



Trustee Recruitment pack

Introduction

Music is an essential part of most people's lives. At Music in Hospitals & Care our vision is that live music is an integral part of everyone's health and social care.

Every year our professional musicians share live music with many thousands of people across the UK who may not otherwise get to experience it. This includes those living with dementia, who have mental health problems or who are seriously ill. You can find out more by visiting our website at mihc.org.uk.

We are now looking to recruit an additional finance trustee to our Board of Trustees, providing an opportunity to combine a love of live music with your accountancy and financial expertise.

The charity has a dedicated Head of Finance on its Senior Leadership Team, who manages the day-to-day financial operations, and there are presently two experienced qualified accountants on the Board of Trustees, one serving as the Treasurer. Due to a forthcoming retirement, there will be a vacancy for a new finance trustee to join the board and also be a member of the Finance and Audit Committee which meets remotely three to four times a year.

Preferably you will have an understanding of charity finance and investment in addition to your accountancy qualification, but we welcome hearing from any experienced accountancy professionals who are passionate about the work the charity does.

We welcome applications from people across the UK with relevant expertise and experience who have a passion for our cause, an interest in committee work and a willingness to get actively involved in helping to deliver our vision. You don't need to have experience as a trustee or being on a board before - we offer a comprehensive induction programme and training and development opportunities as appropriate. We adhere to high safeguarding standards, and successful applicants will require to undergo a basic criminal records check before taking up post.

We are committed to becoming an organisation which reflects society and promotes diversity and inclusion, and would particularly welcome applications from people who are currently under-represented on the Board, including disabled people, those from Black, Asian and other minority ethnic communities and people aged under 50.

You can find information on how to apply at the end of this pack. If you would like to have an informal discussion with an existing board member before applying, please email ria@mihc.org.uk.



About us

Music in Hospitals & Care is a charity that improves the health and wellbeing of children and adults through the healing power of live music.

Every year, our professional musicians share live music with over 100,000 people from across the UK, who may not otherwise get to experience it. This includes those living with dementia, who have mental health problems, or who are seriously ill.

We believe live music needs to be part of everyone's health and social care. Why? Because research shows that live music heals. It helps people feel relaxed and confident, and can relieve frustration, stress and isolation. Music can also reduce the perception of pain. It brings back memories and helps create new ones. When you move your body to music – even just tapping a finger – it's natural physiotherapy.

Our dedicated music team handpicks professional musicians through audition. They're chosen for their blend of musical talent, sensitivity and people skills. The live music experiences they create and share unlock all kinds of emotions – from joy to loss, pleasure to nostalgia. Unlocking these emotions supports people's wellbeing. We see people interacting with our musicians by doing everything from smiling to getting up to dance or sing.

Live music can transform relationships between patients, families, healthcare professionals, residents and carers. When people enjoy music together, they feel more connected to each other, which leads to more personalised care.

Vision and mission

Last year, we began a process to refresh and review our vision and mission. We wanted to ensure we remain relevant and compelling in an increasingly challenging funding environment, as well as ensuring we could plan strategically for the future towards a clear goal.

As part of this process, we developed our theory of change. This framework involved everyone throughout the organisation, with the goal of enabling us to articulate more clearly the difference that we are seeking to make - and how we will do that.

Our new vision and mission is the platform from which we plan to develop our new strategy, and complements other work recently completed. We hope that defining our long-term impact will be a key component to securing funds to enable us to achieve the change we're seeking.



Our vision

Live music is an integral part of health and care in all settings across the UK



Our mission

Delivering tailored live music to improve health and wellbeing of people in hospitals and care

Raising awareness of the benefits of live music in health and care

Our year in numbers 2020/21



reached around
50,000
people with the healing power of live music, including everyone from a premature baby in an intensive care unit to an older person with dementia in a care home.



shared
562
live music experiences with people from across the UK. This includes 492 through online and 70 in-person live music experiences.



reached over
1,000
people through in-person live music experiences.



reached
47,660
people through our online music programme #MusicEveryDay.



raised
£1,243,299
in income, including 82% from grants and donations.



spent
£773,783
on sharing live music with the people we support, meaning 84p in every £1 goes on our charitable activities. The remaining 16p helps us raise more money.



called every single one of our
448
professional musicians to check how they were doing in spring 2021. Their insights informed our return to in-person live music.



partnered with
13
care homes and social care environments around the UK, including one in Scotland, four in Wales and eight in England to deliver in-person live music.



partnered with
7
hospitals and one hospice, including two in Scotland, three in Wales and three in England, to deliver in-person live music.



partnered with
220
health and care settings, including 18 hospitals in England, 10 day centres in Scotland, two hospices in Wales and a care home in Northern Ireland, to share private online live music.



found that
100%
of families who took part in Massage and Melodies in August 2020 said their experience helped them to interact and feel close to their baby.



found that
94%
of staff said they feel valued and 100% feel supported by their line manager and the charity as their employer.



About the role

The Board of Trustees is responsible for establishing the essential purpose of Music in Hospitals & Care and for agreeing and safeguarding its vision and values.

Together, the Board of Trustees and the Chief Executive set our long-term strategy and monitor the delivery of its charitable objectives. The board also provides guidance, advice and support to the Chief Executive and the Senior Leadership Team. Meetings are normally held in London or Edinburgh. The role is unpaid but reasonable travel and subsistence expenses are provided. It is likely that virtual meetings will remain a regular feature of the organisation in the future.

Main Responsibilities

As an individual trustee, you would be expected to:

- Develop a sound and up to date knowledge of Music in Hospitals & Care and the environment in which it operates;
- Regularly attend meetings of the full Board (at least 4 per annum plus 2/3 training or strategy meetings) and any relevant sub committees, or provide apologies if absence is unavoidable;
- Fully prepare for meetings by reading papers, questioning what you don't understand and thinking through issues in good time before meetings;
- Actively engage in discussion, debate and voting in meetings by contributing positively, listening and challenging sensitively, while also acting jointly and accepting majority decisions
- Use your specific skills or knowledge to provide specialised support or guidance to the Board and the Senior Leadership Team within your area of expertise. This may include assessing risks and opportunities in specific areas, enabling access to relevant networks and taking the lead in evaluating proposals that relate to your expertise.

As a member of the board you will also be required to work with fellow trustees and the various sub committees of the board to:

- Ensure the Charity complies with legislative and regulatory requirements and acts in accordance with its governing documents;
- Oversee sound financial management of the Charity's resources by ensuring that expenditure furthers the organisation's objectives and that investments are managed in accordance with accepted standards and policies;
- Establish and monitor policies to govern the management of the Charity;
- Appoint the Chief Executive and provide relevant support, guidance and management;
- Approve the Annual Report and Accounts;
- Contribute to the annual review by the board of its own performance.

Main qualities

Essential

- A passion for delivering our vision that live music is an integral part of health and care in all settings in the UK
- Relevant knowledge and expertise
- Ability to devote time and enthusiasm to the reading of papers and attendance at committee meetings
- Ability to work as a team



Desirable

- An understanding or experience of board and/ or committee work
- Experience of strategic business planning or working at a senior management/ leadership level
- Ability to communicate ideas clearly
- Access to relevant networks and contacts
- Ability and willingness to act as an ambassador for Music in Hospitals & Care

Terms of Office

Trustees are appointed for a three year term of office, with the option of renewal for two further terms to a maximum of nine years.

How to apply:

Please follow the links to complete and submit our online [application form](#) and [equality and diversity monitoring form](#) by **Monday 27 June**.

Interviews will be held online.

Should you be called for interview, please let us know if you require any special provision as a result of any disability or health condition you may have. Please also let us know if you have any difficulty completing the application form online and we can arrange to have paper copies sent directly to you.



mihc.org.uk



Music in Hospitals & Care is a registered charity in England & Wales 1051659 and in Scotland SC038864
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