



SAVING LIVES
IN LINCOLNSHIRE

TRUSTEE

Recruitment Pack 2025

LETTER FROM THE CHAIR

Thank you for your interest in becoming a trustee of LIVES.

For nearly 55 years, LIVES volunteers have been responding to 999 medical emergencies in Lincolnshire. Our original team of volunteer doctors attended road traffic collisions, in the days when ambulance drivers were just that, drivers, and many people lost their lives on Lincolnshire roads for the want of skilled medical care.

55 years later, the world of pre-hospital emergency medicine has grown and become a sub-specialty in its own right. As pre-hospital emergency medicine has grown, so has LIVES. In 2025, we have an army of volunteers from community first responders without a medical background, through to a specialised band of doctors, nurses, and paramedics, who dedicate around 50,000 hours a year to volunteering in their communities, responding to medical emergencies.

OUR WORK LITERALLY SAVES LIVES AND MAKES A DIFFERENCE TO COUNTLESS COMMUNITIES AND FAMILIES ACROSS OUR RURAL COUNTY.

Over the last five years, the organisation has grown significantly, both in the impact that it makes in Lincolnshire and its profile across the county. We have diversified the way in which we generate income and appointed a professional, and experienced senior team to lead the organisation.

We are now looking to recruit two or three additional trustees, from a wide variety of backgrounds and experience, to join our board. Trustees with a financial or commercial background are currently of particular interest, although trustees with experience in other areas are also warmly welcome.

If you feel you have the experience, credibility and - crucially - the enthusiasm we need to take LIVES forward, then we very much look forward to hearing from you.

Yours sincerely,



Hil Gibb
Chair of Trustees

IT TAKES A TEAM TO SAVE A LIFE

WHY DOES WHAT WE DO MATTER?

Lincolnshire is a rural county. 95% of our land area is rural and 48% of the population lives in a rural area.

Our road infrastructure is challenging. Of the 5,500 miles of road in Lincolnshire, only around 40 miles is dual carriageway.

Ambulance wait times can be long, as can travel times to hospital.

We don't have a major trauma centre in Lincolnshire so anyone suffering significant traumatic injuries needs to travel out of county to a hospital.

In life threatening emergencies getting to a patient quickly matters. If you suffer a cardiac arrest out of hospital your chance of survival falls by 10% for every minute your heart is stopped. Getting to someone in cardiac arrest quickly and delivering good quality life support saves lives.

LIVES literally saves lives. We believe that you shouldn't have any worse health outcomes just because you happen to live in a rural area where accessing emergency care is more challenging.

That's why our volunteers and clinical teams make themselves available to attend people suffering medical or traumatic emergencies in their community. Our job at LIVES is to give these people the training, skills, equipment and experience to do this safely and effectively. And to maintain the governance structures to be able to demonstrate the quality of the care that we deliver.



OUR AIMS

As a charity we are driven by our commitment to the people and communities that we serve. Our charitable aims, as set out in our Articles of Association are to:

- Provide immediate medical care to any person injured in any accident or involved in any medical emergency in the area of Lincolnshire, North Lincolnshire, North East Lincolnshire or any area reasonably close thereto
- Advance the principles of Pre-Hospital Emergency Care on a national basis; providing advice and guidance in all aspects of such care; including delivery of training and provision of approved emergency equipment when required to do so
- Obtain, collect and receive money and funds that arise from the national furtherance of LIVES objects
- These aims guide our day to day operations, often used as a touchstone for ensuring that we remain true to our mission. In reality, every year we save many lives and limbs across the county of Lincolnshire, improve the outcomes for others through our timely arrival and skilled interventions, and provide reassurance and care for all who we respond to.

OUR STRATEGIC OBJECTIVES

Our contribution to Lincolnshire is to deliver excellent pre-hospital emergency medicine to our communities. We have identified five strategic objects that will guide our activities for the next five years.



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OUR STRATEGIC OBJECTIVES

1

UNDERSTAND OUR IMPACT

We know we make a difference but measuring that is sometimes difficult. We will improve our data collection and adopt new measures to demonstrate the difference that we make.

2

GROW OUR IMPACT

We know we make a difference but measuring that is sometimes difficult. We will improve our data collection and adopt new measures to demonstrate the difference that we make.

3

FOCUS ON QUALITY

We strive to be the very best at everything that we do. Our work is always based on evidence and we focus on delivering quality service and care – in our clinical activity, our training, and the knowledge that we provide. We inspire and encourage all of our people to be the very best that they can be at their chosen level.

4

FINANCIAL SUSTAINABILITY

We will develop and consolidate income streams that support the charity to deliver our aims. We will ensure that we have adequate reserves to weather unpredictable circumstances. And we will be transparent with our supporters, customers and funders so they are clear on how we spend the funds that they trust us with.

5

EXCELLENCE IN GOVERNANCE

Doing the right thing is important to us, even when that is difficult. We will maintain robust and structured processes in both clinical and charity governance. We will ensure that we are compliant with all regulatory requirements and that we are a model of best practice in both leading volunteers and delivering pre-hospital emergency medicine.



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OUR PEOPLE

Our volunteers and clinical teams are the lifeblood of the charity. As a trustee you will become part of an organisation with an amazing array of volunteers and employees who ensure that LIVES continues to deliver life-saving emergency response in our county.

Just because many of our emergency responders are volunteers doesn't mean that they're amateur. Our responders are exceedingly skilled at what they do. We hold them to high standards, expecting them to deliver care that is at least as good as the equivalent in the statutory services. We provide them with high quality training and nationally recognised qualifications as well as opportunities to develop their skills and experience. Many of our volunteers go on to have rewarding careers in healthcare professions, helping to fill skills shortages in the NHS and care sector in Lincolnshire.

We have aspirations to grow our volunteer numbers over the coming years, including introducing new roles for those who want to do a little less, or a lot more.

OUR SERVICES

Our core charitable activity is to respond to 999 medical emergencies. When a member of the public calls 999 for an ambulance, a dispatcher in the ambulance control room will check to see if there's a suitably qualified LIVES responder available who can make a difference, and that responder will be sent to the job. Around 80% of the time a LIVES responder will arrive before the ambulance service.

We are best known for our community first responders but many of our volunteers bring a much higher skillset to the patient's side, often more akin to that found in an A&E department or intensive care unit. Our volunteer critical care teams bring advanced techniques including pre-hospital anaesthetics and surgical skills that make a difference to the patient's outcomes. In 2021 we launched the Medic 50 critical care car to provide much needed critical care response to the east coast of Lincolnshire.

In the last few years, we have been leading developments in the emerging world of Community Emergency Medicine. Our Community Emergency Medicine Service is a complex admission avoidance service, attending patients who have called 999 but will not necessarily benefit from an attendance at A&E or admission to hospital. Our three specialist CEMS vehicles are staffed by a senior doctor or advanced clinical practitioner and associate and carry a wide range of equipment to diagnose and begin treatment of conditions outside of hospital, helping patients to access the care that they need quickly and closer to home.

Our Falls Response Partnership dispatches experienced LIVES community first responders to patients who have called 999 having fallen. The aim is to get to these patients quickly, assist them to re-mobilise and refer onto other health and social care services to ensure they get the ongoing support they need.

And because we think it's important to share our skills, we teach thousands of people the lifesaving skills of CPR, first aid and advanced pre-hospital skills every year. In 2022 we will be forming a trading company, LIVES Education Limited to manage our growing commercial training activities and we now hold the accreditations to deliver training courses on behalf of a number of awarding bodies, from first aid to specialist pre-hospital training.



HOW WE RAISE OUR FUNDS

Raising funds in a charity is not easy. We need to raise more than £1m each year to keep our responders on the road.

Traditionally LIVES has undertaken fundraising activities and receives a grant from the NHS for services that are provided to it. However over the last five years we have diversified our income streams through the development of a number of new initiatives including a grants and trusts programme and regular giving. We've also developed a number of funded offerings that are aligned with our charitable work including a successful and growing training business offering both standard and bespoke first aid and medical training, and a consultative clinical governance offering for businesses and organisations who are delivering clinical care beyond standard first aid level.



THE ROLE OF A TRUSTEE IN LIVES

LIVES is at our heart an organisation of volunteers, all of whom play a vital role in delivering an emergency response in Lincolnshire. Our trustees are volunteers who take on the responsibility of ensuring that the charity delivers public benefit and remain aligned to our charitable aims.

Our trustees hold the charity 'in trust' for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these
- Being responsible for the performance of the charity and its culture
- Ensuring the charity complies with all legal and regulatory requirements
- Acting as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application
- Ensuring that the charity's governance is of the highest possible standard
- Acting as ambassador of the charity at all reasonable times.

The Board is made up of the chair and trustees with the chief executive and medical director in attendance at board meetings. Trustees, based on their breadth of knowledge and experience, are responsible for setting the long-term vision, strategy and charitable outcomes of the organisation, approving the plans and budgets for achieving them and monitoring performance against them.

The Board is responsible for the financial health of the charity and for overseeing its affairs to ensure that its charitable status is maintained. The Board has delegated responsibility for the day-to-day management of LIVES to the Chief Executive, who is responsible for leading the senior leadership team and for making and implementing operational decisions.

ROLE DESCRIPTION

A detailed role description is available upon request.

REMUNERATION

The role of trustee is a volunteer role and is unremunerated. Reasonable out of pocket travel expenses will be reimbursed.

TERM

Trustees will serve an initial three-year term to be eligible for re-appointment for two additional terms of three years each.

TIME COMMITMENT

Trustees are required to attend a minimum of three of the four Board meetings per year, plus hold a position on at least one Board Committee with three to four additional meetings per year. Trustees are also expected to attend occasional public or private events, e.g. supporter/fundraising events, strategic planning Board away days and public profile events.

CONFLICTS OF INTEREST

Trustees are required to agree to abide by the Trustees' Code of Conduct and to declare as appropriate their interests, particularly where these may lead to a conflict of interest.

LOCATION OF MEETINGS

Meetings are held at LIVES Headquarters in Horncastle or in Lincoln. Some meetings can be accessed virtually if required.



WOULD YOU LIKE TO BECOME A LIVES TRUSTEE?

To express an interest in the role of LIVES trustee, please submit the following:

- An up-to-date CV
- A supporting statement that addresses the criteria in the role description and outlines your motivation for applying.

Completed expressions of interest should be submitted to the Chief Executive:

ncooke@lives.org.uk marked Trustee Recruitment

The closing date for applications for the Trustee role is 26th May 2025.

If you wish to have an informal and confidential discussion regarding the trustee role, application process or need any additional information please contact Nikki Cooke, LIVES Chief Executive at ncooke@lives.org.uk or call 01507 525999 to arrange an informal discussion.