

Recruiting for Non-Executive Director

Leuchie House

National respite centre providing breaks for individuals living with long term conditions

1. Leuchie House

About Us



Leuchie House is a Scottish charity with a big heart, expert health and care team and national reach. We pride ourselves in a highly individualised and ‘can do’ approach to enabling people with neurological conditions to have a fantastic break in our uniquely relaxing country house. This means that guests have a proper break, their health and wellbeing is improved and their carer can relax, knowing that their loved one is having a great time and is cared for well. For some this is a holiday, for others a lifeline. As a result of our expertise, we strive to live up to our ambition to be a national centre of excellence.

Leuchie House is an 18th century classical mansion house set in the rolling East Lothian countryside near the coastal town of North Berwick, owned by the Dalrymple family. The house was leased out as a respite holiday home for people with Multiple Sclerosis from 1970 – 2010, originally run by Servite nuns and latterly by the MS Society.

Leuchie House was reopened in 2011 as an independent charity and welcomes guests with a variety of neurological conditions in addition to Multiple Sclerosis, such as: Motor Neurone Disease, Parkinson’s, Cerebral Palsy and Stroke, at all stages of each condition. Our expert nursing and care team are

experienced in enabling people with very different levels of care needs from low to very high.

While some guests choose to come to Leuchie on their own so their carer can have a break separately, others bring their carer with them. Leuchie makes sure that carers are guaranteed a relaxing break too by taking on as much of the caring responsibilities as the guest’s loved one would like during their stay.

"A fine example of health and social care"

Nicola Sturgeon, First Minister

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Scottish Government policy recognises that caring for a loved one has a range of impacts on the carer, the wider family and on society. As a result, government policy directs local authorities to assess and make available financial support to those assessed as eligible.

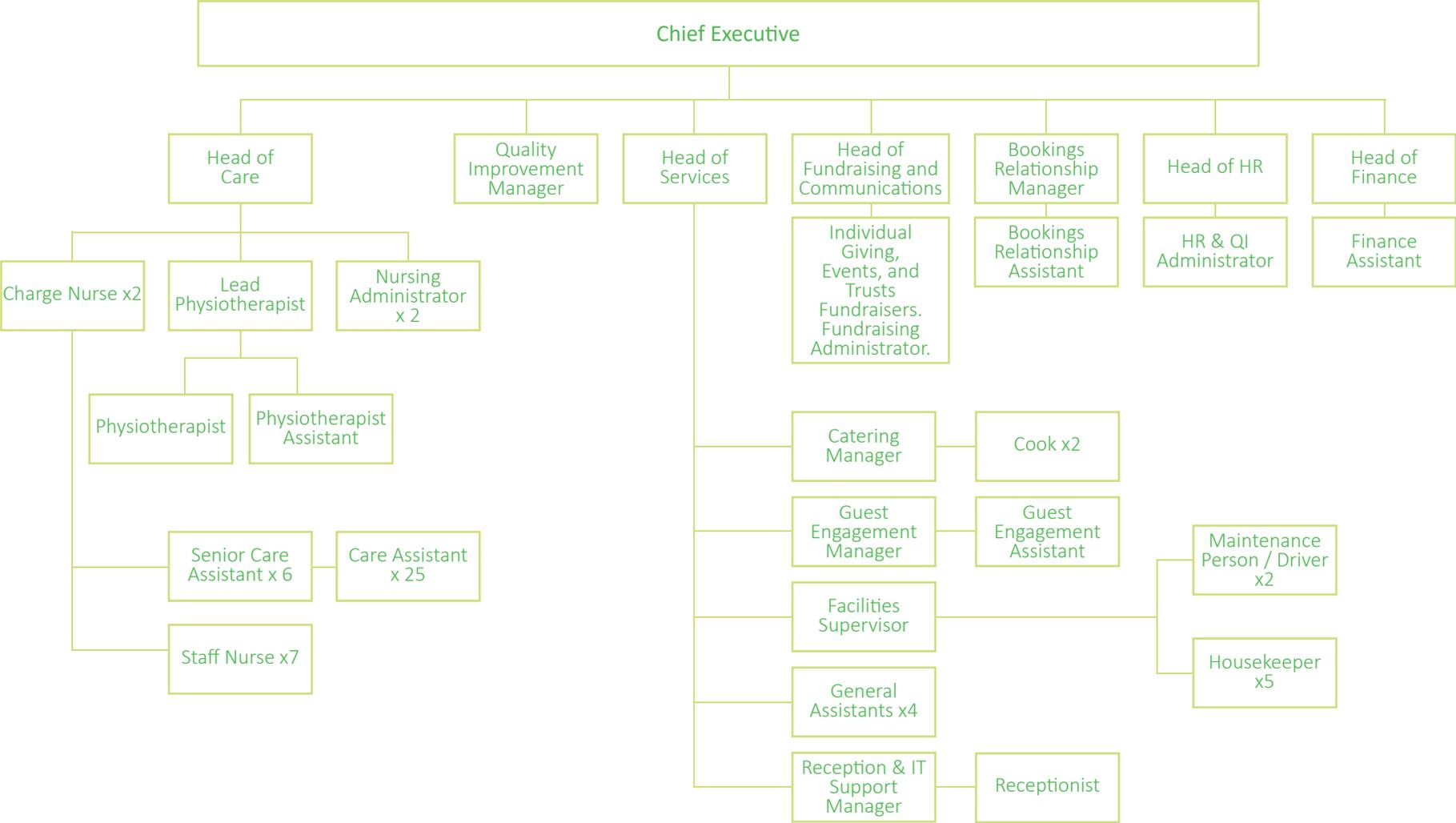
Leuchie House is the largest independent employer in the immediate area, putting £2m into the local economy, which provides 100% of our workforce. We enjoy the generous and wide support of the local community and communities across Scotland who recognise the value of our work, as does the national government and Scotland's major funders and donors, with whom Leuchie enjoys a very positive relationship.

Our ambition includes developing as the leading provider of assessment and provision of technology enabled care, so that our guests can maximise their independence, with benefits for all.



1. Leuchie House

Our Management Structure



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A Year At Leuchie House



62773

hours of nursing and care support

45%

of our guests have the highest levels of care



Every Leuchie break is subsidised by

50%

through our fundraising

Our guests arrived from

28

of Scotland's 32 local authorities and several come from England

We had

700

guest outings



417

Wheelchair assessments

We provided over

4000

respite nights plus day respite to non-residential guests

11000

homemade lunches and dinners



4000 volunteer hours saved our charity

£133,000

92p in every £1

raised goes directly towards delivering Leuchie breaks

179

In-house fixes

77

Referrals to the NHS

There were **821**

Early interventions, taking action to prevent potential health issues developing

"Each Guest is treated with the utmost care and attention"

Martin Whitfield MP

1. Leuchie House

Milestones

4th July 2011

Leuchie House opened as an independent charity



2014 - 2016

2014 saw the beginning of our partnership with The Balmoral Hotel

September 2015

Gavin Hastings OBE becomes Leuchie's first Patron



October 2016

Queen's Award for Voluntary Service presented to Leuchie volunteers by HRH The Princess Royal



March 2017

The launch of our partnership with Queen Margaret University

"One of the most life affirming projects I've had the pleasure of being involved in"

Ian Gray MSP

4 July 2018

Celebrating seven years as an independent charity

In 2018 Leuchie House had a change in CEO and in 2019 a change in Chair and a new era of investment in the team, the building and technology

2. Regulation, Values and Operating Model

Leuchie House is regulated by the Care Inspectorate in Scotland and is subject to annual, unannounced inspection in line with our registration as both a Care Home for Adults for up to 18 people and as a provider of Day respite.

The team are subject to statute, as we work in a regulated role which requires individual registration with the Scottish Social Services Council, Nursing and Midwifery Council or other recognised bodies along with suitability checks.

In addition, the Leuchie team have signed up to a set of values which we use to guide our work. These are; Caring, Expert & Uplifting.

Leuchie welcomes up to 18 residential guests at any given time, for a break of 11, 7 or 4 nights duration. Many guests come more than once a year and more than half of our guests are repeat visitors, over many years. The average age of our guests is 63 and has been coming down in recent years, a trend that we expect to continue. More than half of our guests have multiple sclerosis, with a range of neurological conditions making up the other half.

We have a team of 80 colleagues in roles which include expert and professionally qualified nurses, physiotherapists, care assistants, guest activities, cooks, grounds and facilities, fundraising and business administration. All of our team live locally.

Our organisation is dependent upon the huge support we receive from volunteers, approximately 36 of whom volunteer regularly across our functions, from meal time guest assistance to business administration and gardening.

Leuchie receives a core grant from the Scottish Government, fundraised income and 50% of our income comes from the fees which we charge guests, largely but not exclusively paid for by local authorities. We operate efficiently, using good management to ensure that guests derive the maximum benefit from every pound that we need to raise.

Leuchie has a sister Charity, the Leuchie Forever Fund, which is charged with raising income, to support our successful, in house fundraising efforts.

The sister charity is honoured to receive the patronage of HRH Princess Anne, The Princess Royal, who knows us well and is a regular visitor. We are privileged that Scottish Rugby legend Gavin Hastings is a Patron of, regular visitor to and strong ambassador for Leuchie. Gavin is joined as Patron by our former CEO, Maire O'Keefe.

Leuchie House is a registered charity and company, governed by a Board which is Chaired by Stephen Pearson, who took over from our founding Chair, Sir David Tweedie in November 2019. The Board is supported by the senior team to set the strategy and monitor its implementation. This is achieved through scrutiny of reports at quarterly Board meetings which take place alternatively in Leuchie and in Edinburgh and by being present in the building from time to time. The work of the Board is supported by sub committees, comprised of Board members.



3. Role Overview

Non-Executive Director at Leuchie House

The management team and Board wish to enhance Leuchie's governance capabilities, complementing our Board level health service expertise by attracting a Non-Executive Director who understands the provision of regulated social care. Having been on a journey of improvement we are pleased to be a good, grade 4 service and ambitious to be even better.

In addition, our founding Treasurer and Chair of the Finance Committee is coming to the end of his term in office and we seek an enthusiastic accountant who will support the charity to further improve on its good financial stewardship.

These roles provide a unique opportunity to contribute at Board level to the delivery and development of an essential service with national impact and significance.

Scotland, along with much of the developed world is experiencing a rapidly aging population alongside increasing complexity of health in

ageing as a result of medical advances. At the same time, the economy is in what appears to be an extended period of low growth with consequent impacts on the political choices which influence public spending.

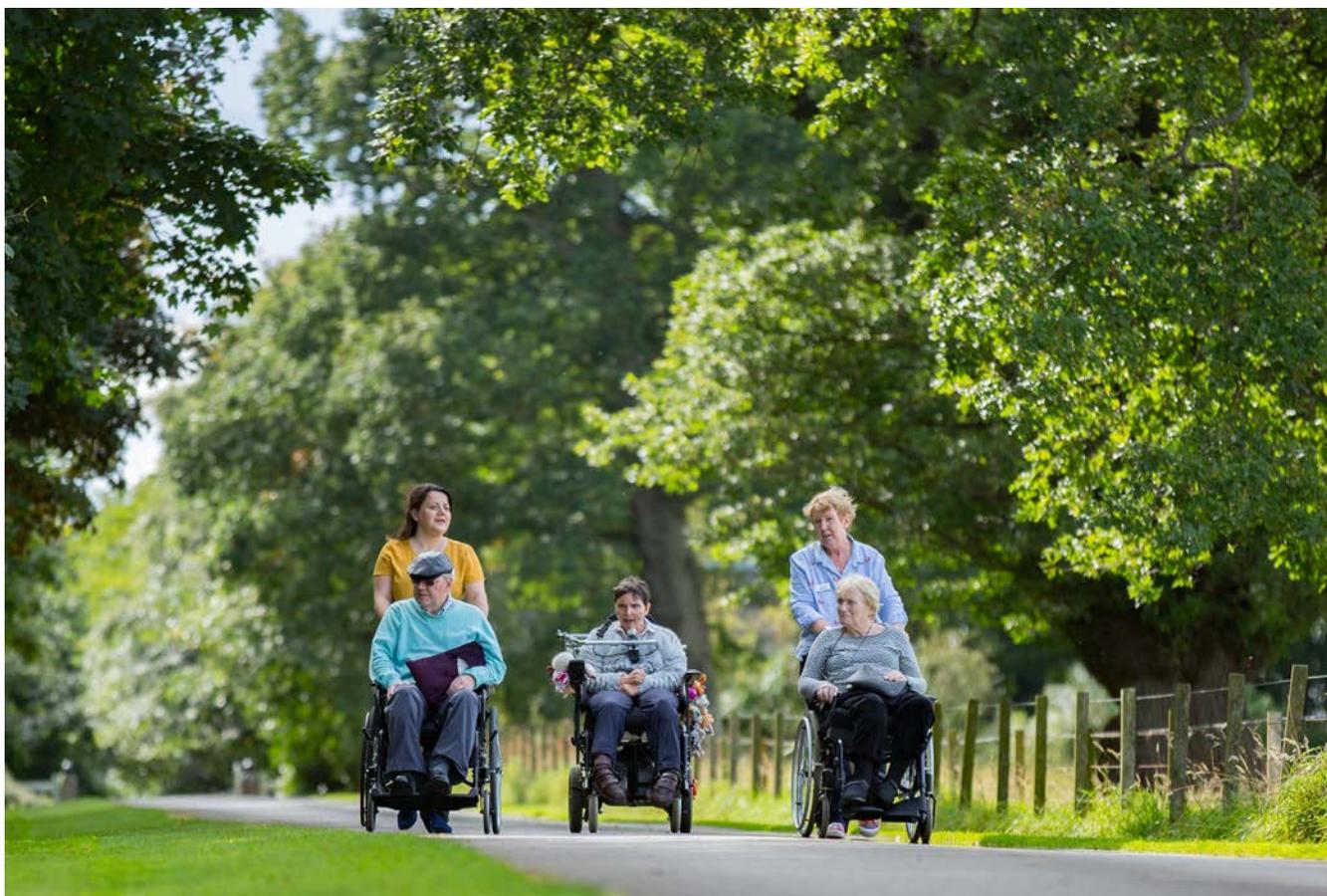
Leuchie can and will continue to support our guests as individuals and is ambitious to become a national centre of excellence which makes a broader contribution at population level.

Leuchie benefits from our Board members who offer strategic support and may also offer ad hoc tactical advice to senior team members.

Crucially, we are seeking interest from candidates who are passionate about working to support Leuchie's team to deliver excellent, personalised and life enhancing service whilst being realistic about resource constraints. This is not only a fabulous career opportunity but also a life defining one – it will be both demanding and fulfilling.

Leuchie is committed to equality of opportunity and recognises that it has a wider role to play in society. We therefore welcome suitably qualified applicants from those not typically represented on Boards.

4. Candidate Requirements



The successful candidate should:

- ✓ Have a good working understanding of the financial framework and/ or social care framework in Scotland. Ideally this knowledge will come from time spent managing/ leading the relevant discipline, in Scotland.
- ✓ Successful applicants will wish to use their experience and wisdom to support the Board and team to make strategic decisions, and be willing on occasion to support the team to make good tactical decisions.
- ✓ Board members are important ambassadors for Leuchie and will be invited on occasion to attend external meetings and events to promote Leuchie and its purpose.
- ✓ Board meetings take place quarterly, for two hours and Board members are supported well to understand the key issues through the early provisions of short discussion/ decision papers. A regularly updated 'Dashboard' provides clear management information to assist Board oversight.
- ✓ The Board is supported by Quality, Finance and Nominations Committees, comprised of Board members. The Board benefits from the advice of guests and carers who use the service.
- ✓ These positions will in addition to Board membership, be asked to participate in the Quality Committee and to lead the Finance Committee, which typically meets 4 times a year, normally in advance of the Board meeting.

5. How to Apply



Interested applicants are invited to write to the Chair, care of the CEO briefly outlining their relevant experience and interest. The Nominations Committee will review applications and will wish to meet with potential candidates before recommending to the Board. Potential applicants are welcome to contact Mark for a confidential discussion prior to applying.

Mark Bevan, Chief Executive

Leuchie House

North Berwick

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FWB Park Brown

Executive Search



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