

Chair of the Board

Candidate Pack
2026



Valued.

Contents

Chair of the Board	4
A brief history of Rainbows	5
Why we are here	6
Hope's Story	7
Mission, Vision, Purpose and Values	9
Our Strategy	13
How we are funded	15
How we spend our income	15
Our board of trustees	17
Our Organisational Structure	19
Our Senior Leadership team	20
Role Profile	22
Person Specification	23
Fit and Proper Persons	24
How to Apply	26

Chair of the Board

Our hospice provides specialist palliative and end of life care for babies children and young people, alongside vital support for their families. With a turnover of approximately £10 million, we are a complex, mission driven organisation delivering care in the hospice building, at home and in hospital.

We are seeking an outstanding Chair of Trustees to lead our Board and support the Chief Executive in ensuring the hospice's strategic direction, governance, and long-term sustainability.

A brief history of Rainbows

Over 25-years ago:

Harry and Gail Moore stood in a field overlooking the Charnwood Forest and thought it would be the ideal place to build a hospice for children.

Within two years:

The funds needed to build Rainbows were raised and construction work started at our site in Loughborough.

1994/1995:

His Royal Highness, The Prince of Wales, official opened our brand new six-bed Hospice.

2010:

Our donors funded the building of a further six beds, Therapy Wing and Conference Facilities.

2016/2019:

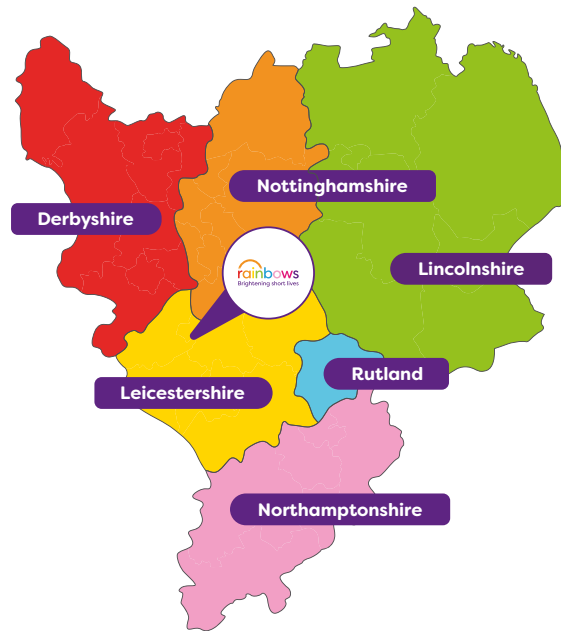
We were assessed as "Outstanding" by the Care Quality Commission. We also embarked on the next three-year strategy.

2020/2025:

Extending Rainbows' reach to provide equitable care and support to families in whatever setting is needed. Striving to address the unmet needs of families that have a child with a serious or terminal condition throughout our region. We will do this by developing in-reach services to hospitals across the region and expanding our outreach services within the home and community.

Why we are here

We provide care and support for babies, children and young people with serious and terminal conditions, and their whole family, across the East Midlands.



The care we offer is wide ranging; palliative care and end of life care, symptom management, emergency care, respite and short breaks and is available in the Hospice, at home and in hospitals.

We support every child and young person to fulfil their potential, and help families make the most of every precious moment, while capturing memories and keepsakes to treasure. Our facilities and services are second-to-none, and our specialist staff are exceptional.

Which means we can give the best care, not just when it's needed, but wherever it's needed across the East Midlands, be that in our Hospice, in hospital or at home.

We're here for the whole family, offering comfort and compassion during tough times, providing the highest level of professional care until the end, and support after.

Simply put, we're here to brighten short lives, and support families, wherever they are.

Hope's Story



“A little cold could mean the difference between our little girl surviving or not.”

This is reality for Claire and Richard Taylor, parents of two-year-old Hope.

Hope was born premature at 24 weeks due to an infection in the placenta. She was small but well and the family were told that she just needed to grow. But Hope developed Sepsis several times during her stay in Neonatal Intensive Care Unit.

Unfortunately, when Hope was seven-weeks old, doctors discovered she had Necrotizing Enterocolitis (NEC), a serious gastrointestinal problem that mostly affects premature babies. At 10-weeks-old Hope needed surgery to treat the NEC but she had a cardiac arrest during the surgery because her oxygen levels were too low. Tragically, this caused brain injury. When Hope was four-months-old, it was discovered she had Pulmonary Hypertension – a condition that affects the blood vessels in the lungs; and Patent Ductus Arteriosus (PDA) – a heart defect that can develop soon after birth and affects the way blood flows through a baby’s lungs.

Just before her first birthday, Claire and Richard discovered Rainbows Hospice for Children and Young People. Hope has three siblings, William (8), Jasmine (19) and Tyler (22). The charity has made a huge difference to the family’s lives.

Richard said: “Rainbows is somewhere we can go and do things like a normal family. We can do things like take her swimming in the Hydrotherapy Pool. Sadly, our world isn’t set up to meet the needs of a severely complex child and Rainbows is somewhere that is, and

no one stares at you. It is also somewhere for her brother, William, to enjoy. He is one of the biggest victims in all of this. He adores his baby sister, and he is going to see her die. He needs a positive experience as much as anyone and Rainbows gives him that.”

Claire added: “Everything about Rainbows is wonderful. When Hope was in hospital, Rosie, the Rainbows Music Therapist, came to neonates and was singing to Hope. Everyone came around to listen and thinking about it still makes me cry; there wasn’t a dry eye in the house and everyone loved it.”

Hope’s parents say their daughter’s life is about quality not quantity and she still needs further surgery, which may help her breathe better.

“It frightens me as the atrophy may mean she loses the ability to breathe independently anyway,” said Claire. “Her resuscitation plan says if she gets an infection, and it is to do with atrophy, that is the point we will have to say goodbye. We got to the point where we think everything is going to be fine and then she will get a little cold, which for Hope isn’t just a little cold, it is major. A little cold could be the difference between her surviving and not. And then the implications on her being in hospital again is that it is such a shame for Will. Someone is missing from the family, you are exhausted.

“But Hope is all smiles and babbling; she is not at all what they said she would be. She is beautiful. She shouts and giggles and we know when she is happy or unhappy. She is an absolute joy.”



Mission, Vision, Purpose and Values

Our Vision

The Rainbows Experience
wherever you are.

We believe every baby, child, young person and their family should have the “Rainbows Experience” throughout their palliative or end-of-life care.

They should have the best possible care where choice, quality and expertise is prioritised, ensuring families can make informed decisions that are right for them. As a child nears the end of their life, they should have help and support to make treasured memories while surrounded by comfort, dignity and love. After death, they should continue to receive support and compassion as families go through bereavement and grief.

Our support and care reaches beyond the walls and locations, and we believe the Rainbows Experience should be wherever families need it to be, whether that’s at the hospice, home or in hospital.

Our Purpose

We provide compassionate, expert palliative and end-of-life care to babies, children and young people across the East Midlands.

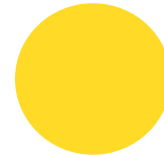
The unique needs of each baby, child and family are the centre of everything we do, and our mission is to support them in their most comfortable and preferred setting. Working collaboratively with other professionals and volunteers, we provide care and support and create opportunities and meaningful memories through illness, death and bereavement.



Our Mission

We provide compassionate, expert palliative and end-of-life care to babies, children, and young people across the East Midlands. The unique needs of each baby, child and family are the centre of everything we do, and our mission is to support them in their most comfortable and preferred setting.

Working collaboratively with other professionals and volunteers, we provide care and support and create opportunities and meaningful memories through illness, death and bereavement.



Our values and behaviours



One Team

We are more than a hospice. We are a team that helps families and communities to thrive. Although we do this in different ways and through different roles, everyone's contribution to the Rainbows Experience is valuable and celebrated.

Working together: we actively seek diverse perspectives, working collaboratively to do our best, for ourselves, the people we support, our supporters and our organisation.

Working respectfully: we respect the opinions and expertise of others, taking opportunities to provide and accept feedback and alternative points of view.

Working fairly: we make sure that we value the part that everyone plays in our success, celebrating our individual and collective strengths and working to improve when we fall short.



People Centred

People are at the heart of what we do. We exist to support families experiencing one of the toughest challenges that life has to offer. We must be resilient, kind and compassionate, remembering that we are not alone.

Champion well-being: We show support, compassion, and empathy in everything that we do, because it is through taking care of ourselves that we can best care for others.

Champion clarity: We ensure clarity and consistency in the way we communicate, being transparent and honest, even when we do not have all the answers.

Champion inclusivity: We create a warm and welcoming environment for everyone, listening, without judgment, to the experience of others, offering a safe space to talk.



Aim High

We are a diverse team made up of experts from many fields. We use this diversity and knowledge to strive for excellence in everything that we do; from the experience we provide to the communities that we support to the way we run our charity.

Always learning: We never accept that we know it all, demonstrating curiosity and ambition towards individual and collective learning and growth.

Always adapting: We make sure to adapt to the needs of our babies, children, young people and families, the latest sector research, and operational best practice.

Always sharing: We frequently share knowledge and data across our teams and sector, ensuring that we can be proactive and responsive, addressing challenges and continually increasing our impact.



Own It

We make a big impact for our community and beyond. Every day we ensure a consistent, quality experience for each other and those that we support. To achieve this, we align expectations with reality and respond appropriately to different situations.

Be committed: We are proud of the difference that we make, as individuals and as a charity, striving to be the best we can be for ourselves, each other, and those we support.

Be accountable: We do not act without reason, owning our actions and decisions, and holding others to account where required and appropriate.

Be focused: We think about the impact of our individual, team, and organisational actions, ensuring that we prioritise the things that will make us better, even if that means doing fewer things, but doing them really well.



Our Strategy

Our Services

We will strive to continually improve the services that we offer to our BCYP and their families, aiming for excellence in all that we do. We will ensure that our services are relevant, innovative and responsive to changing needs.

Research & education

We will aim to be recognised as a Centre of Excellence for research and education in Children's Palliative Care.

Strategic Enablers

In order to achieve this, we must ensure that we also strive for excellence in all that we do that enables these priorities to be achieved.

People and Culture

In order to achieve our strategic priorities and to continually improve as we strive for excellence, we must ensure that our culture and workforce is fit for purpose and that we are dealing with the challenges presented by the external environment. Innovation and best practice is at the heart of this.



Resources

Critical to achieving our priorities is our financial sustainability and ensuring that we use our resources both efficiently and effectively, including our building.

Technology and environment

The effective use of technology can both enhance our service deliver, improve fundraising revenue and ensure that we are working efficiently and effectively. Taking our environmental responsibilities seriously is also important from an ethical perspective as well as maximising the use of our resources and enabling donor and support relationship.



How we are funded

Funding a charity like Rainbows requires a huge effort from many people. Everything we do at Rainbows is only made possible by the thousands of dedicated supporters who fundraise or who make a donation to fund different aspects of our work. This year, care at Rainbows will cost £8.5 million.

Total income in the year grew by 10.7% from £9,549,000 to £10,569,000, which is an excellent result in the current climate.

All of our supporters, donors, funders and volunteers are incredible and never fail to amaze us with their dedication and commitment to helping the children, young people and families that we support at Rainbows. We cannot thank enough each and every one of them for all they do and give in support of our cause.

How we spend our income

Total expenditure during the year increased by 20.7% from £9,104,000 to £10,987,000.

Expenditure on fundraising activities has increased to £3,503,000 from £2,784,000 in the previous year.

Overall charitable spending increased during the year from £6,320,000 to £7,484,000 and is 68% of the total expenditure for the year (2024 69%).

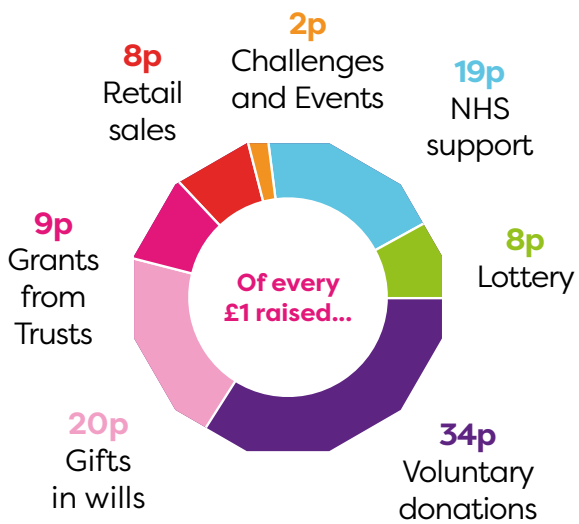
We aim to maximise the value of all donations by obtaining best value for money on all our operating costs.

We exercise restraint on pay increase costs having due regard to the economic climate and other sector awards. Cost savings are never made at the expense of the quality of care we provide.

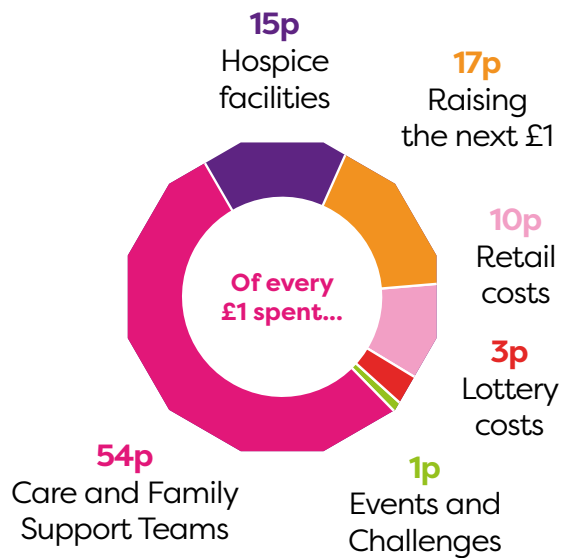
Staff employment costs were the largest item of expenditure in the year at 65% of total costs, and they represent the salaries of the care team within the Hospice and the team of staff who provide support throughout the Hospice and in the community.



Every pound we raise is given by you:



Every pound we spend is spent carefully:



Our Board of Trustees



Paul Stothard

(Chair of the Board)



Chan Kataria

(Vice Chair)



Angela Browning

(Treasurer)



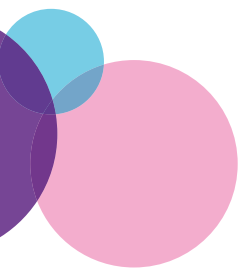
Vijay Sharma



Vipal Karavadra



Lotte Reitveld





Dan Walsh



Dr Pate Barry



Dr Ruchira Bhalla



Jenny Halse

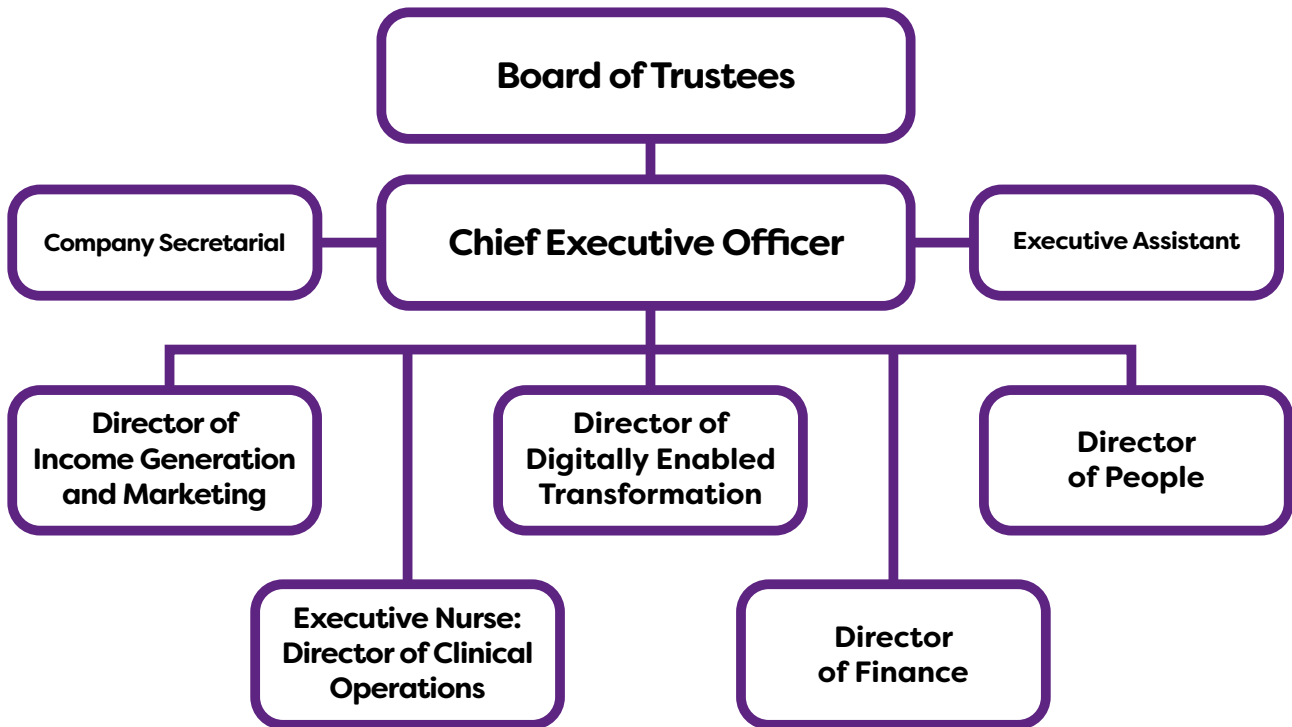


David Scarle



Jason Lingard

Organisation Structure



Executive Nurse - Director of Clinical Operations:

- Clinical Services, Family Support and Outreach
- Hospice Safeguarding
- Research/Education
- Palliative Care and Hospice@Home

Director of Digitally Enabled Transformation:

- IT and Data Analysis
- Project Management

Director of Finance:

- Finance and Compliance

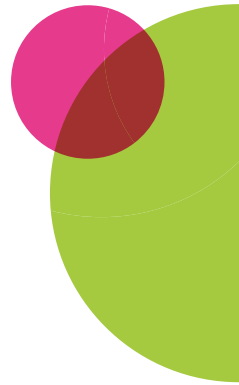
Director of People:

- Deputy Executive Assistant
- Reception
- People
- Volunteers
- Estates and Facilities

Director of Income Generation and Marketing:

- Relationship Fundraising
- Public Fundraising and Supporter Experience
- Retail
- Marketing and Communications

Our Senior Leadership Team



Jane Burns

Chief Executive
Officer



Julie Taylor

Executive Nurse:
Director of Clinical
Operations



Josie Lee

Director of Finance



Sally Benton

Director of
Income Generation
and Marketing



Julia Bates

Director of
People



Role Profile

Purpose of the Role

The Chair provides leadership to the Board, ensuring effective governance, strategic oversight, and strong support and challenge to the executive team. The Chair also works with the executive team to develop external relationships.

Leadership & Governance

- Provide clear leadership to the Board, ensuring it operates effectively and in line with charity governance standards and the Charity Commission's expectations.
- Ensure the Board fulfils its duties to safeguard the organisation's mission, assets, reputation, and beneficiaries.
- Lead on Board development, ensuring a high-performing, diverse, and properly skilled Board of Trustees.
- Work closely with the Vice Chair and Committee Chairs to ensure committee structures function efficiently.

Strategic Oversight

- Work with the Board and Chief Executive to set the organisation's long-term vision, strategic objectives, and measurable success indicators.
- Ensure appropriate strategic oversight of clinical services, safeguarding, quality frameworks, finance, and fundraising.
- Support robust risk management processes and long-term financial planning.

Relationship with the Chief Executive

- Develop a strong, constructive, and supportive relationship with the Chief Executive.
- Provide regular guidance, support, and challenge as needed.
- Undertake the Chief Executive's annual appraisal and support their personal development.

External Representation

- Represent the hospice at key events, meetings, and media opportunities where appropriate.
- To represent the charity at meeting with key supporters or potential supporters, supporting our fundraising activities.

Board Meetings & Governance Processes

- Chair Board meetings effectively, ensuring inclusive debate, timely decisions, and high-quality governance practice.
- Ensure trustees receive accurate, timely, and relevant information to support informed decision making.
- Oversee governance policies, ensuring compliance and continuous improvement.

Person Specification

Essential Experience

- Prior experience as a Trustee or Chair within the charity sector.
- Strong understanding of charity governance, including legal duties, regulatory frameworks, and best practice.
- Experience operating at a senior leadership level within the business, public, or voluntary sector.
- Proven ability to lead boards, committees, or senior teams.

Desirable Experience

- Experience within healthcare, palliative care, children's services, or related fields.
- Experience in complex charities with significant income (£5m+).
- Prior involvement in fundraising, philanthropy.

Skills & Attributes:

- Demonstrated leadership and the ability to inspire confidence across the organisation.
- Exceptional communication skills, with the ability to influence, challenge, and build consensus.
- Strong regional networks across business, community, health, or public-sector environments.
- High levels of integrity, sound judgement, and commitment to the charity's purpose.
- Ability to navigate complex strategic issues and balance governance with empathy and humanity.
- Commitment to equity, diversity, and inclusion.

Personal Qualities

- Compassionate and deeply aligned with the mission of supporting children with life limiting conditions and their families.
- Collegiate, collaborative, and supportive in style.
- Confident ambassador comfortable representing the hospice publicly.
- Strategic thinker who remains calm, balanced, and objective.

Fit and Proper Persons

The Care Quality Commission's (CQC) requirements for fit and proper persons are outlined in Regulations 5 and 19 of the guidance for providers on meeting the fundamental standards of quality and safety within the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

Regulation 5 requires the Hospice to take proper steps to ensure that all directors (both executive and non-executive) and 'equivalents' are fit and proper for the role. Regulation 19 identifies that 'Persons employed for the purposes of carrying on a regulated activity must be of good character, have the qualifications, competence, skills and experience which are necessary for the work to be performed by them, and be able by reason of their health, after reasonable adjustments are made, of properly performing tasks which are intrinsic to the work for which they are employed'.

Fit and proper person checks will be carried out prior to the appointment of all Trustees

Chair Appointment

Following your appointment as a Chair you will be required to join us as a member of Cope Children's Trust, which in turn activates your insurance.

Time Requirements

There will usually be up to four Board meetings per year lasting up to three hours. In addition, one or two away-days may be held for strategic planning and Board development.

In addition to the Board meeting there are three Committees: Governance and Remuneration, Clinical Quality Assurance and Finance and Risk which meet quarterly. Board members are expected to serve on at least one of these committees and to take part in additional working groups as required.

Board members are expected to maintain a reasonable level of contact with the wider Hospice and attend various events held throughout the year, so that they understand what it is doing and feel confident about the quality of its work

Please allow approximately 2-3 days per month for the Chair position.

How to apply





Valued Recruitment is working exclusively with Rainbows to recruit for their Board of Trustees. We are an ethical recruitment company, intent on hiring inclusively and transparently.

To apply, we welcome a CV and a 1-2 page covering letter detailing your interest in the role.

Please send this to

anna@valued-recruitment.co.uk

Accessibility is incredibly important to us here at Valued Recruitment and at Rainbows. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.



Closing date for applicants:
Saturday 9 May



We care for babies, children
and young people in the
East Midlands – wherever they are.

Hospice | Hospital | Home

Valued.