



*Empowering, advocating and enriching the lives
of adults with disabilities.*

Trustee Information Pack

January 2024



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Welcome from our Chair

We are delighted that you are interested in joining Dame Hannah's Board, I hope you find the information included in this pack helpful in supporting your decision.

At Dame Hannah's our mission is simple, to empower, advocate and enrich the lives of adults with disabilities.

We are conscious that young people with disabilities, their families and carers, face enormous additional challenges in securing services and support once they reach 18. Whilst there is excellent provision in many places – there is not always enough to meet the full needs of those young people requiring ongoing care and support and the opportunities they need to realise their full potential and lead satisfying, stimulating fun-filled lives. This is where Dame Hannah's steps in – working with local authority and other partners to provide the environment, care and support our residents need. Currently we provide a full range of services from higher dependency care through to shared, more independent living. Our staff are second to none in the commitment they give to their work.

But the challenges are real - and as Trustees of a charity with such a long and prestigious history - we are determined to enhance what we already provide, to improve and expand our accommodation and facilities on our beautiful Ivybridge site. In the next four years we plan to grow our accommodation from its current provision of 33 to a further nine places. And we won't stop there. Providing we continue to attract more of the high-quality and committed staff we currently have, we are determined to secure the funding to modernise and redevelop our complete site. With energy, skill and commitment we can do it!

The role of a board member is fundamental and together we are the governance body of Dame Hannah's with responsibility for safeguarding, strategy, finances as well as our other statutory responsibilities. On behalf of our funders, partners and everyone that the charity serves, our board members provide strategic leadership and oversight of the charity and ensure that we have the appropriate care, financial and good governance checks and balances in place.

Our Trustees are generous with their support and willingly offer their skills, knowledge, expertise and diversity of thought to ensure Dame Hannah's, working in partnership with staff and volunteers, goes from strength to strength. They also represent Dame Hannah's externally, assisting in raising our profile and helping to build relationships with key stakeholders. We are currently looking to strengthen our knowledge and expertise in the Social Care sector and strengthen the link with the Executive in areas of care delivery and care compliance. A knowledge of current commissioning processes and opportunities would be a bonus.

We are committed to increasing the diversity on our Board, and therefore encourage interest from prospective Trustees from all backgrounds and experiences to ensure we better represent the communities that we serve. We welcome applications from anyone regardless of ethnicity, heritage, gender, disability, sexuality, religion, socio-economic background or other difference.

If you are inspired by what you read about us and can offer the skills and experience required to strengthen our Board, we want to hear from you!

David Coslett
Chair of the Board

About Us

The Dame Hannah Rogers Trust was founded over 250 years ago and is one of the oldest charities in the UK. Throughout the proud history of the Trust, the aim has always been simple: to empower, advocate and enrich the lives of young adults with complex and high-level physical disabilities.

Today the legacy is now helping and improving the lives of young adults from all over the South West and further.



History of the Trust

When Cornishwoman, Hannah Rogers, died in 1766 she left £10,000 in her will and this legacy was invested in founding of the Dame Hannah Rogers Trust to establish a school for disadvantaged Plymouth children. Hannah and her husband never had their own family, but she had a passion for working with and helping children. In 1787 the first school was established and 100 years later Blachford Manor was presented to the Trust.

In 1925 Dame Hannah's opened one of the UK's first orthopaedic hospitals/schools in Ivybridge and in 1949 the school welcomed 27 children with Cerebral Palsy. This led to a school for children with Cerebral Palsy which opened initially with 50 children and subsequently went on to enable the lives of hundreds of disabled children and their families.

In 1989 Gilleys bungalow was opened by HRH Princess Anne. It was the first of five bungalows providing onsite accommodation for the children and in 1994 the

hydrotherapy pool opened enabling much needed hydrotherapy sessions for their physiotherapy programmes. In 2006, the Respite Centre and Children's Home were opened, and these buildings enabled Dame Hannahs to offer short term breaks and respite to children with disabilities.

In 2008 Hannahwood, our Young Adult Provision, was opened as we had identified a desperate need for young adults with disabilities aged 19 upwards. Hannahwood provides education, work and training opportunities and a range of activities and experiences while supporting the young adults to live independently in specially adapted, bright and modern bungalows.

In 2009 Dame Hannahs purchased a 90-acre site at Seale-Hayne near Newton Abbot. We were eager to expand our reach again and recognised the lack of opportunities for adults of all ages with disabilities. The site was a centre where people with disabilities could train, learn, work and have fun participating in art, music, outdoor pursuits and horticulture and even run their own radio station. The site was open to the public with facilities such as arts, live music, recording studio, shops, farm, bistro, health and wellbeing centre and family events. There were also over 50 tenants including a wide range of businesses, artists and other charities.

In 2013 and 2015 further residential accommodation was added to the short- and longer-term provision for adults with disabilities at our Ivybridge site. Sadly, in 2019 Hannahs at Seale-Hayne closed and the site was sold with the majority of tenants remaining. Dame Hannahs then entered into a partnership with the Edward Gosling Foundation (EGF) who purchased the Ivybridge site in April 2019 with Dame Hannah's as leaseholders and operating with the full support of the Foundation.

2020 saw the growth of services for children with profound learning needs in mainstream schools and special schools, this led to a steady decrease in children's placements at Dame Hannah's. The Trust decided to withdraw from its children's services and concentrate its focus on services for adults with disabilities.

Dame Hannah's continues to welcome newcomers, delivering first-class care and development services for adults with disabilities enabling them to live life to the full.

Our Work

After an eventful few years, the charity has re-focussed its aims and today we work from our main site in Ivybridge to provide care, support, development and fun for adults with a range of disabilities. Our holistic approach offers professional support from our therapists, expert medical staff and care team.

Our Hannahwood project focuses on the transition from adolescence to adulthood providing support with development and care. We are able to provide a range of activities for everyone to enjoy as well as residential placements and short break opportunities in our five residential bungalows for young adults. We are also able to

provide a similar provision for those with a variety of complex and profound needs. We see an increasing demand for this level of care, and it is likely our future plans will see us extending our capacity in this area.

We also provide a specifically adapted bungalow in the centre of Ivybridge for adults with physical disabilities and associated learning difficulties where they can experience more independent living.

Alongside our residential and short break provision, we offer a range of therapies from physiotherapy and occupational health to speech and language and eating and drinking.

Dame Hannah's acknowledges the bespoke and changing needs required to support young people with PMLD, it not only promotes their well-being but contributes to a more compassionate and inclusive society by:

Improving their quality of life:

- Helping them to achieve their potential and lead meaningful lives;
- Promoting social and emotional development;
- Supporting their family/care givers;
- Building empathy and compassion within their communities.



Our Mission

Our mission is to empower, advocate and enrich the lives of young adults with a range of complex and high-level disabilities.

Our Core Values

The relief of people in need by reason of disability, by the inclusive provision of care, advocacy, integration, learning, training and other support services with a preference given to those who are, or whose parents or guardians are, resident in Devon or Cornwall;

To advance education and understanding relating to the care, training and development of persons with disabilities and their integration into wider society, in particular by:

- (i.) the provision of training and learning opportunities for the families, carers and associated professionals of people with disabilities supported by the Charity in order to help develop their individual capabilities, competencies, and skills; and
- (ii.) the provision of information, support and learning opportunities to the public including promoting research and disseminating the useful results

The need

Of the UK's population, 19% of working age adults live with a disability. The challenges for people living with disabilities are considerable, particularly in childhood but the focus placed on the opportunities and the development needs of children does ensure a greater level of commitment to beneficial outcomes. However serious challenges remain for adults with disabilities. As children transition to adulthood, funding and care protocols dramatically change. This leaves many in the sometimes traumatic position of navigating what is – for all young adults – a naturally difficult time, without the stability of vital care and support.

Public Health England (PHE) 2020 identified 10,032 children with PMLD, 14% of children registered with a learning disability. 80% of these are in special schools/care homes and will need to transition to adult placements. There are no other provisions in East Cornwall or South Devon for young adults, able to offer similar care and opportunities for young people with PMLD.

Today's economic climate poses a further challenge with funding being extremely difficult. Young adults with physical and learning disabilities need extra support and this is often limited from their local social services. It is critical therefore that support is available both professionally and within peer groups as many need to reach out for help.

For young adults – of all abilities – there are defined pathways with milestones set in development, education and care. The concerns and outcomes therefore are clearer cut... or are they? Individual programmes for young adults are charted with official monitoring and governance on practice. However, the truth is that cultural judgements and social barriers are a major influence in the standards and delivery – especially in the case of young adults with additional needs.

The important stages of further education and employment become areas of uncertainty, facts clearly underlined by the national figures: Just over 1/3 of adults living with disabilities are in further education – 14% of whom have PMLD – but it is reported that a quarter of people living with disabilities have no qualifications compared with the national figure of 9%. Of the working population over 6.9 million live with a physical or learning disability, with only one in ten adults with learning disabilities being in full or part-time employment.

The figures will only increase; most likely by 14-20% for adults with learning disabilities within the next decade. The challenges, therefore, will only become more pronounced and long-term solutions will likely require significant societal change and readjustment.

Measuring Our Success

Dame Hannah's is CQC registered and is regularly inspected and supported by the Care Quality Commission (CQC):

- Hannahwood Transitions - Residential Bungalows:
CQC overall rating - **Good** (last inspection June 23)
- **Outstanding in Caring.**
- Hannahwood Mews - Nursing Unit:
CQC overall rating - **Good** (Last inspection Oct 19, Reviewed July 23) - **Outstanding in Responsiveness.**
- Arthur - Adapted bungalow in Ivybridge:
CQC overall rating - **Good** (last inspection Oct 18).



We evaluate our service internally and have implemented a range of processes to ensure we have robust procedures for continued review and improvement of service delivery and staff welfare

Finance / Income

Dame Hannah's is currently in a stable financial position. We receive statutory funding which covers the care element of all our work, but we receive limited funding to expand, improve or develop our charitable services. Increased running costs will be covered by inflationary fee increases and each new additional statutory care package as we increase our numbers of residents (up to 42 residents). Our statutory funding comes from Local Authorities and Integrated Care Boards (Health) and these funds cover the significant staffing and normal overhead costs of the Charity. In order to expand, improve and develop our charitable services Dame Hannah's requires further funding from its nine Charity shops and Fundraising activities (Community, Grant and Corporate income sources). During 2022/23, the Dame Hannah's accommodation refurbishment fundraising appeal raised £264k and during 2023/24 the more specific bungalow renovation grant appeal has so far generated just over £160k and this is set to continue to increase.

[Review our Annual Accounts](#)

In the year 2022/23 our total income was £6.5m, an increase on the previous year due to a growth in placement numbers and improved fundraising (following the significant disruption of Covid – 19). Our free reserves stood at £1,451,289. The majority of our expenditure is on staff costs (c 200 staff). We have paid off the vast majority of our borrowing and we move into the future with a renewed sense of purpose and positivity. We set a deficit forecast for 23/24 as we consolidate the position of the Charity (investing in the residential accommodation, our highly valued staff team and where possible/with funding support our community resources) in order to be in the best possible position to increase our charitable impact and related income during 2024/25 and beyond. We currently expect 2023/24 to be a breakeven financial year and expect to be back in surplus by the end of 2024/2025 and beyond. (Our annual report and accounts provide further information.)

Our Board

Our trustees play a vital role in making sure that Dame Hannah's achieves its core purpose by providing appropriate oversight, governance and leadership to the charity. They oversee the overall management and administration of the charity, ensuring that we are compliant with relevant legislation and meeting the terms of our charitable objectives. Our trustees ensure that Dame Hannah's has a clear strategy and that our work and goals are in line with our vision. Alongside this, they offer support and constructive challenge to the executive team to enable the charity to grow and thrive, and through this, achieve our purpose.

Our board is currently made up of five Trustees who bring a broad range of experience, skills, backgrounds, all of whom are passionate about empowering, advocating and enriching the lives of adults with disabilities.

Professor David Coslett Chair of Trustees



David is an experienced higher education leader with a distinguished profile and career spanning over 30 years in the education sector. He was interim Vice-Chancellor and Chief Executive at Plymouth University from 2014 to 2016, having previously served as Deputy Vice-Chancellor and Executive Dean of Arts. He had oversight responsibility for External Relations including relationships with the media and international partners. He has considerable experience of working with a broad range of people, institutions and organisations and building an integrated and collaborative approach to leadership. He is a graduate of the Leadership Foundation's Top Management Programme. David is a Fellow of the Royal Society of Arts, a member of the Advisory Group of The Box, Plymouth and has Board experience of a number of charities including Plymouth Culture, the South West Film & Television Archive and the Barbican Theatre, Plymouth. He is a former Secretary of the UK Council of Deans of Arts, Humanities & Social Sciences and former board member of the Heart of the South West Local Enterprise Partnership. He is currently an Emeritus Professor of the University.

Paul Boys



Paul has spent the whole of his working career in construction and housing development. He worked on major projects for John Laing Construction moving on to Laing Homes and finally Taylor Wimpey as a regional MD. His interest in learning disabilities began 33 years ago when his youngest son Alex was born with Down's Syndrome. Since then, he has held several Trustee roles in charities that support people with a learning disability including 20 years at Robert Owen Communities, a Devon based support provider which has recently merged with United Response. He is currently a Trustee of two other Charities; a grant making Trust and a small housing provider for people with a learning disability.

"Hannahs is a great charity and I am delighted to be able to use the skills that I have gained both through my working career and from working with other charities with a similar ethos to hopefully make a useful contribution to the ongoing success of the organisation"

Simon Morris



Simon is a lawyer of over 20 years experience. He started his legal career in Devon with the then Bond Pearce LLP, moving to Bristol for over 10 years and working for Osborne Clarke LLP and DAC Beachcroft LLP. Simon's experience is in commercial and corporate contracts and project financing. He has recently worked on high value NHS commissioning contracts and financings. Simon also has industry experience having worked as an in house counsel for Wincanton plc and the then Lloyds TSB Bank plc.

“Dame Hannahs is a wonderful charity and I am pleased and proud to be a member of the board of Trustees. I am hoping that my previous experience can positively contribute to the direction and growth of the charity, to allow it to continue to provide the excellent services which it currently provides.”

Tony Lumb



Tony is a Chartered Accountant with over 30 years' experience in financial and operational restructuring, and commercial operations. Over the last 10 years Tony has focused exclusively on healthcare services including those for the elderly, profoundly disabled and individuals with acquired brain injuries. Although finance based, Tony has knowledge of Estates, HR, legal matters and taxation. He has also been project manager for a substantial residential home refurbishment programme.

“Through my work I have seen some outstanding care services with such dedication from both staff and the families of residents. I have known Dame Hannah's for seven years and it has been a privilege to see the hard work and commitment which goes towards improving the lives of the residents. I therefore jumped at the opportunity to be a trustee when it became available. “

Nigel Godefroy



Nigel has recently joined the Board for a second time. Well known in the area Nigel was previously CEO of Sutton Harbour and was responsible for much of the regeneration around the Barbican area of Plymouth. A commercially minded Chartered Accountant, Nigel is also the current Chair of Plymouth City Centre Company, sits on the Board of Destination Plymouth and is a shadow Board Director of The Box in Plymouth. For the last seven years Nigel has been a Trustee of Plymouth Marine

Laboratory where he chairs the audit Committee. Other previous roles include being Deputy Chair of Plymouth's Barbican Trust, a Commissioner for Cattewater Harbour and a Director of Resound Health which built health facilities in Plymouth including Mount Gould Hospital.

"It's an absolute privilege to be involved in such a fabulous and worthwhile charity as Dame Hannah's. I am humbled to be given the opportunity to support others whilst at the same time to work with so many other amazing people."

The Role

We are looking to strengthen the Board with an additional Trustee who offers senior level or Trustee experience in the Health and Social Care sector, who can use their leadership skills and talents to contribute to the on-going success of the Charity.

Trustee Role Description

- Support the Board to continue to improve and develop its understanding of the social care sector.
- Contribute to and Support the Board with effective governance specific to the social care sector.
- Further develop and strengthen the connection between the executive and the wider board in areas of care delivery and regulatory compliance.
- Contribute to and Support the Board to identify and implement the strategic delivery of the Trust's objectives, relevant to the delivery of care.
- Support the Executive in ensuring that we have a sustainable business model in terms of care costed packages.
- Support the Executive to ensure that all Board decisions are in line with the delivery of the services we provide.

You would also be jointly responsible for the overall governance and strategic direction of the Charity, together with developing the aims and objectives that support our mission and values. You will be involved in ensuring compliance, accountability and maintaining financial sustainability, whilst bringing fresh ideas and creativity to support your Trustee colleagues and the Executive team.

We are committed to the Charity Governance Code and are working continuously to improve our governance in line with the Code's guidance.

Terms of office

- Trustees are appointed for a three-year term of office, with the potential for renewal for two further terms to a maximum of nine years.
- This is a voluntary position, however reasonable expenses are reimbursed.

Time commitment

- Preparing for and attending four board meetings annually. Meetings are held in-person with the potential for some hybrid /remote meetings.
- Preparing for and attending at least one board development away day annually.
- Preparing for and attending sub-group meetings in person, as required.
- Ad hoc teleconferences, meetings and participation in working groups as required.
- Attending on-site and external meetings and conferences on behalf of Dame Hannah's, as required.

Board dates for 2024 (subject to change):

- 20th February 2024
- 16th April 2024
- 16th July 2024
- 19th November 2024

What's in it for you?

As a trustee you will have the opportunity to apply your significant skills, abilities and passion to work alongside devoted and enthusiastic trustees and staff who are committed to our mission, to empower, advocate and enrich the lives of young adults with a range of complex and high-level disabilities.

How to Apply

If you are interested in this opportunity we encourage confidential conversations with our recruitment partner Anna Jay, MD of Public Leaders Appointments: anna@publicleadersappointments.com or 07904 236 348 or Melissa Stewart: melissa@publicleadersappointments.com

In order to apply, please submit a CV or professional bio, supported by a cover letter of no more than 3 sides of A4 outlining your motivations for applying (affinity for our vision and mission) and highlight how your skills, knowledge and experience meet the requirements of our new Trustee, as set out in the brief.

Applications should be sent to applications@publicleadersappointments.com by **midday on Thursday 15th February**, 2024 with reference 'Dame Hannahs'.

We have a robust Diversity and Equal Opportunities Policy that trustees and staff adhere to. We promote the fact that we are a diverse, inclusive organisation, recognising and valuing individual differences and will always challenge discriminatory attitudes or practices.

We believe that everyone should have equal opportunities in life no matter their visible or non-visible characteristics which can include race, age, colour, first language, ethnic or national origin, religion, community background, political beliefs, gender, disability, appearance, sexual orientation, age, responsibility for dependents or marital status. We treat all job and volunteer applications equally.

DBS and References

Trustees will need to provide two written references and complete a satisfactory Disclosure and Barring Services check; costs for this will be met by the charity.

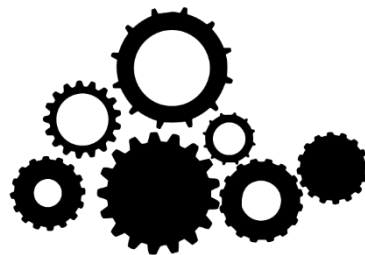
Probation/Induction

The following activities will take place early in the period and a review will take place after 3 months:

- Be encouraged to become involved between Board Meetings in activities that particularly interest them;
- Meet the staff and volunteers;
- Be familiar with the strategy and financial plan;
- Introduction to policies;
- Identify any additional skills/training they may wish to acquire.

Timetable

- Closing Date for Applications: midday, Thursday 15th February 2024
- Meeting with our Chair (remote): w/c 26th February 2024
- Onsite meeting (including meeting with Trustees, site tour and meeting with our leadership team): w/c 4th March 2024
- Attend Board meeting as an observer: 16th April 2024



**PUBLIC LEADERS
APPOINTMENTS**