



The Whiteley Homes Trust

Trustee recruitment October 2023

Background

Whiteley Village in Walton-on-Thames, Surrey, is a unique community of around 500 elderly people of limited financial means who are mainly but not all retired. The village was established at the bequest of William Whiteley, the founder of Whiteley's department store in London, with £1 million to provide for the purchase of land and the erection thereon, "of buildings to be used and occupied by aged poor persons of either sex as Homes in their old age".

The historic village is owned and managed by The Whiteley Homes Trust, a charity which was founded in 1907. Believed to be the first purpose-built retirement village in the UK, building began on the 225-acre site in 1914 and the first resident Eliza Palmer, moved into her cottage on 10 October 1917. Designed in the arts and crafts style around an octagon, Whiteley Village is a conservation area with 262 listed cottages, many beautiful green spaces, a lake and extensive woodland. The original plan was for double the number of cottages around a second octagon but the charity ran out of money. It is part of our future aspiration to fulfil this original vision.

Most residents live independently in 262 Grade II-listed Almshouses and for those who need more support there are 51 extra care apartments known as Huntley House. There is a very new nursing and end of life home, The Eliza Palmer Hub, which is also the administration centre. This was opened in 2019 to replace the original sanatorium, Whiteley House, which was no longer fit for purpose.

Community is very important to the residents and there are numerous clubs and activities, a shop, church, village hall - it is our aspiration to move this to a more volunteer-led model.

Part of the estate is let to outside sports clubs and school nurseries.

The 225-acre site has great potential although much of it is designated as green belt. The Trust is exploring ways to expand its current footprint in partnership with our key stakeholders so as to increase its impact as a charity. It is also seeking to reduce long term debt and increase income.

The history of the village is here: <https://whiteleyvillage.org.uk/who-we-are/>

The WhiteleyHomes Trust is seeking to appoint a new trustee to its board. The position is voluntary, that is, unpaid, although reasonable travel expenses may be reimbursed.

Person Specification

The trustee board has been recruited to provide specific skills and experience. A new trustee is now sought as successor to a long-serving trustee with a background in healthcare whose term ends in 2023, though she has agreed to remain for a period of up to a year beyond this date to provide continuity.

The new trustee should be a person with experience of care and well-being in a community setting, ideally in an elderly social or clinical care setting. This trustee will participate in the Care and Community Committee, either as a member or as chair. The outgoing trustee chaired the Care and Community Committee and will continue to do so during the transition period.

General competencies

The successful candidate will be expected to meet standard board competencies as follows:

- Ability to think and act strategically, and to challenge
- Ability to build relationships with a wide range of stakeholders
- Good understanding of the social and economic contexts in which Whiteley Homes Trust works
- Understanding of the risks in housing, community and care settings
- Grounded in commercial reality and able to balance short and long term financial issues with the charitable objects of the Trust
- Understanding of and ability to promote effective governance practices
- Understanding of the value of equality, diversity and inclusion and the benefits it brings to the organisation
- The ability to judge the balance of respecting history and ensuring the organisation is ambitious for the future
- Committed to, and with an affinity for the culture, ethos and values of Whiteley Homes Trust.

Specifically for this role the Trust is seeking:

1. Experience in the care of older people in a community setting
2. Experience in partnership working with care and other social agencies that work to improve the general well-being of residents
3. Experience in safeguarding of vulnerable people

Other areas of expertise which are desirable but not essential:

- Knowledge of community engagement: the Trust takes a collaborative approach with villagers and this will become more important as decisions about the long-term development of the village are made.
- Relevant experience of fundraising: fundraising is expected to be an executive role in due course but more trustee knowledge may be helpful. As we are a charity, trustees would be expected to promote fundraising activities as part of their role.

Responsibilities

The appointment is for an initial term of three years with the option to renew for a second term by mutual agreement. A Trustee role for a charity has the same responsibilities as being a Non-Executive Director for a company, providing oversight of the organisation's performance, ethics, finances and risks. It is the Trustee's role to ensure the Charity complies with charity law, that it is well run and in good financial shape. It should be delivering its charitable objectives to the best of its ability.

The Board maintains a broad overview of the Trust's strategic challenges and adopts strategies to drive the organisation forward to achieve long- term goals. The strategies to be delivered by the Executive under the leadership of our Chief Executive, Rachel Hill.

Specifically, Trustees:

- Act as guardians of Whiteley Homes Trust's vision, principles and our charitable objects
- Are active members of the Board in exercising its responsibilities and functions and serve on Committees or groups as appointed by the Board
- Use their specific knowledge or experience to help the Board reach sound decisions.
- Contribute at four Board meetings per annum, and on a committee as appropriate.
- Contribute at a Board Strategy Day and annual board dinner
- Take personal responsibility for developing a particular understanding of a key aspect of the Trust's activities.

The current committee structure is as follows:

- Finance and Audit Committee; Housing Property and Asset Committee; Care and Community Committee; Nominations and Remuneration Committee; Clinical Governance Committee.

Trustees are encouraged to attend events in the village throughout the year.

Equal Opportunities

The Whiteley Homes Trust is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

To apply

Please email to trusteeapplications@whiteleyvillage.org.uk a letter of application with an up to date CV . Please confirm that there are no reasons why you may not hold the post of a company director. Please include name and contact details for three referees. (Referees will not be contacted until after the interview, and you will be informed in advance of any contact.)

Following interview, references and a DBS check, the successful candidate will join the board as soon as the appointment is approved by the board.