



Trustee Information Pack 2026

**Help people to
age well, their way**

Thank you for your interest in this role.

This pack will provide you with some background information on Age UK Gloucestershire, including:

- A message from our Chair
- Our Vision, Mission and Values
- Our Impact and Finances
- Our People
- Role Description
- Recruitment Process

Welcome

A Message from our Chair

Thank you for your interest in joining Age UK Gloucestershire as a trustee. This is an exciting moment for our organisation, as we build on strong foundations and look ahead to the next phase of our development. Gloucestershire is changing; its communities, its health and care systems, and the experiences and expectations of people as they age. Against this backdrop, we are strengthening our ambition and sharpening our focus on ensuring people can age well, their way.

We are evolving how we work so that we can reach more people, respond earlier to the challenges of later life, and ensure that older voices shape the decisions that affect them. This means deepening our partnerships, expanding our presence within communities, and championing a more positive and informed approach to ageing across the county. As we develop our organisation and prepare for the future, we are embracing innovation, inclusion, and collaboration as central to our approach.

Becoming a trustee now means joining us at a moment of genuine opportunity. You will help guide a dedicated team, contribute to a clear and values-driven direction, and play a key role in influencing how Gloucestershire supports its older population in the years ahead. If you are motivated by social impact, partnership working, and creating real change for local people, we would be delighted to have a discussion with you about our charity and Board.

With best wishes

Jan Lawry

Chair of the Board

About Age UK Gloucestershire

Age UK Gloucestershire is a local independent charity and brand partner of Age UK.

Our vision is that:

People age well, their way.

Our mission:

Together, we support, educate, and influence the development of an age friendly Gloucestershire.

Our Values

We celebrate older people

We encourage Gloucestershire to be positive about ageing

We are aspirational

We encourage positivity, purpose and action to achieve the best outcomes

We are curious

We embrace innovation to have a greater impact

We value time

We value other people's time and unique experiences and share our own

We build connections

We help people and organisations make powerful and meaningful connections

Our impact and finances

Please see our Impact Reports and Annual Report and Accounts on our website:

[Age UK Gloucestershire | Impact Reports and Annual Accounts](#)

Our People



At the heart of Age UK Gloucestershire is a dedicated, skilled, and values-driven team who are passionate about helping older people across the county to age well. Our staff bring a powerful blend of professional expertise, community insight, and genuine compassion to their work. Whether offering trusted advice, supporting community connections, challenging ageism, or amplifying the voices of older people, our colleagues consistently demonstrate commitment, creativity, and care.

We are equally proud of the culture our people create together. We continuously strive to be a learning organisation that supports staff to grow, innovate and succeed. Thriving on partnership working. Collaborating across communities, VCSE organisations, and the health and care system. Playing an active role in shaping new approaches and responding to emerging needs. Their dedication is the foundation of our impact, and trustees joining us can look forward to working alongside a motivated, professional and truly inspiring group of colleagues and volunteers.

Our Trustees

<p>Jan Lawry – Chair of Trustees</p> 	<p>Laurie Cheape – Treasurer Trustee and Finance Sub-Committee Chair</p> 	<p>Ian Crocombe – Trustee and Governance and Risk Sub-Committee Chair</p> 
<p>Helen Bown – Trustee and Gloucestershire Hospitals NHS Foundation Trust Governor</p> 	<p>Helen Ginman-Love – Trustee</p> 	<p>Karen Phillips – Trustee</p> 
<p>Ahmed-Said Hansdot - Trustee</p> 		

Role Description

This is a voluntary position.

Trustees are elected for a term of 3 years, which can be renewed a maximum of 3 times.

The fundamental purpose of the role is to support the charity to achieve its aims by providing effective governance and setting strategic direction in line with the strategy.

The charity holds 6 Board Meetings a year in Gloucester, or online. These are currently held on a Wednesday morning for two and a half hours.

Trustees can also join one of the two sub-committees which meet 6 times per year online.

Outside of Board Meetings, Trustees get involved in working groups, attend events, and advocate for the charity and older people.

Main Trustee Responsibilities include:

- Providing strategic leadership for the organisation by reviewing our strategic aims, setting overall policy and evaluating performance.
- Ensuring the organisation and those representing it operate within all relevant legal, financial and regulatory requirements.
- Acting in the best interests of the organisation and those it is set up to support at all times.
- Managing and using the resources of the organisation so as to make the biggest difference to older people in Gloucestershire.
- Ensuring robust systems are in place for internal financial control and the protection of the organisation's funds and assets.
- Promoting the charity externally at public events, to stakeholders, and with funders.
- Appointing the Chief Executive Officer (CEO) and monitoring their performance.
- Maintaining good relationships with staff and volunteers and ensuring the charity is promoting their wellbeing, and is a good place to work

What are we looking for in a Trustee?

Individuals who:

- Can question, discuss and debate issues to ensure the governance of the charity is robust and the Board makes good decisions about how to fulfil its mission and responsibilities.
- Have enquiring minds, who are interested in the challenge of changing demography and how a local charity might influence things in the county of Gloucestershire.
- Are effective at working as part of a team, but who are confident in voicing their own views even if these are not the majority view.
- Can champion Age UK Gloucestershire and our approach, acting as ambassadors for what we do to a wide range of audiences.
- Have a connection to Gloucestershire and its many communities – we are a Gloucestershire organisation and seek to be relevant to people from all backgrounds living in all the districts.

We continue to develop the diversity of our organisation and welcome people from all backgrounds, communities and those with lived experience. We are also interested in hearing from people with the following interests, expertise or knowledge to help us deliver our new strategy:

- Fundraising or income generation
- NHS or statutory background
- IT, Data or Artificial Intelligence
- Partnership, influencing or advocacy

Recruitment Process

- Informal discussion with our Chair
- Submission of a CV and Supporting Statement
- Completion of Equality and Diversity Monitoring
- Meeting with the current Chair and CEO
- References and DBS checks completed before formal appointment

If you have any questions regarding the trustee role please contact either:

Jan Lawry, Chair JanLawry@ageukgloucestershire.org.uk

Or, Alan Inman-Ward, CEO ainman-ward@ageukgloucestershire.org.uk