

Clinical Trustee - Vacancy

Recruitment Information Pack

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Clinical Trustee

The National Osteoporosis Society makes a real difference to the lives of those living with Osteoporosis.

Our charity has built a strong reputation with clinicians, researchers and health care professionals by providing effective identification, care and support to some of the 3 million people in the UK who suffer from the effects of the condition. Most people don't know the importance of bone health or recognise the signs of osteoporosis.

The National Osteoporosis Society is at an exciting time in our 30-year heritage, and we are looking to appoint trustees with substantial expert clinical knowledge of osteoporosis to help shape our future.

There are 6 full-day Board meetings held annually, most of which will be in London and two which will be at the charity's headquarters in Camerton, near Bath. Trustees are required to sit on at least one sub-committee of the Board and/or serve on one short-life working group (3-4 meetings per year).

This is an unremunerated role. Travel expenses will be paid in accordance with our policy.

The closing date for applications is **Monday 7 January 2019**.

How to apply

To apply, applicants should provide a comprehensive CV, including details of relevant experience and achievements. This should be supplemented by a supporting statement in a cover letter, demonstrating how your skills and experience meet the person specification.

Role Description Trustee

(Voluntary role)

Purpose

It is the duty of the Board of Trustees to act in the interest of the Charity's beneficiaries therefore as a trustee you should work with the Board to ensure the Charity has a clear strategic direction and purpose. As a collective, trustees should set clear objectives, establish priorities and safeguard assets. Trustees should not act independently unless they have clear instruction to do so from the Chairman.

Role Duties

- Ensure that the charity complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensure the charity pursues its charitable objects as defined in its governing documents
- Ensure the charity applies its resources exclusively in furtherance of its objects i.e. the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
- Contribute actively to the trustee role of giving firm strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluation performance against agreed targets
- Safeguard the good name and values of the charity
- Ensure the effective and efficient administration of the charity
- Protect and manage the property of the charity and to ensure the proper investment of the charity's funds
- Assist in the recruitment and selection of potential new trustees as appropriate
- Sit on at least one sub-committee of the Main Board and/or serve on one short-life Working Party/ Committee or Group advising the Executive Team
- In addition to the above statutory duties of all trustees, each trustee should use any specific knowledge or experience he or she may have to help the trustees reach sound decisions. This will involve scrutinising trustee papers, leading discussions, focusing on key issues and providing advice and guidance requested on new initiatives or other issues relevant to the area of the charity's work in which the trustee has a special interest.
- Declare conflicts of interest at the commencement of each Board meeting in relation to items on the agenda and any duality of interest.

Person Specification

Essential

- To be eligible to become a trustee and director of the charity
- A commitment to the charity and the health area it covers
- Understand and accept the legal duties, responsibilities and liabilities of Trustees as defined by the Charity Commission
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- Willingness to speak their mind
- An ability to work effectively as a member of a team
- Adhere to Nolan's 7 principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

Time Commitment

In order to effectively contribute to the above Trustees are required to be able to commit sufficient time to work alongside members of the Executive Team providing expertise, support and challenge.

There are 6 full-day Board meetings held annually either in London or at the charity's headquarters in Camerton, near Bath.

There will be pre-reading meeting papers and general information exchange which require trustees to respond throughout the year. In addition, there are Board Sub-Committee meetings and the potential for 2-3 ad-hoc meetings per annum.

Term of Office

3 years

The role of Executive and Advisory Committees

The Trustees may delegate any of their powers or functions to an "Executive Committee". An Executive Committee has delegated authority to act on the Trustees' behalf, in line with the Terms and Reference and any other instructions the Trustees give.

The Trustees may also establish "Advisory Committees" of experts in a particular field and/or representatives of the charity's stakeholders to advise the Trustees

Finance, General Purposes and Audit Committee – an Executive Committee

The role of the Finance, General Purposes and Audit Committee is to consider the policies, practises and contracts of the charity and its financial and operational results and report to the Board of Trustees on a quarterly basis.

Appointments and Governance Committee – an Executive Committee

The role of the Appointments and Governance Committee is to review the size and composition of the Board of Trustees and sub committees and make recommendations to the Board of Trustees with regard to any changes deemed necessary. It oversees the Governance of the charity to ensure compliance.

Remuneration Committee – an Executive Committee

The role of the Remuneration Committee is to review the Remuneration policy of the charity and to make recommendations to the Board of Trustees with regard to any changes that are deemed necessary.

Clinical and Scientific Committee – an Advisory Committee

The role of the Clinical and Scientific Committee is to advise on clinical, scientific and academic aspects of the work of the charity; and thus, maintain the charity's position as the credible voice of those affect by osteoporosis and fragility fractures for the benefit of those who govern the charity and those who execute its work ('the Executive').

Members and volunteers Committee – an Advisory Committee

The role of the Members and Volunteers Committee is to provide voice and views of the National Osteoporosis Society supporter members and volunteers for the benefit of those who govern the charity and those who execute its work ('the Executive')



National Osteoporosis Society

Our Strategic Direction

January 2018

1. Our new strategy

More than three million people in the UK are estimated to have osteoporosis. The impact on people's lives is huge. It has been calculated that every minute, someone in the UK suffers a broken bone through a fragility fracture.

As the only UK charity dedicated to ending the pain and suffering caused by osteoporosis, the National Osteoporosis Society has been making a real difference to people living with osteoporosis for more than 30 years. This, our new strategy, seeks to build on the work we've done so far.

At the heart of this strategy is evidence: research and insights gathered over several years with the help of those living with osteoporosis, health care professionals, researchers, and our inspirational volunteers and staff. Thousands of people with osteoporosis have told us about their needs and aspirations, including their priorities for the charity.

This evidence confirmed the value of our existing activities. We need to continue our work in providing excellent support services to people living with osteoporosis. And we must keep working with the NHS and healthcare professionals to ensure that quality services are available to all those who need them.

But the evidence also made it clear that people want us to stop the pain and suffering for future generations. They want us to get the message out about bone health. And they want us to do more to support the development of new treatments that may one day provide a cure.

Having reviewed all the evidence, we are now ready to restate our vision and our values and share the strategy that helps us deliver a future without osteoporosis.

Osteoporosis is a condition in which bones lose their strength and are more likely to break.

2. Our mission, vision and values

Our vision A future without osteoporosis

Our mission

We will:

- c Improve the bone health of our nation and prevent osteoporosis
- c Influence healthcare providers and professionals to deliver high quality healthcare so that people are assessed and treated for osteoporosis earlier
- c Provide the best information, support and services to help people with osteoporosis live well
- c Drive the research and development of new treatments and therapies that will ultimately beat osteoporosis

Our values

We are:

- c **Caring** – we put your bone health and wellbeing first
- c **Influential** – we persuade others to take positive action on bone health
- c **Innovative** – we are bold, curious and brave about bone health

3. The principles behind our work

All our work is underpinned by three key working principles:

Listening and advocating

We keep the voice of people affected by osteoporosis at the heart of our organisation and bring their voice to bear in all our activities

Partnerships and collaboration

While maintaining our strong identity and purpose, we work in partnership and collaborate with others, wherever this enables us to increase our impact

Evidence and understanding

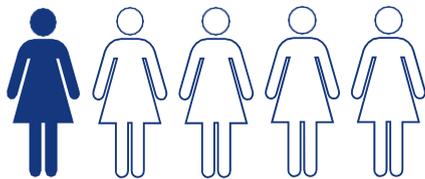
We take an evidence-based approach to all our work, ensuring we have a high level of understanding of patient needs, clinical expertise and research evidence to design our activities

4. Osteoporosis: the challenge we face

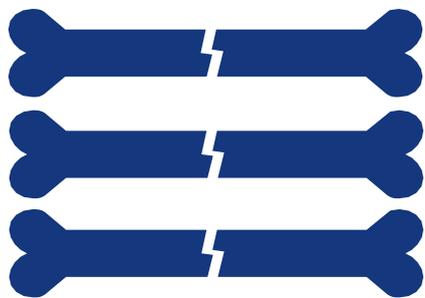
Impact on health

Osteoporosis is often referred to as 'the silent condition', in that it is silent until a bone breaks. Even then, it is not always quickly diagnosed.

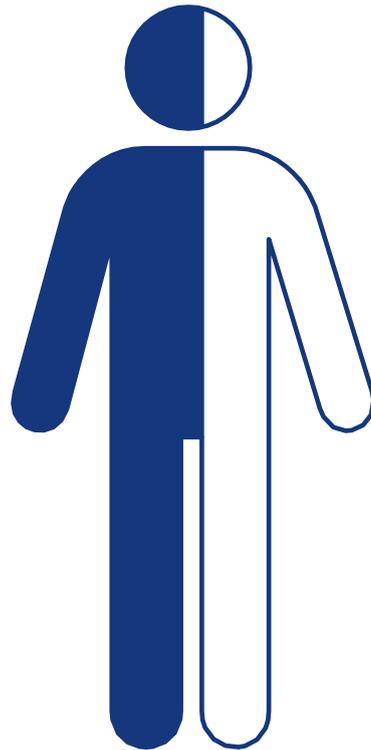
According to a survey by the National Osteoporosis Society, a fifth of women who have broken a bone...



...break 3 or more before their osteoporosis is diagnosed.



Spinal fractures frequently lead to height loss and spine curvature, which leaves many people feeling self-conscious and old before their time.

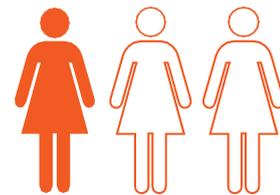


54% of people experience height loss or a change in their body shape

Everyday challenges

Breaking a bone usually means significant short-term pain and inconvenience. But it doesn't stop there. Many people with osteoporosis who break a bone live with long-term pain and disability, especially if their back is affected. The reality of broken bones and the fear of falling impacts on everyday activity, stopping people from doing the things they love.

1 in 3 people who have long term pain describe it as unbearable



Lifestyle change

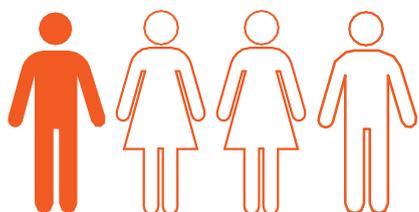
1 in 2 have given up sport or reduced activity



Reduced independence

A broken hip can dramatically reduce independence and can even lead to premature death.

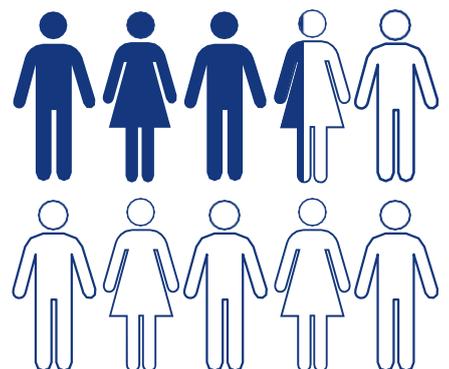
1 in 4 people die within a year of a hip fracture



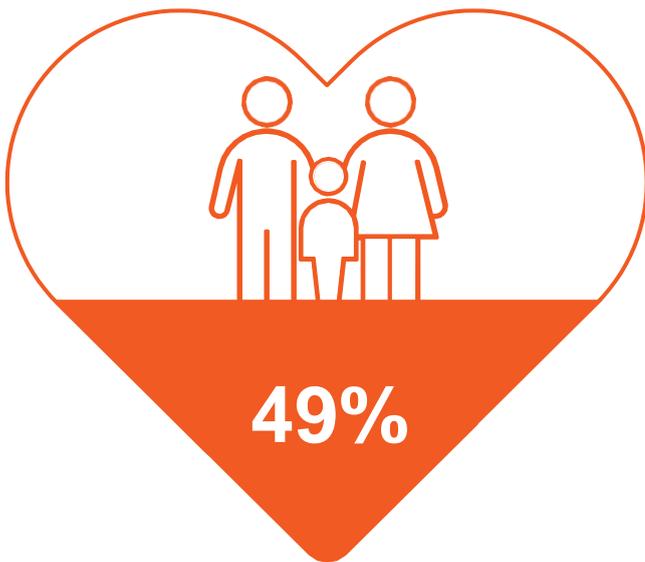
A year after a hip fracture, 80% of people need help with activities like shopping and personal care



33% of people who have broken a bone see friends and relatives less



Personal

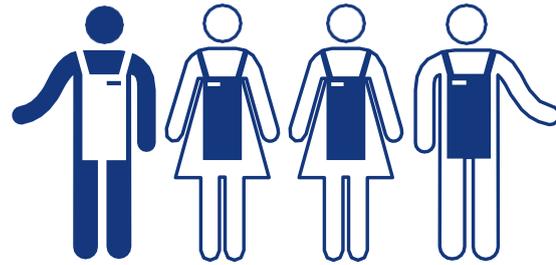


49% of people who have broken a bone had their physical intimacy affected. Relationships between loved ones become strained as people become more dependent on those around them. But at the same time, many people feel unable to hug the people they love for fear of breaking more bones.

Cost to society

Broken bones, or the fear of breaking a bone, can lead to people giving up work long before they had planned. This in turn can add to feelings of social isolation and depression, as well as to financial hardship.

1 in 4 people who were working at diagnosis had to give up work, change their job or reduce their work



30% find osteoporosis a financial burden

Health economy

It's not just the personal cost of osteoporosis. Osteoporosis costs the NHS and social care a huge amount of money each year.

**Hip fractures alone cost the NHS
£1.1 billion per year**

On top of that, there are the costs of all the other unnecessary **broken bones** caused by osteoporosis, plus the **costs of social care** for those who have been so **disabled by the condition** that they can no longer live independently.

We can do things to help

We make a significant contribution to improving the quality of healthcare and treatment that people with osteoporosis receive, which in turn helps prevent further fractures. By supporting people with osteoporosis directly, we make sure they know what they can do to improve their own bone health.

However, to achieve our vision – a future without osteoporosis – we now need to work to improve everyone's bone health. We all need to know and talk about the things we can do to strengthen our bones; to maximise our peak bone mass and to minimise age-related bone loss. This way we can prevent many future cases of osteoporosis, and by working with researchers we can help develop the new treatments that one day will provide a cure for osteoporosis.

* For the story behind the statistic, visit www.nos.org.uk or please get in touch

5. Our strategic aims

We understand the challenges ... we've declared our mission, values and the principles behind our work ... we're now ready to state our strategic aims to achieve our vision of a future without osteoporosis.

Prevention

Everyone has the best possible bone health throughout their life

Loss of bone strength and the associated pain and disability that fractures cause is preventable in many cases. There is much that people can do to look after their bones at all ages, particularly around nutrition and physical activity. We want to maximise peak bone mass in children and prevent premature bone loss in adults, where possible preventing people from developing osteoporosis. We want to work with other organisations to promote bone health and encourage everyone to look after their bones.

This means:

- c Influencing and collaborating with national and local policy makers to make the prevention of osteoporosis a priority.
- c Developing clear, simple and evidence-based messages on how to achieve good bone health, working with other organisations to communicate these effectively.
- c Supporting people and motivating people of all ages to take proactive steps to achieve good bone health.

“Prevention gets us talking to the next generations. Getting the message out about strengthening bones and encouraging behaviour change.”

Care

Everyone who breaks a bone or is at risk of osteoporosis is assessed and managed appropriately

Many symptoms and poor outcomes can be prevented with effective treatment and care. We continue to work towards ensuring that everyone with osteoporosis receives the good quality healthcare they need to live life well. By making services more accessible to those who need them and by improving the quality of those services, we will further decrease the number of fractures and premature deaths while reducing costs for the NHS and social care.

This means:

- c Driving accurate and timely diagnosis and treatment by informing and educating healthcare professionals.
- c Ensuring organisations commission, design and deliver high quality services to prevent falls and fractures, providing support where needed to achieve this.
- c Supporting and influencing healthcare organisations to ensure services are provided in all areas of the UK.

“Care continues our work with service providers and healthcare professionals, to improve access to good quality treatment and services for osteoporosis.”

Support

Everyone with osteoporosis lives well and manages their condition in ways that best meet their needs

Having osteoporosis can mean living with a physical and emotional burden, and sometimes unbearable pain. Many people with the condition feel alone, afraid and helpless. We want everyone with osteoporosis to know that they can contact us for support and information that they can trust. We seek to provide a support network, connecting people to experts, local groups and a wider community of peer support, to reduce isolation and improve wellbeing.

This means:

- c Helping people to understand osteoporosis, medication and lifestyle choices by providing information at the right time and in the right way.
- c Providing a range of accessible one-to-one and peer support services for those with osteoporosis, personalised to meet individual needs.
- c Working with other organisations to ensure people with osteoporosis have access to interventions to enable them to live well and feel supported and motivated to manage their condition.

“Support is the way we help people to live well with the condition, providing information, advice and a listening ear.”

Cure

People have fewer fractures and live well because of new interventions

The development of more effective and safe treatments and therapies to prevent broken bones and improve the quality of life for people with osteoporosis is vital to our long-term vision.

We will work with other organisations to identify the research gaps and be clear on priorities. Then we can influence and steer the research agenda, encouraging collaboration and developing osteoporosis academics, to maximise the impact of new research.

We believe that new insight and development will, over time, lead to improved outcomes for people with the symptoms of osteoporosis, **and ultimately, to a day when we can talk with confidence about a future without osteoporosis.**

This means:

- c Collaborating with leading bone health researchers, industry, government and other charities to identify priorities and coordinate effort.
- c Continuously learning from research and exploring new techniques to drive forward the development of new treatments and medical interventions.
- c Acting as the voice of people with the condition to make sure that their priorities and concerns are central to the research process.

“Cure strengthens our involvement in research, leading and coordinating effort to bring forward the day when we have a future without osteoporosis.”

6. Our strategy at a glance

Our vision: A future without osteoporosis

OUR AIMS

	Prevention	Care	Support	Cure
Aim	Everyone has the best possible bone health throughout their life	Everyone who breaks a bone or is at risk of osteoporosis is assessed and managed appropriately	Everyone with osteoporosis is able to live well and manage their condition in ways that best meet their needs	People have fewer fractures and live well as a result of new interventions
Activity	Promoting bone health, encouraging behaviour change	Working with service providers and healthcare professionals to improve access to quality services	Providing support and information directly to people living with osteoporosis	Influence and partner with organisations to develop more effective interventions and ultimately a cure

To achieve our aims, our work is underpinned by our principles:

Listening and
advocating

Partnerships and
collaboration

Evidence and
understanding

Summary

Few people are aware of the need to strengthen their bones to protect themselves for the future—and only a minority understand the harm caused by osteoporosis.

Through our new strategy we will change this. We are excited about the future and we embrace the changes that the coming years will bring.

We want the nation to look after its bones, appreciate the importance of bone health for everybody and for those who do develop osteoporosis – we will be there to help them live well.

If you would like to discuss any aspect of our strategy and how you can help us deliver our vision of a future without osteoporosis, then do please give us a phone call, email or contact us via the website – we'd love to hear from you.



**National
Osteoporosis
Society**

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Free Specialist Nurse helpline
0808 800 0035

President: **HRH The Duchess of Cornwall**

National Osteoporosis Society is a registered
charity no. 1102712 in England and Wales and no.
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