



# Age UK Oxfordshire Trustees

**Candidate Pack**  
**June 2025**



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CHARITY RECRUITMENT

 **Oxfordshire**  
**ageUK**



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# 1

## Introduction

Thank you for your interest in the work of Age UK Oxfordshire, and for taking time to consider whether you might be a suitable candidate for the role of trustee.

It is an important time to be joining Age UK Oxfordshire as we have just approved a new 5-year strategy.

We went about developing it in collaboration with the leadership team, with an eye on a 10-year horizon, and most importantly stakeholder consultation. We had well over 400 people feedback their views, of which almost 300 were members of the public. The consultation was critically important to gain more diverse perspectives on our direction, check the new strategy's relevance and resonance, and to maintain trust and secure buy-in from new as well as long-standing stakeholders.

The bold ambitions we have will sometimes require us to make difficult choices and take tough decisions to ensure the long-term good financial health and sustainability of the charity. Overall, the charity is in good financial health, and we have recently embarked on changes to ensure that remains the case for many years into the future. We are proud of the positive effect our organisation has on the lives of the people we support.



We are currently seeking up to four new trustees and are particularly interested in people who bring experience and expertise in:

- Adult Health or Social Care
- EDI
- 'People' especially Volunteering
- Marketing & Fundraising
- Digital.

This is a hugely rewarding role in which you will play a key part in leading our invigorated and ambitious charity to deliver tangible, positive outcomes for people across Oxfordshire.

**Andrew Lane**  
**Chair of Trustees**

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## About us



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# 2

## About Us



### About Age UK Oxfordshire

#### Our Vision

An age friendly Oxfordshire where every older person and unpaid carer is seen, heard, included, and valued; every day matters for everyone.

#### Our Mission

To provide community-based support, seeking to increase people's independence, and looking to drive change where it is needed most, by tackling inequality, focussing on reaching older people and unpaid carers especially those affected by poverty, loneliness, and illness/disability.

#### Our Values

Our Values are our 'North Star', how we want to feel and what shapes us as we deliver our mission. They guide and direct us as much on the difficult days as when we are seeing and enabling special and life-improving things to happen for those we work with. As chosen by our staff, our values are:

**Listen, Compassion, Empower.**

#### Who we help and with what

As an independent local charity we have a role and responsibility, and are expected to amplify the voices of, and shine a spotlight on, the most pressing issues affecting older people (of state pension age) and unpaid carers in Oxfordshire, especially on:

- ageism and 'othering' of older people / carers (i.e. universal aspect of our role).
- those in poverty, with illness/disability, suffering loneliness (additional need).
- those with multiple needs / from priority groups ref. intersectionality.

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## About Us

### What benefit we want to create for them

Ultimately, the benefit we are seeking to achieve is that those people's lives change positively and that they are better able to live in a way that is:

- financially secure (and comfortable)
- socially connected (in a way that is meaningful to them and brings hope), and
- maintains or enhances their independence and choice

We seek to combat the social exclusion of, and inequality facing, older people and unpaid carers through external affairs work (i.e. media, PR, influencing e.g. Age Friendly work) and through service provision: information and signposting (Helpline, LiveWell, Community Links, Dementia, Carers), advice and casework (esp. welfare benefits), physical fitness (esp. falls prevention), practical support (Footcare, Digital), and bringing people together (Phone Friends, Homeshare, peer support groups and activities).

### Why become a trustee?

People become trustees for many reasons. These include having the chance to support and shape the work and strategic direction of an organisation and make a significant difference to a cause that matters to you. In return you will build your experience of working at a strategic level, gain a better understanding of what good governance looks like, and be exposed to financial and other performance management activities.

### Our commitment to EDI

At Age UK Oxfordshire, we recognise the importance of promoting equality, valuing diversity and creating an inclusive environment for everyone who we interact with. We respect the diversity of those in later life, their carers and advocates, and understand that there are different needs, choices, cultures and values. We are seeking to ensure diverse views are represented in our trustee board and are proactively seeking trustees who reflect all our different communities in Oxfordshire. Get in touch for more information or to find out more about our Diversity and Inclusion Policy.

# 2

## About Us

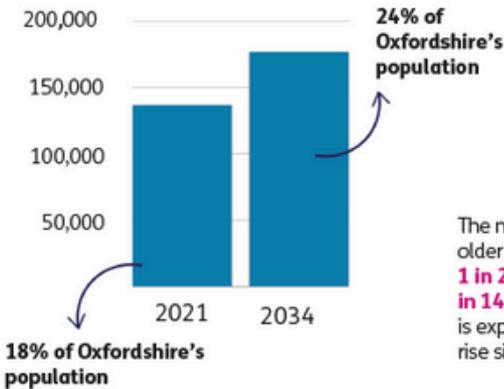


### A picture of ageing in Oxfordshire



### A picture of ageing in Oxfordshire

Oxfordshire's 65+ population is due to rise from 18% to 24% by 2034.



**21%** of people aged 65-74 live alone (14,000).  
**35%** of people aged 75+ live alone (24,000).

The number of non-White British older people in Oxfordshire rose from 1 in 20 people in 2011, to 1 in 14 people in 2021, and is expected to continue to rise significantly.



**7.4 years**  
 Life expectancy is 7.4 years less in Oxfordshire's most deprived areas\* than in its least deprived. Healthy life expectancy is over 14 years less.

**3,500**  
 people aged 65+ in Oxfordshire live in a local neighbourhood which is within the 20% most deprived nationally.

**13,000**  
 Around 10% of people aged 65+ in Oxfordshire are on a low income and eligible for Pension Credit (13,000 people).

**9,500**  
 An estimated 9,500 people aged 65+ in Oxfordshire are living with dementia.

The day-to-day activities of 30% of people aged 65+ and 55% of people aged 85+ are limited by long-term physical or mental health conditions or illnesses.

Older people are the most likely to live in the hardest to heat homes. and those with a long-term health condition or disability are more likely to report not being able to keep warm in winter.

The employment rate of people aged 50+ has declined since the pandemic. People aged 50+ who are looking for work are less likely to secure it than those under 50.

**1 in 10** people aged 65+ is an unpaid carer.

\*(those that rank in the 20% most deprived nationally on Indices of Multiple Deprivation).

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## Job description



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# 3

## Job description



### The role

As a trustee, you will provide a non-executive oversight of all of Age UK Oxfordshire's activities and lead the overall governance and strategic direction of the charity.

#### Trustees have six legal duties

##### These are to:

1. Make sure your charity is carrying out its purposes for the public benefit.
2. Comply with your charity's governing document and the law.
3. Act in your charity's best interests.
4. Manage your charity's resources responsibly.
5. Act with reasonable care and skill.
6. Make sure your charity is accountable.

In addition to the above statutory duties, trustees are encouraged to use any specific skills, knowledge, or experience to help the charity develop its activities. This may involve:

- Providing guidance on new initiatives.
- Advising or taking the lead on other issues on which the trustee has special expertise.
- Increasing public awareness of the work of Age UK Oxfordshire.
- Supporting fundraising at a strategic and practical level.

##### Each trustee must have:

- Commitment to the organisation.
- Willingness to devote the necessary time and effort.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- Good, independent judgement.
- An understanding and knowledge of good governance.
- Able to work effectively as a member of a team.

# 3

## Job description



### Specific areas of focus for the board

Given the needs of the charity and the skills of the current board members, Age UK Oxfordshire are particularly interested in increasing diversity to represent Oxfordshire's culture and bringing people to the board with experience and expertise in:

- Adult Health or Social Care
- EDI
- 'People' especially Volunteering
- Marketing & Fundraising
- Digital.



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**The Board**



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## The Board



### How the board works in practice

#### Time commitment

We hold trustee meetings quarterly and are currently alternating holding these meetings virtually and in person in Abingdon. The meetings last about 2.5 hours. In addition, there is one awayday a year and an evening event and/or dinner. Papers typically require about two hours reading per meeting.

We also ask each of the trustees to take lead responsibility for an aspect of governance and to 'champion' an area of our work. This gives trustees the opportunity to get more involved in the organisation and contribute towards the development of projects that they find particularly interesting.

#### Structure of the board

The board of trustees is composed of up to 12 individuals, with the option to have additional co-opted trustees if required.

There is a permanent Finance Review Group and a Nominations and Remuneration Committee. Different working groups are sometimes established to deal with specific strategic issues. Working groups often have some trustee representation and sometimes involve other advisers and stakeholders.

Examples of previous working groups have included property management, board development, governance review and community fundraising events.

#### Term in office

Our governing documents state that trustees are elected to serve for up to three years. If they wish to continue, they are subject to re-election at the AGM.

We also ask that trustees provide a minimum of one months notice if they choose to step down from the board at any time.

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## The Board



### How we support you

We want to help new trustees to learn about our organisation and their role within it; we provide an induction programme which includes the opportunity to meet with senior managers, and to spend more time exploring specific services as required.

We can also offer access to trustee training programmes, as well as board development days twice a year. All trustees will have an annual appraisal with the chair and this, alongside ad hoc conversations as required, provide the opportunity to review their role and address any questions or concerns they may have.

### What's in it for you

- Volunteering experience
- Involvement in senior management teams and board activity
- Working with different sets of people
- Specific experience within the different teams
- General management experience
- Annual strategic away day with Trustees and Senior Management Team



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## How to apply



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# 5

## How to apply



Age UK Oxfordshire is working exclusively with Charisma Charity Recruitment.

**Applications should be submitted through the [Charisma website](#) and include:**

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role.

For an informal and confidential discussion about the role, please contact Sandra Smith, Associate Director, Charisma Charity Recruitment on 01962 813300 or email [info@charismarecruitment.co.uk](mailto:info@charismarecruitment.co.uk).

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status or other category protected by law.

**Closing date: 10 August 2025**

**Charisma vetting interviews must be completed by 12 August, prior to shortlisting**

**Interviews with Age UK Oxfordshire: TBC**



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