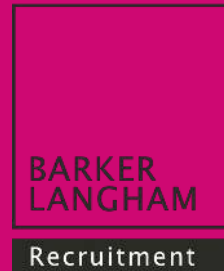


The Florence Nightingale Museum of International Nursing

Trustee Recruitment 2021
Information Pack





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MESSAGE FROM THE CHAIR

“2020 and its global pandemic has given the most poignant reminder of the importance of nursing and evidence-based compassionate healthcare”.

“We are all grateful to Nightingale for the truly global legacy that she created and recognise the power of the museum and the teams’ work in commemorating these achievements, whilst inspiring the future generations of healthcare workers we will all depend upon.”



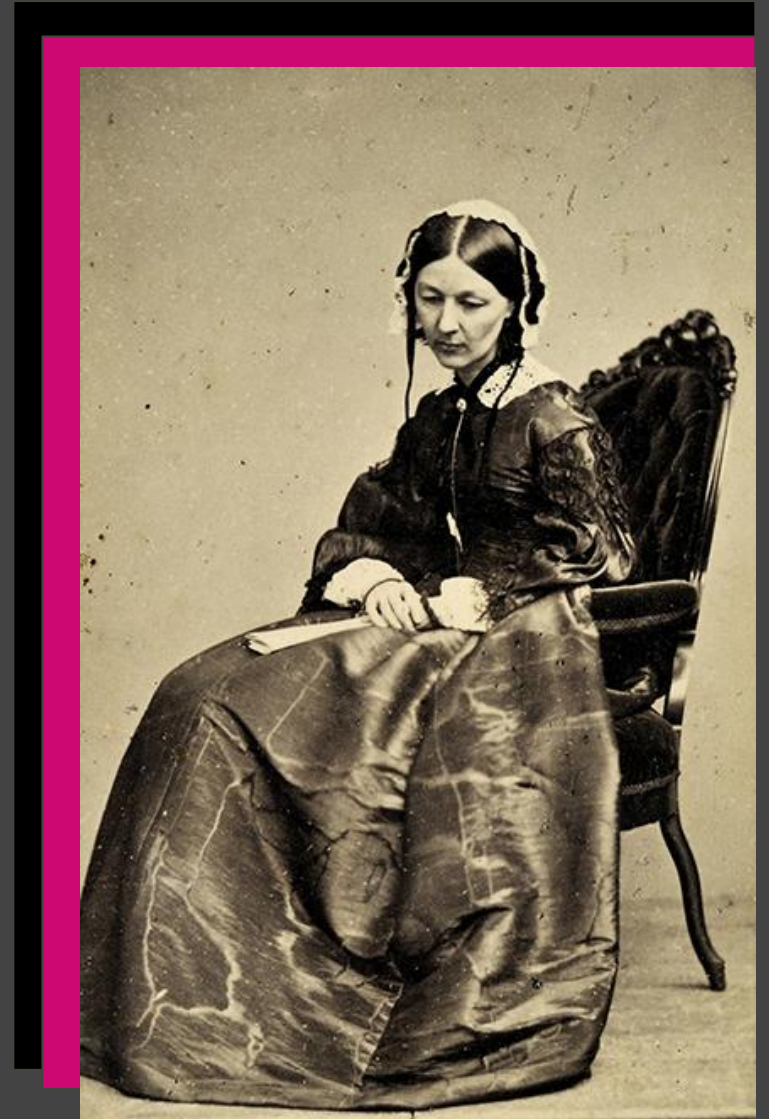
*Dame Christine Beasley
Florence Nightingale Museum Chair*

INTRODUCTION

The Florence Nightingale Museum celebrates the life and work of the best known figure in nursing history.

Nightingale was the founder of modern nursing, was one of our greatest Victorians and a female icon in her own lifetime. She is still an inspiration to nurses around the globe. Nightingale's legacy has never been more relevant: she founded modern nursing and instigated Wash Your Hands and hygiene regimes. 2020 was designated the 'Year of the Nurse & Midwife' in honour of her bicentenary year.

The Florence Nightingale Museum Trust is seeking to appoint new Trustees in 2021 to steer the Museum through these current turbulent times and into a future that will reimagine an icon and create the most impactful, relevant and diverse ways of shining a light on the legacy of The Lady with the Lamp.

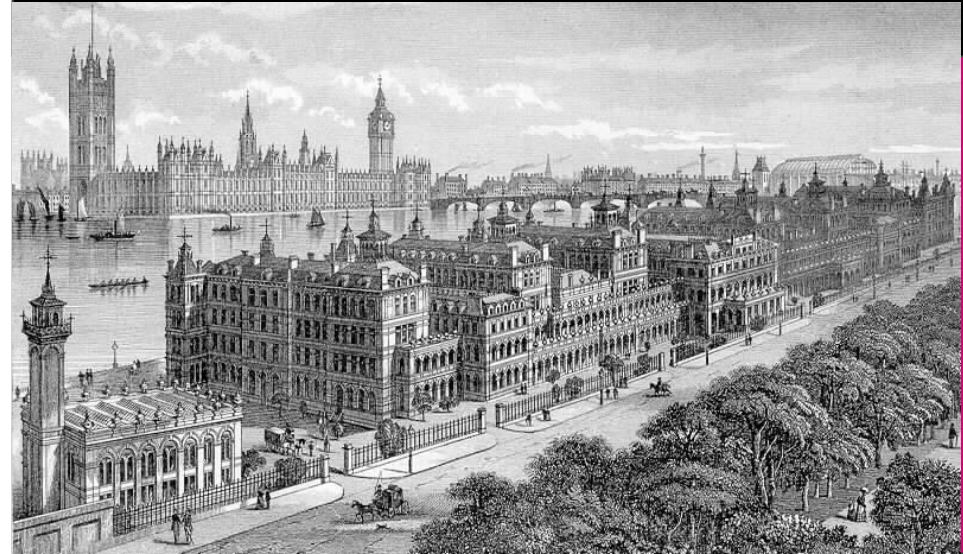


*Florence Nightingale aged 34 just after Crimea
Credit: Florence Nightingale Museum*

ABOUT THE MUSEUM

Visitors are able to travel through three pavilions to relive Florence's childhood, understand her experiences in the Crimean War and discover how she pioneered modern nursing practice. Her story is brought to life through unique collections, interactive displays and art installations.

Located currently within St Thomas' Hospital, just off of Westminster Bridge, the museum was opened in 1989 and now forms a key part of London's medical heritage. The collection consists of personal material associated with Florence Nightingale, items relating to the Crimean War and nursing artefacts. The museum archives include approximately 800 letters from Florence Nightingale and an important rare book collection of 284 titles.



Guy's and St Thomas' Hospital, Credit: Florence Nightingale Museum



The Museum had a extensive £1.4m refurbishment in 2010 supported by the Heritage Lottery Fund.

Pre-pandemic, the Museum was open to the public seven days a week.

The Museum tells the real story of Florence Nightingale, "the lady with the lamp", from her Victorian childhood to her experiences in the Crimean, through to her years as an ardent campaigner for health reform. Nightingale is recognised as the founder of modern nursing in the United Kingdom and throughout the world. The museum explains her global legacy and also celebrates nursing today.

The Museum is designed around three pavilions that tell her story. **The Gilded Cage** tells the story of Nightingale's privileged childhood and her struggle against stifling social conventions. **The Calling** shows how Nightingale and her team coped with the crisis in the military hospitals where the legend of the lady with the lamp was born. **Reform and Inspire** shows the other side of Nightingale, the reformer who campaigned tirelessly for health reform at home and abroad.

TIMELINE

12 May 1920 -
13 August 1910

Life of Florence Nightingale
a social reformer,
statistician and the founder
of modern nursing



May 2010

The Florence Nightingale
Museum at St Thomas' Hospital
in London reopened in time for
the centenary of Nightingale's
death following an extensive
£1.4m refurbishment



9 December 1987

The Florence
Nightingale Museum
Trust, a charitable
company limited by
guarantee, is
incorporated



October 2018

FNM collaborates with the Mary Seacole
Trust to open a new exhibit celebrating her
contribution to the Crimean War and care.
This signalled the start of an ongoing
beneficial relationship for both
organisations



May 2020

The exhibition Nightingale in 200 Objects, People & Places which celebrates Florence's bicentenary



12 May 2020

FNM receives permission from the Speaker of the House of Commons to illuminate the Palace of Westminster, recognising her bicentenary and thanking all carers for their efforts during the pandemic- a unique achievement for the Museum with no other charity ever granted this opportunity



TODAY

The Museum significantly influenced by Covid 19 pandemic and has remained closed for several months



October 2019

FNM opens its 'Family Corner' in association with GSTT NHS Foundation Trust - a unique opportunity for children to explore nursing careers and the diversity of the sectors employees



February 2020

The Museum achieves its busiest ever day as interest in Nightingale intensifies in her bicentenary year



Awards



The team win an unprecedented two awards at the **Museums & Heritage Show for Best Retail and Temporary Exhibition Year 2019** in the world's deadliest pandemic, recognising the considerable change led by the current leadership team

TRANSFORMATION

The Florence Nightingale Museum wishes to proactively seize this opportunity to be a ground-breaking and inspiring global leader, at the forefront of **education, awareness and engagement.**

“The museum has declared its intention to become 'The Florence Nightingale Museum of International Nursing' in the future and we very much hope that this can remain a realistic ambition.”

- David Green, Director, Florence Nightingale Museum



THE TRUST

The Trust was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The Trust's Memorandum of Association gives the object as the advancement of the education of nurses or those engaged in nursing. In the furtherance of this objective, the governing document gives the trust powers which include the following:

- To establish and maintain a Museum for the **preservation and wider display** of the Nightingale collection
- To receive **donations** of suitable items for the collection, or to **purchase** suitable items
- To facilitate **research** into the history and work of Florence Nightingale, particularly in relation to the first training school for **nurses** at St Thomas' Hospital and consequential developments in the nursing profession

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees are inducted by the Chair with the support of the Director. Trustees retain decision making power, working closely with the Director as the full-time operational executive officer.

The Chair meets the Director to facilitate decision making not less than once per month, but frequently more often. The Treasurer meets the Director not less than quarterly.



Museums + Heritage Awards

STAFF

The Director is supported by a small team which is currently under review following the challenges of the pandemic.

The Museum also has a volunteer programme, recognising the opportunities for community engagement that this provides.

FINANCIAL SUMMARY

Statement of Financial Activities

Data for financial year ending 31 March 2019

Total income and endowments:	£586,000
Total expenditure:	£723,000
Gains on investments:	£65,000
Net movement in funds:	(£72,000)
Total funds carried forward:	£1,498,000

RELATED PARTIES AND CONNECTED ORGANISATIONS

The Museum is located within the site of St. Thomas' Hospital where they are a tenant, with an agreement in place until 2026. The Guy's and St Thomas' NHS Foundation Trust is represented by a Trustee but it does not have powers to nominate Trustees. The Museum also has a close working relationship with Kings College Faculty of Nursing & Midwifery, who offer a trustee. The Museum is grateful for the ongoing support of donors and funders of the Florence Nightingale Museum, and especially to the Heritage Lottery Fund, Art Fund, Arts Council, Guy's & St Thomas' Charity and Mary Seacole Trust. The Museum team are also extremely proud of their close working relationship with the Nightingale Fellowship.

FUNDRAISING

The Florence Nightingale Museum is a small charity with no fundraising team. The Trustees endeavour to support the Director in this responsibility and we will seek recommendations regarding how to approach this important challenge in the forthcoming Museum Development Plans. The Museum is keen to explore the range of opportunities that will allow it to increase income, including commercial revenue, grant aid, donations and commercial sponsorship.

TRUSTEE ROLE

The Florence Nightingale Museum (FNM) Board of Trustees holds responsibility for the **assets, values and strategic direction** of the museum. The role of a Trustee therefore requires custodianship of the past, accountability for the present and stewardship of the future. The museum's strategic plans, annual business plans, risk assessments and other important matters relating to robust governance are considered and approved by the Board and its Committees.

In order to create the right governance environment for the Museum to respond to opportunities in an entrepreneurial way, the board of Trustees needs to be **dynamic**, with agility of both thought and action.

Consensus around strategic decisions and their implementation will often need to be rapidly discussed and agreed, as FNM desires to seize current and future opportunities to support its development through **proactive experimentation and innovation**.



Spanish Flu: Museums + Heritage Award Winning Exhibition

Trustees will be expected to support the realisation and planning towards the objectives of the Trust, including to:

- Secure a long-term location to allow the Museum to meet its aims, and provide a platform for growth;
- Continue to be a financially sustainable and self-funding organisation;
- Increase unrestricted funds through an audience-specific marketing plan;
- Create an enjoyable, inspiring and enlightening experience for our visitors;
- Provide an active and innovative events and learning programme;
- Increase access to the Museum's unique collections;
- Be a centre for research into the history of nursing, past and present;
- Value the development and effective management of staff and volunteers.

Diversity

FNM's approach to diversity supports the Board's effectiveness, leadership and decision making, recognising that diversity, in the widest sense, is essential for boards to stay informed and responsive and to navigate the fast-paced and complex changes facing the museums sector. The term 'diversity' includes the nine protected characteristics of the Equality Act 2010 as well as different backgrounds, life experiences, career paths and diversity of thought.

The FNM Board desires to be more effective by including a variety of perspectives, experiences and skills, as boards whose trustees have different backgrounds and experience are more likely to encourage debate and to make better decisions. The FNM board ensures that the charity follows principles of equality and diversity.

Eligibility

You may not act as a Trustee if you are suspended or disqualified under the terms of The Charities (Protection and Social Investment) Act 2016, unless authorised to do so by a waiver from the Charities Commission.

TRUSTEE RESPONSIBILITIES

- Support the shaping of the museum's **mission, vision and strategic objectives** in 2021 and beyond;
- Engage in **strategic planning**;
- Formulate needed **policies**;
- Ensure adequate **financial resources** are secured and deployed effectively;
- Ensure sound **risk assessment**;
- Support the museum **Director**;
- Monitor the museum's **performance** against agreed indicators;
- Be aware of the responsibilities of a Trustee as described in the **Charity Commission** guidance;
- Assist the other Trustees and Director in enhancing the **public image** of the museum;
- Attend a minimum of **4 monthly meetings** of the Trustee Board, the AGM, ad hoc meetings and "Away Days" as required.

TRUSTEE REQUIREMENTS

Diverse perspectives

Bringing broad experiences, points-of-view and sense of purpose to the Museum through interdisciplinary skills, experience and expertise

Value-adding contributions

To include institutional connections and contacts; relevant international connections would also be highly desirable

Commitment & energy

Able to devote time both within and beyond the Boardroom, proactively seeking ways to make an impact on the Museum's mission, vision and emerging strategic objectives

Strategic thinking & entrepreneurial mindset

With the ability to "think big" while also possessing the pragmatism to turn ideas into a tangible reality through actions and outputs

Breadth & depth of knowledge

Of any of the following: community engagement, fundraising, legal, capital development planning, business, as well as driving an institution through change, on both a micro and macro scale

An understanding of, empathy with and connections to nursing and the wider healthcare and science sectors, both in the UK and internationally, would be highly desirable.

YOUR COMMITMENT

Now, more than ever, there are no prescribed “routes” to take, and the Florence Nightingale Museum wishes to proactively seize this opportunity to be a ground-breaking and inspiring global leader, at the forefront of **education, awareness and engagement**. Successful candidates will need to be knowledgeable of the museum and Florence Nightingale, and invest time familiarising themselves with the museum and its workings to keep that knowledge up to date.

Time Commitment

The Board meets at least quarterly. Trustees should have availability to attend meetings on a monthly basis. Given the current challenges and opportunities presented by the pandemic, trustees should have the capacity to meet more often. Additional time will be required to study papers, to attend events at the museum, including fundraising events, and to represent the museum at other functions.

Location of Meetings

Board and Committee meetings are usually held at the Museum, however video conferences will also be held as required.

OUR COMMITMENT

We are currently recruiting up to five individuals to become trustees. By joining the Board of Trustees, you can:

- Refine your skills and gain new ones;
- Meet and work with other talented, motivated and inspiring people, sharing and expanding your networks and connections;
- Inspire and enrich your personal and professional life through working with the Florence Nightingale Museum.



Florence Nightingale Museum Parliament Projection 2020

Remuneration

The post is unpaid, however, reasonable travel and accommodation expenses can be claimed. Trustees are also offered training which is supported by the London Museums Development Team and the Arts Council England.

APPLICATION & INTERVIEW

To express your interest in becoming a Trustee of the Florence Nightingale Museum, please send a (maximum) one-page covering letter along with a CV, with subject reference “FNM Trustees 2021” to:

TR_FNM@barkerlangham.com

In your covering letter, please include responses to the following:

- What is your motivation for applying to become a Trustee of the Florence Nightingale Museum?
- What value do you feel you would bring to the Florence Nightingale Museum Board as a Trustee?

Your completed application will be reviewed by the Trustee recruitment panel as well as representatives of the museum. Successful candidates will be invited to meet and discuss the role further in a formal interview. There are currently up to five positions available.

Closing date for applications is 6pm on January 18th, 2021.



Credit: Florence Nightingale Museum

ABOUT BARKER LANGHAM RECRUITMENT

Barker Langham Recruitment, specialist consultants to the arts and culture sector in the UK and internationally for over twenty years, are managing the trustee recruitment program on behalf of the Florence Nightingale Museum Trust and supporting their evaluation and selection process.

We are a leading strategic human resource and recruitment firm for the global cultural & creative industries, supporting the development of cultural and creative projects throughout the world. The professional consultancy service we provide covers Human Resources, Recruitment and Training.

Our approach gives our clients a competitive edge in an increasingly competitive space, and gives our candidates the opportunity to work with some of the most prestigious and ground-breaking cultural and creative projects in the world.

Barker Langham Recruitment and our clients worldwide are committed to eliminating discrimination and promoting diversity in the workplace.



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