees:

- Clinical / Medical – Individuals with a background in health or social care
- Retail – Individuals with experience in retail , commercial operations or business development
- Strategic Fundraising – Individuals with experience in fundraising strategy, income generation or building partnerships

Working alongside fellow Board members, Trustees provide strategic leadership, help shape and review the Hospice's aims and policies, oversee organisational performance, and ensure the Hospice operates in line with its charitable purpose, legal and financial responsibilities, and good governance practices.

## As a Trustee you will:

Provide strategic leadership:

- Consider the organisation as a whole and its beneficiaries, whether as a member of the Board or any of its committees, sub-committees, groups etc.
- Reflect the organisation's vision and principles, strategy and major policies at all times.
- Contribute specific skills, interests and contacts and support the organisation in fundraising activities.

Ensure policies and practices are in keeping with aims:

- Always follow the Code of Conduct, particularly when exercising the functions of the Board members, or any of its committees, sub-committees, groups.
- Attend meetings of the Board members.
- Reflect the Board members' policies and concerns on all its committees, sub-committees, groups.

Ensure best practice:

- Be an active member of the Board in exercising its responsibilities and functions.
- Maintain constructive relationships with senior managerial staff.
- Take part in training and development sessions provided for the benefit of the Board members.
- Fulfil such other duties and assignments as may be required from time to time by the Board.
- To use specific skills, knowledge or experience to help the Board members reach sound decisions.
- This may involve scrutinising Board papers, leading discussions, focusing on key issues, or providing advice and guidance on new initiatives.

# Interested in Joining Us?

If you're passionate about making a difference and feel you have the skills and experience to contribute to the future of St David's Hospice, we'd love to hear from you. Whether you're an experienced Trustee or considering your first Board role, we welcome the opportunity to hear what you could bring to our team. Being a Trustee is a rewarding opportunity, but it also comes with important responsibilities.

Our Trustees work together to make decisions in the best interests of the Hospice, act in line with our governing documents and ensure we are managed responsibly. They are also expected to act with integrity, manage any conflicts of interest and seek professional advice when needed.

## Enhanced DBS check

As part of the onboarding process, all appointed Trustees will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check. Any information disclosed will be treated confidentially and considered on an individual basis. Having a criminal record will not automatically prevent someone from becoming a Trustee, and any disclosures will be assessed fairly, taking into account their relevance to the role.

## Other ways to get involved...

We also welcome interest from individuals who may prefer to contribute their skills and experience through one of our Board Committees. Where appropriate, there may be an opportunity to initially join a committee as a co-opted member, allowing you to share your expertise and support the Hospice.






# How to Apply

Please submit a CV and supporting statement (no longer than one side of A4) to hr@stdavidshospice.org.uk. The supporting statement should demonstrate why you want to join St David's Hospice, your suitability for the role and specifically address the key elements of the person specification enclosed in this pack. Please ensure you provide evidence, with examples, of your experience.

If you would like to discuss any aspect of the role or the recruitment process in confidence, please contact our HR Team, using the email address above.

We welcome applications from everyone. If you wish to discuss reasonable adjustments for this role, please indicate this in your supporting statement and we will be in touch with you.

Any personal information that we collect as part of your application will not be shared with third parties for marketing purposes. For more information explaining how we use your information, please see our Privacy Policy online.

All new Trustees will receive an induction to help them understand their role and responsibilities, along with opportunities to visit our services and gain a better understanding of the care and support we provide.

## Further Reading

**Our Impact Statement**



**Our Independent Healthcare Inspection Report**



**Our Website**




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Rwy'n cefnogi...
I'm supporting...
Hosbis Dewi Sant
St David's Hospice