TRUSTEE CANDIDATE APPLICATION PACK

Welcome from the Chair

Dear Candidate

Thank you for your interest in becoming a Trustee at Cancer Support UK.

Cancer Support UK (CSUK) is a national cancer charity offering free practical and emotional support to adults and children, during and after their cancer treatment. We are a small but innovative organisation that seeks to address unmet needs in cancer services, focusing on where we can make the most impact with the resources that we have at our disposal.

The CSUK Board recently reviewed and refreshed its Strategic Plan and has confirmed its ambition, over the next three years, to significantly increase the reach of its current service offerings. Delivering our Strategic Plan will require substantial growth in the Charity's income and donations, and further digitisation of its operational platform. This in turn creates a need to expand the CSUK team, but also to broaden the capabilities and increase the capacity of our current 4-person Board of Trustees.

CSUK's Board of Trustees carries out all the required statutory and governance roles of a charity Board but also provides detailed input and hands on support to our CEO and his team. The Board strongly believes that adding new Trustees with relevant expertise and high levels of passion for the Charity's mission are critical to its continued progression.

This is an exciting time for Cancer Support UK as we embark on the next phase of our journey. We are in a healthy financial position, with a unique set of services that we know are highly valued and effective.

I hope, having read this document, you will be inspired to apply. I look forward to hearing from you.

Bryan Marcus
Chair of the Board of Trustees
Cancer Support UK

Cancer Support UK: Our Strategy.

Vision: *Cancer Support UK Creates a Kinder World for Those Impacted by Cancer*
Mission: *Cancer Support UK does this by providing practical and emotional support, tackling the feeling of 'isolation' that so many experience when impacted by cancer, both directly and indirectly.*

2030 Goals

- CSUK is recognised as the UK's leading emotional support charity for people with cancer.
- CSUK, through its support and training services, will have a positive impact on 250,00 individuals affected by a cancer diagnosis.
- CSUK donations from individuals (includes legacy, community and lottery donations) and grants from trusts exceeds £500,000 per annum
- CSUK revenues from commercial activities (includes commercial partnerships, Workplace Training and Clothes Aid) exceeds £500,000 per annum.

The Problem: In the UK, over 400 000 people are diagnosed with cancer every year, and this number is forecast to grow. Significant progress has been made over the last 40 years with improved cancer diagnosis and treatments. However, today over 3.5million people in the UK are living following a cancer diagnosis. This is forecast to increase to 4million by 2030. There is still much to do to improve the early detection of cancer and to continue to develop treatments that will improve outcomes. But with this progress, a new and significant challenge needs addressing; dealing with the 'emotional' fallout of diagnosis, treatment and recovery.

This issue has finally been recognised at the highest level, in the recent government, 10-year Cancer Plan, published in February 2026. This recognises that to ensure people can respond to treatment and recover in the best way possible, their emotional needs must be addressed as part of an improved, holistic support for every stage of their cancer journey.

The Solution: Cancer Support UK is a national charity that focuses on understanding and addressing this largely unmet need. The services CSUK provides have been developed over many years with input from Oncology Health care professionals, individuals with 'lived experience' and input from the Mental Health Foundation. CSUK provides three core services across the UK which can address the emotional needs of many:

- **Cancer Coach:** free coaching and information services to support individuals.
    - 6-week peer-to-peer groups led by trained Cancer Coaches.
    - Focus Forwards: 1-hour webinars with shared lived experience from a Cancer Coach to help support people, unsure of how they are feeling following their treatment.

    - Friends and Family: 1-hour webinar developed from Cancer Coach participant feedback to help those supporting somebody with a cancer diagnosis.
    - Cancer Compass and Signposting: online services that help those impacted understand if they would benefit from support or guide them to relevant expert cancer services.

- **Cancer Kits:** a range of free kits containing practical items to help individuals deal with the physical impact of cancer treatments.
    - Chemo Kit - to help adults undergoing chemotherapy, containing items to offset some of the side effects of treatment, such as cold hands and feet, nausea, etc.
    - Cancer Kit - to help adults undergoing another form of cancer treatment, containing items like puzzle books to relieve boredom, relaxing pillow spray to aid sleep, and toiletries to use on the go.
    - Comfort Kit - for older cancer patients (aged 65+), containing items that provide warmth and comfort, such as heat pads to ease aches because of treatment, and a travel pillow to make spells in hospital that bit easier.
    - Kids Kit - designed to brighten the days of children living with cancer and undergoing treatment. They contain small toys and colouring sets to help pass the time in hospital, and practical items like cosy socks and antibacterial wipes.
    - 1200 special sensory 'Warmies' Cuddles Bears are distributed to every Principal Treatment Centre across the UK, designed to reduce anxiety and can be warmed quickly and safely in a microwave to provide additional comforting hugs.

- **Workplace Training**

With research showing almost one million people of working age living with cancer, this issue impacts every workplace. CSUK has developed a range of Workplace Training modules to help employers create a more supportive environment for colleagues with cancer and to help employees better assist their vulnerable clients.

- Lunch and Learn (1 hour awareness building across entire Organisations)
- Communicating around Cancer – 2-hour Workshop for line Managers
- Workplace Cancer Support Ambassadors – 3-hour training to establish 'specialist' in-house experts to support employees impacted by cancer.

Progress and Developments: Over the last four years, CSUK has transformed from a charity that helps a few thousand people each year, to supporting over 100,000 individuals each year through its expanded range of services. Reach, awareness of the issues and the visibility of the Charity have significantly increased by embracing digital marketing platforms and targeted media campaigns that have led to National coverage on leading platforms such as BBC (TV, Radio and Online), CH5, ITV, and LBC Radio.

The need to diversify the Charity's income has progressed, with growth, particularly in Commercial Partnerships fundraising. There is now a compelling requirement to grow revenues in this area, as well as drive new growth in the Workplace Training offer. The second 'Dream Bestie' toy will go on sale, providing media coverage, and improved revenue from our partnership with Warmies Limited. Income from our second commercial partnership, with CPI Euromix, will become the single biggest commercial partnership over a calendar year across the 23-year history of the Charity.

By the end of 2026, CSUK will have a new website, improving user journeys and a key part of the foundation that will improve engagement with supporters and beneficiaries alike.

Services continue to be developed, and the new 'Friends and Family' webinar will open support to thousands of new beneficiaries, who really need emotional support at the most difficult of times. This service will also be adapted as there is good interest from our Corporate Partners to integrate this into their Wellbeing services. This increased distribution has the potential to lead to considerable growth of service use as well as brand awareness and new partnership / training opportunities.

Strong foundations have been built that ensure CSUK is well placed to address the problem that no other organisation in the charity sector is currently focused on solving.

Looking Ahead: Whilst there is increased recognition across government and the Health Care sector that more needs to be done to address the emotional challenges that come with cancer, there is still limited evidence that the required funding and resources will be made available. It is therefore imperative that Cancer Support UK, continues to be a leading 'voice' to raise awareness of this issue, not just across the political and healthcare sector but across society. Continuing to be innovative and grow will be essential to make a difference and create a '*kinder world for everyone impacted by cancer'.*

Job Role and Responsibilities (Trustee):

Trustees Formal Responsibilities:

- Trustees must ensure that the Charity is run in accordance with its governing document, and in compliance with charity law and all other laws and regulations.
- Trustees are responsible for all strategic and operational aspects of the charity and are ultimately responsibility for everything that the charity does.
- Trustees must exercise care and skill in the execution of their duties, as is reasonable in the circumstances.
- Trustees have a responsibility to safeguard the assets of the charity at all times.
- Trustees have collective responsibility for all actions and decisions.
- Trustees must always act in the best interests of the Charity, avoid any conflicts of interest and exercise objectivity and independence when making decisions.

Trustee Functions:

- Act as an ambassador for CSUK – opening doors and sharing your networks to support the growth of our fundraising and commercial ventures.

- Contribute to the promotion of CSUK's activities and achievement of its objectives by applying your skills, expertise, knowledge, and contacts.
- Take on specific tasks and activities that support the Charity's continuing operational and financial development.
- Review and approve CSUK's Annual Report and Financial Statements.
- Oversee the development of CSUK's financial plans and budgets and monitor and evaluate progress.
- Oversee the effective and efficient administration of the organisation.
- Ensure key risks are identified, and, where possible, mitigated, and controlled.
- Provide support and constructive challenge to CSUK's CEO in the exercise of their delegated authority.
- Keep abreast of changes in CSUK's operating environment.

Person Specification (Trustee):

What we are looking for:
We are seeking an individual who will bring energy, enthusiasm and commitment to the Trustee role, and use their networks to support income growth, particularly with corporate donors and commercial partners.

They will have a deep association to a particular sector of the economy or have a service industry background with wide-ranging connections and are ready to use their network to the benefit of the Charity. Their 'door opening' capabilities will be complemented by a willingness to adopt a hands-on approach alongside their more formal responsibilities as a Trustee.

While advantageous, you do not need previous charity governance experience; however, we would expect candidates to evidence they have experience of working effectively and cooperatively within a senior management group that has driven positive change and commercial success.

Once appointed, you will undergo a comprehensive onboarding program that will explain the statutory obligations of Trustees. Additionally, an action plan will be developed on how best to utilise your competencies, knowledge and experience to the benefit of the Charity. The successful candidate will be required to complete Charity Commission and HMRC declarations, and sign and follow the CSUK Code of Conduct.

Personal Skills and Qualities:
- A natural networker and connector who is keen to open doors and share business contacts for the benefit of CSUK.
- A commitment to the organisation and a willingness to devote the necessary time and effort to be an effective Trustee.
- An ability to think creatively and strategically, exercising independent judgement while working effectively as a member of the CSUK Board.
- An active participant in all formal and informal discussions.
- Able to exhibit an enthusiasm and empathy for CSUK's vision, goals, and its values. Lived experience of cancer is regarded as an additional benefit.

- A commitment to Nolan's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Terms of Office:

- Trustees are appointed for an initial 3-year term of office, with the possibility of two further terms, up to maximum of 9 years.
- This is a voluntary position.

Time commitment:

- Preparing for and attending CSUK's 6 Board and 1 Strategy meeting every year. Meetings last around 2 hours and are a mix of digital and physical meetings. Trustees are expected to attend in person at least 50% of all meetings. CSUK Offices are located at The Old Church, 89b Quicks Road, Wimbledon, London SW19 1EX.
- Additional time commitment will result from specific tasks or requests to support the Charity's activities.

Equality, Diversity, and Inclusion:

The CSUK Board believes Equality, Diversity and Inclusion are crucial to effective governance. In the words of the Charity Governance Code:
Board diversity, in the widest sense, is important because it creates more balanced decision making. Where appropriate, this includes the communities and people the Charity serves, increasing its legitimacy and impact. Equality and diversity are only effective and sustainable if the Board works to be inclusive.

CSUK therefore welcomes Trustee applications from any ethnic, race, religious or gender group, candidates of any age or physical abilities.

How to Apply:

To apply, please submit your CV and a covering letter (no more than two pages), explaining your motivation for applying for the role, how you meet the criteria in the Person Specification, sending it to emily@peridotpartners.co.uk

Selection and Appointment Timelines:

We will review applications and interview on a rolling basis.