



# Jessie May

More than a Hospice at Home

Trustee



## **Contents**

**Page 3 to 4 - Introductions**

**Page 5 to 6 - About us**

**Page 7 to 8 - The impact**

**Page 9 to 12 - The role**

**Page 13 to 14 - Knowledge, skills and experience**

**Page 15 - How to apply**



## Introduction from our CEO, Daniel

At Jessie May, we are privileged to walk alongside children and young people with life-limiting and life-threatening conditions, and their families, providing expert nursing care and support in the place that matters most – their own home. For 30 years, our nurses and wider team have been making the everyday impossible a little more possible, creating moments of joy and treasured memories for families during the most difficult of times.

As Chief Executive, I see every day the dedication, compassion and professionalism of our staff. But I also see the growing demand for our services, and the real challenges that the children's palliative care sector faces. Like many in the hospice sector, we are operating in a tough funding environment, which makes the role of our Trustees more important than ever.

We are looking for new Trustees who share our passion and values, and who can bring expertise, insight and challenge to support Jessie May's future. In particular, we welcome applications from people with experience in:

Fundraising & Partnerships, Digital & Communications, Equity & Inclusion, Legal & Governance.

As a Trustee, you will play a vital role in guiding our new strategy, supporting our leadership team, and ensuring Jessie May can continue to grow and reach more children who need our care. It is a rewarding opportunity to make a real and lasting difference both for the families we support and for the future of children's palliative care.

If this resonates with you, we would love to hear from you.



## Introduction from our Chair of Trustees, Tiggy

Thank you for your interest in joining the Jessie May Board of Trustees.

Being a trustee is an extremely rewarding and worthwhile experience that allows you to develop new skills, connect with your local community, and use your knowledge and life experience to make a meaningful impact.

We are looking for trustees who share our passion to provide the very best care and support possible, at home, for children and young people with life-limiting and life-threatening conditions and their whole families. We're keen to hear from people from all cultures and backgrounds who have experience in the following areas:

Fundraising & Partnerships, Digital & Communications, Equity & Inclusion, Legal & Governance.

I became a trustee in 2020 and was elected to the role of Chair of Trustees in 2021. This year marks my last year as Chair and it has been an absolute privilege to lead our Board of dedicated trustees, who are committed to making the everyday impossible more possible for families with a seriously ill child. The charity currently employs 22 staff directly including our Team around the Family, and 13 nurses through our partnerships with University Hospitals Bristol and Weston, and HCRG. The Trustee Board is responsible for the strategic leadership and governance of the charity, supported by an executive leadership team.

Jessie May has been supporting children and families with care at home for 30 years, and our care is needed now more than ever. It is well known that the UK's hospice sector is facing financial challenges and Jessie May is sadly not immune to this. However, we are working in partnership with Together for Short Lives to lobby the government to commit to long term support for the children's palliative care sector and have recently run our biggest campaign yet which generated significant brand awareness and opportunities to grow our income. To continue to support families through life and death, bereavement and grief, we need trustees who share our values, ambition and will support the team to reach more children, provide specialist care at home and continue to grow our income to sustain and develop our services.

Together, we can help create moments of joy and memories for families to look back on when they need them most.



**Tiggy McCool**  
Chair of Trustees

*Tiggy McCool*

## About Us

At Jessie May, we provide specialist nursing care at home for children with life-limiting and life-threatening conditions. We support parents, siblings, and wider family members across Bristol, South Gloucestershire, North Somerset, Bath and North East Somerset, and Wiltshire.

Through life and death, bereavement, and grief, we are here for families for as long as they need us - offering support for weeks, months, or years. With us, seriously ill children can still be children, and families can make memories to hold onto when they need them most.

Families welcome Jessie May into their homes, both physically and emotionally, receiving expert care and much-needed space for parents and carers to rest and recharge. Because they know the children so well, our nurses can advocate in clinical settings, ensuring their voices and needs are always heard - while supporting families through the most difficult times. When a child's life nears its end, they are there too, offering gentle, familiar care that only trusted, long-term relationships can provide.

Beyond caring at home, we help families create treasured memories. Whether it's a zoo trip, a party, or a picnic, our specially organised, fully-funded activities are tailored to the complex needs of the children we support. These moments ease anxiety, reduce financial pressure, and most importantly, give families the space to make happy memories together.

Our Family Liaison Officer supports families when they are struggling, providing practical help and emotional reassurance to make life a little easier. Their role ensures families feel heard, supported, and empowered during some of the hardest moments in their lives.

From diagnosis through anticipatory grief to bereavement, our compassionate Bereavement Team walks alongside families, offering emotional and practical support, and a listening ear whenever it's needed.

## Our Vision

Our vision is that all children and young people with life-limiting or life-threatening conditions are supported to have the very best quality of life possible, and to choose to live, and to die, in their own homes with their families.

## Our Mission

Our mission is to provide the very best care and support possible, at home, for children and young people with life-limiting or life-threatening conditions and their whole families. For the whole journey in life, at the end of life, and in bereavement.

**We put  
children and  
families first**

## Our Values

**We are honest,  
respectful and  
collaborative.**

**We are kind,  
passionate  
and  
committed**



## Anouk's Story

**"Jessie May has been a lifeline. Truly." – Claire, Anouk's mum**

When Claire gave birth to her daughter Anouk, nothing could have prepared her for what was to come.

Though born full-term, Anouk was tiny – just two kilos. She was rushed to the neonatal intensive care unit (NICU), and within hours, doctors noticed some unusual features: an extra finger and toe. Genetic tests were ordered, and at just a few days old, Anouk was diagnosed with Trisomy 13, also known as Patau syndrome – a rare, life-limiting chromosomal condition.

After a month in hospital – long, uncertain days of tube feeding, low blood sugars, and worry – all Claire wanted was to be home for Christmas. And on 21st December, they finally made it. That's when they met Jessie May.

"We were introduced to Jessie May just before we left hospital. When they mentioned children's hospice to us, it was so scary; I remember thinking it was strange – the idea of a nurse coming into your home. But from the moment they arrived, we knew it was something special. The kindness....I'm lost for words really."

For ten years, Jessie May nurses have been by Anouk's side – and Claire's. From weekly visits in those early months to regular check-ins today, the support has been transformational.

"In those first weeks at home, having someone come every week gave me time to breathe. It was just three hours, but it meant I could go for a walk, clear my head, be me for a moment. And the nurses didn't just care for Anouk – they loved her."

Anouk's journey hasn't been easy and the family has been in and out of hospital more times than they can count.

With no extended family nearby and only limited support from stretched social services, Jessie May remains their only source of a break.

“Jessie May is our only consistent help. They come during school holidays now as well, and I can go for a walk, go shopping – just do something for myself. It means everything.”

“They’ve made such a difference to our lives.”

Anouk is now ten years old – a milestone no doctor thought she’d reach. She’s social, smiley, and especially loves her mashed avocado breakfasts. She’s proof that love, determination and the right support can defy the odds.

“Without Jessie May, I don’t know how we would have coped. They’ve been with us for everything – even visiting in hospital, unprompted, just to say: ‘Go grab a coffee, we’re here.’”

When asked what life would be like without Jessie May, Claire doesn’t hesitate:

“We don’t have other support. No family nearby. If Jessie May wasn’t here, we wouldn’t get any respite at all. We wouldn’t get those few hours to step away, to just be Claire and Mark; it makes all the difference. To trust in people to look after Anouk, is invaluable, and we wouldn’t have that choice without Jessie May.”



## Job description

|                |                                                                                                          |
|----------------|----------------------------------------------------------------------------------------------------------|
| Post           | Trustee                                                                                                  |
| Remuneration   | Voluntary position, expenses only                                                                        |
| Term of office | Trustees are appointed for a 3-year term of office, renewal for 3 further terms to a maximum of 9 years. |
| Location       | Offices based in South Gloucestershire BS15<br>Board meetings are held in Bristol, BS1                   |

|                 |                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Time commitment | <ol style="list-style-type: none"> <li>1. Board meetings held quarterly – in person.</li> <li>2. Sub-committee meetings held quarterly – remotely.</li> <li>3. Attendance at annual strategy day.</li> <li>4. Ad hoc and occasional support through working groups and support to the executive team.</li> <li>5. Support our activities such as fundraising and events for families (desirable).</li> </ol> |
|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## ROLE PROFILE

Our trustees play a vital role in making sure that Jessie May achieves its core purpose. They provide leadership, overseeing management and administration of the charity. They also ensure that Jessie May has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable the organisation to grow and thrive, and through this, achieve our mission of:

Providing the very best care and support possible, at home, for children and young people with life limiting and life-threatening conditions and their whole families – for the whole journey in life, at the end of life, and in bereavement.

Board members have a collective responsibility. This means that trustees always act as a group and not as individuals.

## DUTIES

- Support and provide advice on Jessie May's purpose, vision, goals and activities.
- Approve operational strategies and policies, monitor and evaluate their implementation.
- Oversee Jessie May's financial plans and budget, monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are continually identified, monitored and controlled effectively.
- Review and approve Jessie May's financial statements.
- Provide support and challenge to Jessie May's CEO and the senior leadership team in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Jessie May's operating environment.
- Contribute to regular reviews of Jessie May's own governance. Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect Jessie May's interests, to the exclusion of their own personal and/or any third party interests.

- Contribute to the broader promotion of Jessie May's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

As a small charity, there will be times when the trustees will need to be actively involved beyond Board meetings. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, or other issues in which the trustee has special expertise.

### **Personal skills and qualities**

Willingness to lead according to our values of:

- 1. We put Children and Families first.**
- 2. We are kind passionate and committed.**
- 3. We are honest, respectful and collaborative.**

- Enthusiasm for our vision and mission.
- Ability and willingness to understand and accept responsibility and liabilities of trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercising good independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



The knowledge, skills and experience listed below are desirable.

Lived experience relevant to the work of Jessie May.

| FUNDRAISING & PARTNERSHIPS                                                                                                                                                                                                                                                                                                                                 | DIGITAL & COMMUNICATIONS                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Knowledge                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Good working knowledge of strategic fundraising in charities.                                                                                                                                                                                                                                                                                              | A good understanding of how to leverage digital for visibility, fund-raising and connecting. Able to share knowledge with internal teams to increase their capability.                                                                                                                                                                                                                                            |
| Experience                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>• Experience in roles such as Health of Fundraising, Philanthropy Manager, Corporate Partnerships Lead, Major Gifts Officer.</li> <li>• Sector experience such as children's charities, hospices, national fundraising organisations, education foundations, grant making bodies, community foundations.</li> </ul> | <ul style="list-style-type: none"> <li>• Adept at using digital tools to support service delivery, fundraising, or awareness raising.</li> <li>• Providing practical advice on social media, digital storytelling and user experience.</li> <li>• Supporting the modernisation of communication with limited in-house resources.</li> <li>• Strategic input on data, platforms and digital engagement.</li> </ul> |
| Skills                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>• Strategic fundraising thinking across grant, trusts, major donors, and corporate partnerships</li> <li>• Strong understanding of storytelling, donor engagement, and charity communications.</li> <li>• Board level experience of sustainable income generation.</li> </ul>                                       |                                                                                                                                                                                                                                                                                                                                                                                                                   |

| DIGITAL & COMMUNICATIONS                                                                                                                                                                                                                                                                                 | EQUITY & INCLUSION                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Knowledge                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Awareness of how inequality impacts access to care for families.                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Deep understanding of legal responsibilities of trustees.</li> <li>• Insight into safeguarding frameworks and risk management.</li> <li>• Good working knowledge of governance best practice for charities supporting vulnerable children and families.</li> <li>• Ability to guide compliance with charity, health and care regulations.</li> </ul>                                                                |
| Experience                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <ul style="list-style-type: none"> <li>• Expertise in reaching underrepresented and marginalised communities.</li> <li>• Embedding inclusive practice into strategy, culture and delivery.</li> <li>• Able to promote the voice of underheard communities and commitment to lived experience.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience in roles such as charity Solicitor, Head of Governance, Company Secretary, Safeguarding lead, risk and compliance Director.</li> <li>• Sector experience: charity law, healthcare, children's services, education, social care regulation.</li> <li>• Organisational experience: law firms with charity clients, NHS trusts, local authorities, safeguarding partnerships, large non-profits.</li> </ul> |
| Skills                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Ability to embed DEI good practice into service design and delivery, recruitment, messaging and culture.                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

## How to apply

Please tell us more about you (via a CV if you have one), why you want to join the board of Jessie May and what you will bring to the role.

Send completed applications to Tracey McCarthy, our trustee who is leading this recruitment campaign:  
[tracey.mccarthy@jessiemay.org.uk](mailto:tracey.mccarthy@jessiemay.org.uk)

**Closing date: Midnight on Tuesday 30th September 2025**

We may close the vacancy early if we receive sufficient applications, so early submission is advised.

A basic level DBS check is required for this post, in addition to two references.

Jessie May is an equal opportunities employer and welcomes applications from all backgrounds. We are particularly interested in hearing from people who have lived experience related to the services we provide to families.

Thank you for your interest in this Trustee opportunity.



# Jessie May

More than a Hospice at Home

Company Limited by guarantee  
(England and Wales No: 04118341)  
Registered Charity No: 1086048

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