



Chair of Trustees

Appointment Brief



LOROS

Hospice Care for Leicester, Leicestershire & Rutland

Being there for you
and your family



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Welcome

Thank you very much for your interest in the role of Chair at LOROS. We are seeking to appoint a successor to Andrew Stant who has led the charity since 2025 in addition to being treasurer and trustee since 1986.

Since its establishment in the mid-1970s, LOROS has developed into one of the country's largest hospices. We are a widely known, highly regarded and passionately supported local charity providing care and support for over 3000 people affected by terminal illness in Leicester, Leicestershire and Rutland each year. We are the affiliated teaching hospice of the University of Leicester and our Centre for Excellence in Palliative and End of Life Care is at the forefront of driving forward evidence-based improvements in policy and practice locally and nationally.

We are seeking to appoint a Chair with strong empathy for the vision and values of the charity and a passion to build on the successes of the past 40 years. With significant experience of board-level leadership you will have an inclusive and collaborative style capable of bringing out the best in everyone. You will provide leadership to the board, enabling it to fulfil its governance responsibilities and ensure a clear strategy is in place to deliver the charity's vision. Your highly developed sense of strategic purpose and ability to grasp complex issues will help the board, our Chief Executive, Camilla Barrow, and Senior Leadership Team to navigate the shifting policy and funding landscape affecting LOROS and the wider hospice sector.

LOROS is working hard to become a more diverse and inclusive charity. It is one of our central priorities for the next five years. We welcome applications from everyone committed to this goal and would particularly welcome applications from women, and individuals from diverse ethnic communities who are currently under-represented on our board. The appointment of Chair will be made on merit following a fair and transparent process.

This is an exciting opportunity to lead the board at one of the UK's leading hospice charities. We hope you are interested in the role and would be delighted to discuss it further with you.

Kate Bradley

Chair, People and Nominations Committee



About LOROS

Established in 1977, LOROS is one of the UK's largest hospice charities, providing palliative and end of life care for adults with a terminal illness, and support for their families.

Vision

Our vision is that everyone with an incurable illness has the right to excellent care, which values and respects their uniqueness and own choices. We believe people should be enabled to live and die with dignity and appropriate and compassionate support for themselves and their loved ones.

Services

We offer specialised care for those aged over 18 years with complex problems who are suffering from a terminal illness when cure is no longer possible. Our care is unique to each individual. We provide a range of services, including a 31-bed inpatient unit, community nurse specialists, day hospice, counsellors, bereavement support, complementary therapists, physiotherapists, occupational therapists, pastoral care and family support, a specialist service for patients with Motor Neurone Disease, lymphoedema and other outpatient clinics.

Our care is provided free of charge to patients living in Leicester, Leicestershire and Rutland.



Centre for Excellence

LOROS has a Centre for Excellence in Palliative and End of Life Care with an ambition to be at the forefront of hospice research in the UK, driving forward evidence-based advancements in tackling health inequities and inequalities for people living with a terminal illness and in the provision of palliative and end of life care at home and in the community.

The Centre for Excellence also provides the focus of LOROS' work as the affiliated teaching hospice of the University of Leicester and our team of educators are involved in delivering a range of teaching programmes designed to equip current and future health and social care professionals with the knowledge they need to care for people at the end of their lives.

Funding

The cost of delivering our charitable activities in 2025-26 was £9.6 million. 22% of the funds needed to deliver these activities comes from the NHS and the remainder of the funding we need is generated by our shops, commercial ventures, lottery, investments, fundraising events, individual and philanthropic giving, legacies, and grants and donations from trusts, foundations and corporate partners.

Volunteers

LOROS is fortunate to have 1,300 volunteers who contribute immeasurably to the running of the hospice, the care we provide and our many fundraising activities.

LOROS values and behaviours



Professional

Showing respect to patients and families, as well as members of our community, staff and volunteers.



Focused

On exceptional quality service and support for patients and families whilst listening, learning and adapting to their diverse needs.



Collaborative

Working together as colleagues and with local, regional and national partners to grow meaningful relationships and achieve sustainability.



Compassionate

Showing kindness, discretion and sensitivity as we care for our patients, families, our community, staff and volunteers.



Trustworthy

Be honest, reliable and consistent, showing respect and dignity in everything that we do.



Accountable

To our patients, their families, our community, staff, volunteers and external organisations/bodies.

Governance

The Board of Trustees has overall responsibility for the management and administration of LOROS and can exercise all the powers of the charity, subject to the governing documents.

The board meets five times a year. Relevant matters, such as the strategy and annual budget, are approved by the board. Five sub-committees support the work of the board.

- 1 People and Nominations Committee
- 2 Clinical Governance and Service Development Committee
- 3 Income Generation and Marketing Committee
- 4 Centre for Excellence Committee
- 5 Finance and General Purposes Committee

Each committee is chaired by a trustee and supported by the appropriate member of the Senior Leadership Team. External advisers attend committee meetings.

The Finance and General Purposes Committee oversees risk management processes on behalf of the board. The charity risk register is reviewed at all meetings of the Finance and General Purposes Committee and informs the preparation of a Board Assurance Framework which is considered at all board meetings and supports trustees in managing key risks.

The board has appointed a lead safeguarding trustee to work with the designated safeguarding manager to ensure that trustees have effective oversight of all safeguarding matters.

LOROS has three subsidiary companies: LOROS Enterprises (company number 01944436), LOROS Lotteries (03179552) and LOROS Commercial Innovations (13084976).



Key facts

£9.7M

Expenditure on providing Hospice care

£7.7M

Minimum amount of **income** to be raised to fund hospice care
Excludes the activity of LOROS Education, which is a self-funding service.



>3,908

No. of individuals
receiving patient care
from LOROS per year



Average length
of stay

12 days



Of whom
479

admitted to
Inpatient Ward



£577

Cost per bed/day
including overheads

Cost

per hour
of providing
hospice care



£1,114

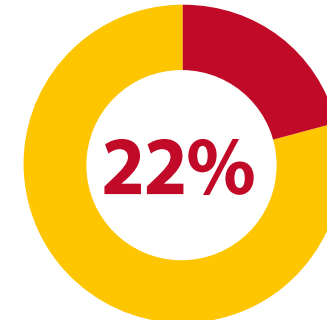


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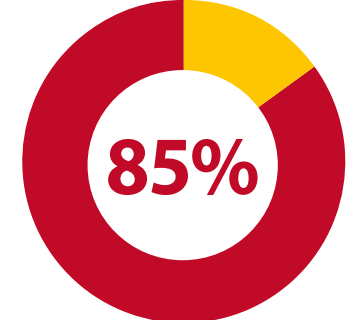
employees

1,439

regular volunteers



Portion of
expenditure covered
by NHS



Portion of charity
costs directed to
care services



28

LOROS Shops
and online



14,500

people play
the LOROS Lottery

All money raised is spent locally in Leicester, Leicestershire and Rutland.

Figures accurate as of June 2026



The role of Chair

Purpose of the role

The role of the Chair is to provide inclusive leadership to the Board of Trustees, ensuring that LOROS and its subsidiaries are governed well, delivering against agreed strategy and managing risk effectively. The Chair has a key role to play in ensuring the charity is well led with an accountable and properly supported Chief Executive and Senior Leadership Team.



Key accountabilities

In addition to all the duties of a trustee, the Chair's role includes:

- Providing leadership to the board, enabling it to fulfil its governance responsibilities.
- Ensuring the board has a clear strategy to deliver the charity's vision and mission.
- Ensuring that the Chief Executive is accountable for leading the organisation effectively and in line with agreed strategy and board decisions.
- Chairing meetings, encouraging participation, seeking consensus, managing conflicts of interest, ensuring inclusive behaviours and fostering a high performing board team.
- Developing a strong, supportive and advisory relationship with the Chief Executive, meeting regularly, and ensuring the board works well with the Senior Leadership Team.
- Ensuring that the size of the board, mix of skills and experience and diversity is appropriate, and that there is effective succession planning and recruitment in place.
- Working with sub-committee chairs and the Chief Executive to ensure board agendas and papers are meaningful, timely and in line with board and sub-committee work plans.
- Leading board evaluation, carrying out annual trustee appraisals and undergoing personal appraisal, ensuring issues are addressed and agreed changes implemented.
- Acting as an ambassador, playing an important role in the development of key strategic relationships and representing the charity at relevant meetings and events.

Knowledge, skills and experience

The Chair may come from a variety of backgrounds. They must have sufficient time to carry out the role and bring with them significant board-level leadership experience, good judgement, strong interpersonal skills, tact, diplomacy, an ability understand complex issues, significant experience of chairing meetings and an inclusive and collaborative leadership style, capable of bringing out the best in everyone.

In addition, the Chair should be able to demonstrate:

- Empathy with LOROS, its purpose, vision and values
- Commitment to Nolan's seven principles of public life
- Significant leadership experience in a substantial and complex organisation
- Highly developed sense of strategic purpose
- Determination to ensure the voice of patients informs board strategy and decisions
- Understanding of equality, diversity and inclusion
- Clear understanding of charity governance and the duties and role of a trustee



Terms of appointment



Trustees are appointed for an initial term of three years. Two further terms of three years can follow, up to a maximum of 9 years.

The time commitment required is approximately 2-3 days per month, including:

- Chairing five in-person board meetings per year and the AGM.
- Annual board away day.
- Monthly meetings with the Chief Executive.
- Annual appraisal of trustees and the Chief Executive.
- Involvement in board sub-committee and planning meetings as required.
- Visits to the hospice and LOROS enterprises and subsidiaries.
- Meetings with key partner organisations.
- Representing LOROS at other meetings and events.

Meetings are generally held at the main hospice site at Groby Road, about two miles from Leicester city centre. Some take place virtually. Travel to and from meetings and events taking place across Leicester, Leicestershire and Rutland will be required.

This is a voluntary and unpaid role. Expenses incurred will be reimbursed in accordance with the charity's expenses policy. Attendance costs associated with any conferences, training or governance events which may be required for the role will also be covered by LOROS.

How to apply

To apply to become Chair of Trustees at LOROS please send the following documents to Emily Cante, Head of People, at emilycante@loros.co.uk

- Your CV, drawing out relevant experience for the role.
- A supporting statement which addresses the knowledge, skills and experience required for the role.

Recruitment timetable:

Deadline for applications	16th October 2026
Assessment and interviews	30th October 2026

Queries

If you have any queries or wish to have an informal discussion about the opportunity, please contact Becca Stevens RebeccaStevens@loros.co.uk





Directions to LOROS and the LOROS Centre for Excellence

You can find us just off the Groby Road (A50) in Leicester.

From the East - A46 from Newark

At the Leicester Western bypass roundabout (Hobby Horse pub will be on your left, and is visible from the roundabout), turn right onto A46 North & West (also signed for M1/M69).

Take 2nd exit off A46 signed Beaumont Leys.

At roundabout take 2nd exit (Gynsills Lane).

At A50 roundabout take 2nd exit (first one goes into County Hall) onto A50 towards Leicester City.

At next roundabout take 3rd exit still on the A50 towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

Using Motorways - M1/M69 Junction 21

Take A563 Outer Ring Road.

At the first roundabout, take 3rd exit, following Leicester North & West and continue to follow A563 (north).

At the Groby Road roundabout with A50, take 4th exit onto A50 towards City Centre.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

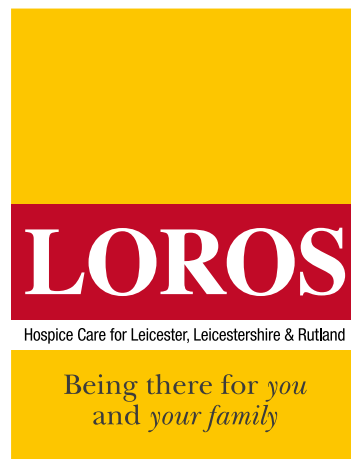
Using Motorways - M1 Junction 22

Take A50 towards Leicester and stay on this road.

At 4th roundabout, Glenfield Hospital on left, take 3rd exit (still on A50) towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.



LOROS Groby Road, Leicester LE3 9QE

☎ (0116) 231 3771

✉ info@loros.co.uk

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