



STARLIGHT CHILDREN'S FOUNDATION

Trustee Recruitment



APRIL 2023



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WELCOME FROM OUR CHAIR



Welcome to Starlight!

Thank you very much for your interest in being a Trustee at Starlight, I can say from the heart that this is one of the most rewarding roles I've ever had!

Starlight is the national charity for children's play in healthcare. We support children to experience the power of play to boost their wellbeing and resilience during treatment, care and recovery from illness. Although often overlooked, play is a human right and is essential to alleviate the trauma that children can experience going through treatment.

This is a really important time for Starlight to exponentially increase our impact for children and their families. We have recently been invited by NHS England to co-chair a Taskforce to make recommendations on play standards and workforce development. Our aim will be to become a trusted delivery partner in its change programme for health play services while we continue to advocate for progress towards all children's right to play in healthcare.

To achieve this, over the next 2 years we aim to significantly increase awareness of Starlight; as well as the income that we generate through philanthropy, corporate partnerships, events and trusts & foundations. We have had some outstanding results from Trustees working in partnership with the Starlight team to make warm introductions which have led to significant offers of support. With even more support from Trustees who are willing to build and grow Starlight networks and relationships we are confident that we can make the most of opportunities and accelerate our progress, despite the challenges of the financial environment.

If you'd like to understand more, please do have a chat with Cathy, our Chief Executive and I look forward to reading your application.

Best Regards,

Alain Wolfe, Chair of Trustees



ABOUT

STARLIGHT



Starlight is the national charity for children's play in healthcare. We support children to experience the power of play to boost their wellbeing and resilience during treatment, care and recovery from illness.

Play is not a choice; it's crucial to the health and wellbeing of children. It fuels curiosity, sparks creativity, and inspires a lifelong love of learning. Children who play develop skills to thrive today, and lay the foundations for a healthier and happier life. Evidence shows that play opportunities in healthcare settings reduce the anxiety, fear, and distress that many children experience; and that the support of health play specialists in children's medical procedures can mitigate the pain and trauma of treatment, in addition to creating economic benefits for the NHS.

Starlight aims to enable all children in the UK to have their right to play protected and fully provided for within the healthcare system. This means health play services that are adequately funded; and health play practitioners that are properly recognised and fully integrated within the multidisciplinary teams looking after and treating children when they are sick.



PROTECTOR OF PLAY



VISIT OUR WEBSITE

PLAY IN HOSPITAL REPORT

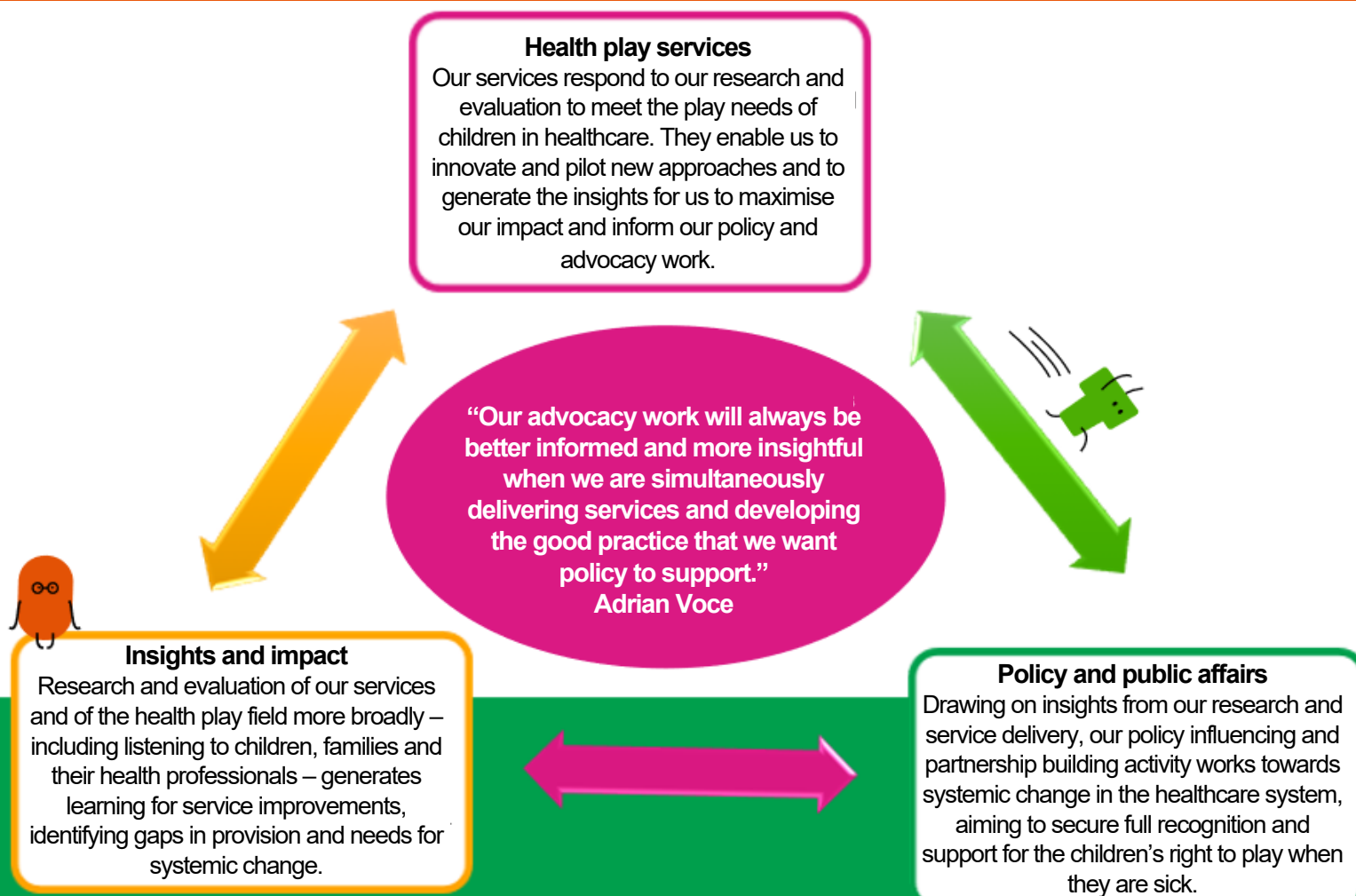
ANNUAL & IMPACT REPORTS

OUR

PLAY STRATEGY

1. We deliver direct services to children (and families) in treatment and recovery. We provide carefully curated resources to enable children to enjoy the simple, normalising, yet healing power of play while they are in-patients; we support play specialists and their colleagues with specialised play resources to help children to better understand, be less anxious, and more engaged in their own care and treatment; and we arrange playful activities and events for children and their families to connect with each other and other families. Each of our services is systematically evaluated for effectiveness and impact, so we can constantly improve and develop our offer while striving to ensure that they are addressing health inequalities; this also generates the insights that will inform our policy and advocacy role.
2. We draw on the extensive literature on play and wellbeing in children – especially regarding-children's experiences of illness, care and treatment – and we conduct research to discover where support is most needed, and which kinds of play interventions will be most effective. This includes actively listening and learning from the voices and experiences of children and their families so that they are at the heart of service development, innovation and evaluation.
3. Based on nearly 40 years' experience as a provider of health play services, we work in partnership with statutory health agencies, health practitioners and their professional bodies, and other children's health and play charities, to advocate for the systemic changes – in healthcare policy and in institutional cultures and practices – that would ensure more opportunities for children to play when they are in healthcare; and to always have access to a health play professional when they need support to cope with their treatment.

Underpinning this strategy is our commitment to equity, diversity and inclusion in all aspects of our work; our ethos of evidence-based advocacy and action, and our unending dedication to children's right to play being protected, respected and fulfilled as an integral and essential component of their experiences of healthcare.



OUR STRATEGY &

THE TRUSTEE ROLE



For nearly 40 years Starlight granted wishes for seriously ill children and provided services in hospital to help prepare, distract and aid recovery through treatment for children and their families. Over the last 3 years we have especially focused on the unmet need for play in healthcare settings and have transitioned Starlight to be the national charity for children's play in healthcare.

With the appointment of an expert team in Children's Services we have been deepening our understanding and taking sector leadership for play in healthcare, creating opportunities for more impact and redefining an integrated strategy for play. The speed of this progress and the desire by the sector for some galvanizing leadership really demonstrates the significant unmet need for play to improve the experience of children through treatment and recovery.

At the same time there is much uncertainty in the fundraising sector as it tries to understand and redefine fundraising post-pandemic and in response to the cost-of-living crisis. For Starlight, this has led to a focus on High-Value fundraising while, with the pandemic having demonstrated the importance of diversified income, the Public Fundraising Team has started to develop new products like the PlayStore and activities with schools. The policy work supported by our insight, has led to a renewed focus on strategic communication and we are consistently achieving more reach and engagement around the big moments of the year especially during Play in Hospital Week in October.

Over the next 12 months up to 3 Trustees will be completing their term of office at Starlight. Our aim is to retain their experience while we recruit new Trustees, giving our new colleagues the opportunity to settle into their role while still benefiting from the experienced Trustees for a short period of time.

With an exciting momentum behind our Children's Services strategy and two experienced paediatricians and a safeguarding expert already on the Trustee Board, we are now seeking Trustees who are willing to bring their ability to build networks and relationships that will support the growth of awareness and income at Starlight.

The growth of our high value fundraising – trusts, corporate, events, philanthropists- has come from the willingness of our Trustees to work with our Head of Philanthropy & Partnerships to create opportunities for warm introductions. We are fortunate to have important existing networks through our Blenheim Ball Committee; our Newbury Race Day hosted by Nicky Henderson and our Highclere Shooting Challenge hosted by Lord & Lady Carnarvon. We especially see the potential for opportunities in the technology; finance; legal and private healthcare sectors but the work of Starlight is universally connecting and we are excited to discuss other ideas with potential candidates.

The recent review of purpose and strategy has also led to the development of a new brand for Starlight and we are now seeking to grow, awareness, reach and engagement for Starlight. We have a talented and creative team but our budgets are limited and we would like a Trustee with marketing & communications expertise who can really support them by making introductions and creating opportunities for Starlight to improve engagement with existing audiences and reach new ones.

TRUSTEES AT STARLIGHT



Our Board currently consists of 8 Trustees, with two sub-Committees - Audit & Risk and Safeguarding. There is also a Blenheim Ball Committee which is chaired by a Trustee.

Remuneration: Voluntary

Term: Three years, with the possibility of a three year extension

Time commitment: Attendance at a minimum of 4 x 3-hour meetings and 4 x 1-hour meetings: 2 held in person in Hammersmith and 6 are video conference. Potentially more if joining a sub-committee.

Starlight Trustees:

1. Are excited and inspired by our purpose and ensure that everything we do is aligned to driving it forward for the benefit of sick children and their families. All Trustees are involved and contribute to the development of our strategy, agree plans and evaluate their impact.
2. Ensure that Starlight is a well-run charity, operating responsibly, complying with our governing document and the requirements of multiple regulators including the Charity Commission, Companies House and HMRC.
3. Act in the best interests of Starlight, working together to make balanced and well-informed decisions. Always prepared to question and challenge, contribute an opinion and accept and drive forward majority decisions when they've been made.
4. Ensure that our precious resources are used responsibly, manage risks, protect assets and always protect the reputation of Starlight.
5. Are committed to rolling up their sleeves to help raise the money, the resources and create the connections that the charity needs to achieve our ambitions for children and their families.
6. Prepare well for meetings, act with skill and care, enjoy using individual skills and experience, but also be willing for the Board and the charity to take expert advice if it's needed.
7. Have positive intent as a critical friend to the Starlight Executive and wider team.
8. Prioritise the creation of a safe and supportive culture that enables and encourages everyone to be confident in valuing their own differences and to have the courage to be their best selves.

The qualities that we seek in a Trustee are:

1. Passion for our purpose
2. Desire to contribute to the growth and development of Starlight using experience and networks to further our purpose
3. Sound, independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment
4. Good communication and interpersonal skills and the ability to balance tact and diplomacy with the willingness to constructively challenge
5. Willingness to devote time to fulfil their responsibilities and committed to meeting attendance
6. Committed to achieving a truly inclusive environment for everyone

PRINCIPLES AND VALUES



We believe that the Starlight culture is an integral part of our success as a charity. Our values, created in consultation with all of the Starlight team are the standards and the environment we create through our behaviours. Our behaviours and their development are hard targets, where we expect everyone to think for themselves, manage their environment and make appropriate, balanced decisions for themselves, others and the organisation.

Working together for our purpose

We aim high, think big, are imaginative and curious in everything we do. We celebrate our achievements, and we help and support each other when challenges come. We all play our part in our purpose and have fun along the way.

Responding to the world around us

We are inspired by the changes in the world around us. We have the freedom and courage to try something new, always learning and adapting to people's needs. It means trying stuff out, seeing what happens and pushing our own boundaries.

Taking time to understand

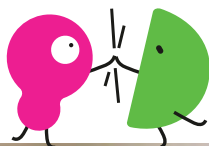
We take the time to truly understand ourselves and our impact. We actively listen, seeking to learn and understand from everyone's experiences in life. We are open to the opportunities and possibilities this awareness brings to ourselves, others, and Starlight.

Trusted to be our best

The trust we have in each other, and our purpose guides our decisions, choices, and actions. When we are trusted our confidence grows, we ask for help, and we feel safe to be who we are. In any situation we say 'we' rather than 'they'. Most of all we trust in the Power of Play for children and adults alike.

We value the Nolan principles to guide our ethical standards, these are selflessness, integrity, objectivity, accountability, openness, honesty and leadership.





HOW TO APPLY

To apply for this role, please ensure you provide:

- A comprehensive CV, including your recent achievements, and the details of two referees
- A supporting statement, addressing your motivations for applying. This should be no longer than one side of A4.

All applications should be sent to applications@trustees-unlimited.co.uk with your full name and "Starlight" in the subject heading.

Closing date for applications: Friday 12th May 2023

Interviews with Starlight: Dates to be confirmed

For a confidential discussion about the role, please contact Melissa Baxter on 07789 985229 / melissa.baxter@russam.co.uk

Diversity Policy Statement

Starlight is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual. We aim to ensure that all employees, volunteers, donors, partners, contractors, and the general public are treated fairly. This will be regardless of sex, sexual orientation, gender, marital or civil partnership status, ethnicity, disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

Starlight actively welcomes candidates from diverse backgrounds. If you are invited to an interview and need any adjustments made or have particular access needs, please let us know at that stage.