



beyond expectations

# Henshaws Trustees



## Welcome

Thank you for your interest in our Trustee post. On the following pages, you will find details of Henshaws and the role to assist you in completing and tailoring your application.

### To apply, we will need the following from you:

- Completion of our application form via our website
- A personal statement as we want to hear about your motivation, why this role/organisation, and evidence of how relevant your offer is to the role of Trustee.

You can find the link to our careers page and application form here:

[Henshaws careers.](#)

### **Applications for the Trustee roles closes on the 31st March 2024 at 12pm.**

If you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply, please contact me on 01423 814510 or email [amanda.edwards@henshaws.org.uk](mailto:amanda.edwards@henshaws.org.uk) .

Kind regards

**Amanda Edwards**  
**People Director**



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## Welcome Letter from Chair of Trustees

I am so pleased that you are considering this opportunity to become a Trustee for Henshaws. I hope this pack provides a useful insight into who we are and what we are seeking to achieve.

Henshaws is an organisation with a tremendous amount of energy and aspiration, we are currently seeking additional Trustees to oversee the implementation of Henshaws strategic plan and add value and expert advice to the senior leadership team.

Becoming a trustee is a fantastic way to contribute to the life changing work we do. It's a role which will give back just as much as you put in and often much, much more. It will provide a wealth of skills and connections to support career and personal development whilst playing an integral part of a well-respected highly valued charity.

I hope you will agree with our belief that Henshaws is a remarkable and unique organisation and share our passion for the work we do.

This is an interesting time to join us, and I hope that after reading this document you feel ready to make an application to become a Trustee for Henshaws.

Yours sincerely,

Alistair How, chair of the board of trustees

## About Henshaws

Henshaws is a charity that has been helping people living with sight loss and a range of other disabilities for over 185 years.



- **Sight Loss Support Team**

In Merseyside and Greater Manchester we work with people of all ages, both children and adults, living with sight loss and a range of other disabilities. We aim to empower them to take steps to change their lives for the better, with independence and friendship being at the heart of everything we do.



- **Specialist College**

From our Specialist College campus in Harrogate, we offer day and residential places for young adults aged 18 to 25 with special educational needs and disabilities. Our fantastic residential offering allows young people to join us from across England. At the heart of our college is Building Confidence, Developing Independence, and Supporting Achievement for all our students. Whether preparing for employment, making friends, or learning to live more independently, we can work with you to make your aspirations possible and goals a reality.



- **Arts and Crafts Centre**

At the Henshaws Arts and Crafts in Knaresborough, we create more than just art. We bring people together in an atmosphere that never fails to inspire. Through our workshops, people living with a range of disabilities discover their talents, put them into practice and realise their full potential. There are a diverse range of different workshops to choose from at the centre, from jewellery and paper to woodwork and horticulture. Artmakers not only have access to the varied workshop experiences and training facilities available every weekday but can also attend evening events and weekend social activities.

## Our Values



### **Informed**

Always aiming to increase knowledge through experience, expertise and history



### **Sharing**

Desire to exchange experience and ideas with others



### **Compassionate**

Displaying empathy and understanding



### **Proactive**

Actively helping and supporting individuals



### **Inspiring**

Through the life changing impact on the people we support



### **Empowering**

Encouraging and supporting individuals to reach their full potential

## Our Trustees

### **Alistair How - Chair**

#### **Meet Alistair: An Accomplished Executive with a Passion for Person-Centred Care.**

Alistair is the Chair of Henshaws Board of Trustees and joined Henshaws in January 2023. He has an extensive career in health and social care and is passionate about person-centred care and inclusion for individuals with disabilities. Alistair's professional background includes senior positions in elderly care operations, support for people with disabilities, marketing, and strategy for blue-chip companies. He is also a non-executive director for Encircle, Elizabeth Finn Care Homes, and Morelife. In his personal life, Alistair enjoys photography, cycling, and being out in the Yorkshire Dales, and is also a local Scout Leader.

### **Sally Bence - Vice-Chair**

#### **Meet Sally – HR and Remuneration & Benefits Expert**

Sally has worked in-house and as an external consultant for a range of businesses, collaborating with employees, management, and boards across various sectors and sizes. Sally was appointed to Henshaws' Board of Trustees in 2017, and has served on numerous board committees including Risk & Audit, Governance, and People & Reward. She has also held the position of Vice Chair since 2018. Although Sally joined the organization primarily to share her commercial expertise, she has gained much more in terms of understanding, meeting people with different lived experiences, and a sense of belonging and contribution. She is proud to play a role in supporting our charity.

### **Nikki Bishop - Trustee**

#### **Meet Nikki: A Finance Professional with lived experience of sight loss.**

Nikki is a finance expert with extensive experience in accountancy and audit. She has worked in various sectors including the public sector, private sector, and accountancy practice. Nikki began her career as a chartered accountant at PwC where she worked in both external audit and consultancy. She later transitioned to internal audit roles and finance positions in the retail sector before ultimately moving on to local government. Throughout her career, she has held board-level positions in both local government and the NHS, and she recently retired in 2021. Despite her slight sight loss caused by glaucoma, Nikki has continued to make significant contributions to the finance industry. Since April 2020, she has served as a Trustee of Henshaws and chairs the organisation's Business, Investment, and Finance Committee.



## **John Sole - Trustee**

### **Meet John: A Dedicated Leader with a Passion for Empowering Individuals with Disabilities**

John is an experienced professional in the charitable and non-profit sector, currently serving as Head of Strategy and Plans at Blind Veterans UK. He has held senior positions in regulated care settings and social enterprises, and managed employment and post-16 educational services throughout Wales for RNIB Cymru. With firsthand experience of sight loss, John has a personal passion for empowering individuals with disabilities. In his free time, he enjoys gardening, cooking, and spending time with his family.

## **Radhika Rangaraju - Trustee**

### **Meet Radhika – Accomplished Leader in Digital Health**

Radhika is an experienced leader in the field of digital health, with an impressive history of developing digital products and overseeing large-scale implementation. Her expertise lies specifically in digital strategy and delivery, agile methodologies, healthcare information technology, team building, and leadership.

## **Richard Platt - Trustee**

### **Meet Richard: A Wealth Management Expert Turned Non-Executive Director.**

After an accomplished career as a Stockbroker, Chartered Wealth Manager, and Regional Managing Director, Richard now serves as a Non-executive Director, Trustee, and Trainee Author. With over two decades of experience managing charity investments, Richard was invited to join the Henshaws board in 2017. Since then, he has been an active member of the Trustee Board's Investment Committee and is currently the Chair of the Risk & Audit Committee. Additionally, he is a valuable member of the Business, Investment & Finance Committee.

## **Janet Hartas - Trustee**

### **Meet Janet: Experienced Auditor, Quality Assurance Expert and Language Enthusiast**

Janet is a Fellow of the Institute of Chartered Accountants in England and Wales (ICAEW). After beginning her career at a predecessor firm of PwC, she spent twenty years working in audit and risk assurance services. Later, she worked with a professional body in the quality assurance department, overseeing the activities of ICAEW's practicing members. Janet is an expert in audit, quality assurance and risk management.



## **Chris Revett - Trustee**

### **Meet Chris: A Dedicated Care Provider and Quality Improvement Partner**

Chris is an experienced professional with extensive care provision and management knowledge across children's and adult services. With a successful history as a Registered Manager, he has led the management of services for adults with learning disabilities, autism, and challenging behaviour. Currently, he is a Senior Quality Improvement Partner for a large national care-providing charity, promoting Quality Assurance and Governance. Chris has previous experience working for Henshaws and can provide valuable insight into the employee experience. In his free time, Chris enjoys writing and playing music, powerlifting, and spending time by the sea.

## **Marie Rayner - Trustee**

### **Meet Marie: Business Development and Contract Management Expert**

Marie has over 15 years of experience in bids, tenders and sales, and, having worked with top UK companies such as Morson Group and The Senator Group, she is an asset to any team. She brings a wealth of knowledge about sustainable processes, compliance, and innovation to her trustee role at Henshaws.

## **Christine Oates - Trustee**

### **Meet Chris: An Experienced Education Professional and Mentor**

Chris has a wealth of experience in education, with an extensive background that includes roles as a school teacher, university lecturer, National Training Organisation manager, college director, teacher trainer, and independent education consultant. Furthermore, she served as Chair of the Board of Governors of her local primary school. Although retired, Chris remains actively engaged in the field, devoting her time to voluntary work for the British Educational Leadership, Management and Administration Society. Additionally, she is a mentor for autistic adults. Chris is happily married with two sons, the oldest of whom is on the autistic spectrum.

## **Jonathan Oxley -Trustee**

### **Meet Jonathan: A Leading Corporate Lawyer with a Focus on Technology and Healthcare**

Jonathan Oxley is a highly experienced corporate lawyer and Chair at Lupton Fawcett. With a diverse range of clients across all sectors, Jonathan's key areas of expertise lie in the technology and healthcare industries. He has been consistently ranked as a top practitioner by Chambers, the reputable legal sector guide, and is currently part of a team known for their professionalism, responsiveness, and commercial awareness. Additionally, he is a Fellow of the Institute of Directors and a Governor at Ashville College in Harrogate.

## Role Profile

We are currently seeking additional Trustees who will also be part of our board of Governors to oversee the implementation of Henshaws strategic plan and add value and expert advice to the senior leadership team.

Becoming a trustee is a fantastic way to contribute to the life changing work we do. It's a role which will give back just as much as you put in and often much, much more. It will provide a wealth of skills and connections to support career and personal development whilst playing an integral part of a well-respected highly valued charity.

### What we are looking for:

- A willingness to devote the necessary time, effort and a commitment to attending Trustee Board meetings in the north of the UK and other necessary meetings that might arise
- Have strategic vision and be able to understand and assess risks
- Have good, independent judgement.
- Understand and accept the legal duties, responsibilities and liabilities of trusteeship.
- Be able to work effectively as a member of a team and to maintain good working relations.
- Adhere to the Henshaws six key values, Informed, Sharing, Proactive, Inspiring, Compassionate and Empowering.
- Knowledge or experience of physical or learning disabilities is desirable but not essential.

### In particular we are looking for trustees with any of the qualities stated below:

- Experience of health and social care and an understanding of CQC regulations.  
(Trustee and Governor)  
Or
- A background in education and an understanding of OFSTED (Trustee and Governor)  
Or
- Human Resources expertise.  
Or
- Health and Safety

These are the four particular requirements to complement the experience of our current trustees but we would also be interested to hear from all applicants who share our values and can bring additional skills and expertise to support the charity to deliver its charitable purpose.

We're keen to ensure our board is diverse in every way and we're committed to ensuring our Trustees reflect our society, our charity and the people we support. We welcome applications from people with a visual impairment or other disability, their families and carers.

This is a voluntary role and as such is unpaid, however reasonable expenses are reimbursed. Registered Charity No: 221888