

# Meet our Senior Leadership Team

My name is Tracey, and I am the Chief Executive Officer at Overgate Hospice. My current role is about providing strong and inspirational leadership to our amazing teams so that we can develop and deliver our strategic vision and ultimately this facilitates the high-quality care that we deliver every single day.

Prior to my current role I worked as the Director of Clinical Services here at Overgate and prior to that I have worked in Leeds, Bradford and Manchester all within healthcare leadership. I joined Overgate because it inspired and amazed me when I first looked around back in 2014 and have to say it still does. I love my job and am really proud of my colleagues and of everything we do.

To me, our ability to go above and beyond in meeting patient needs is what makes Overgate so special; from weddings to ponies visiting - no two days are the same. Outside of work, I have just completed an MSc degree in Voluntary Sector Management at City of London University which I have really enjoyed but I will be pleased to get back to enjoying some family time and more running!



Laura

I'm Laura Golding and I'm Director of Income Generation. I have the privilege of leading the income generation teams across the Hospice. The teams include Fundraising, Retail, Marketing and Communications and the Capital Appeal Team. Our main priority over the next few years is our Capital Appeal; The Big Build to transform our services for future Hospice care and build a brand-new Inpatient Unit with increased beds and improved facilities. I am also a member of the Senior Leadership team and work with my colleagues to lead the strategic direction of the Hospice.

What I love about Overgate is that no day is the same and what you plan to do each day will change in a moment. You can easily switch from a meeting about a sponsored walk to quickly pulling together a wedding for a patient. It is rare to work somewhere that you can see the difference you make to families each and every day but at Overgate you do see this and it's what makes working at the Hospice so special.

Outside of work, I have two small children so I don't have any time for hobbies but when I have time I like going to the cinema or watching a Netflix series, and I am a huge Friends fan.

I'm Rachel Sheils, I'm a palliative medicine consultant and the Medical Director here at Overgate. I lead the Medical Team in providing direct care to inpatients, and support colleagues in the Day Hospice with decisions and care planning for those patients. I also work as part of the Senior Leadership Team with shared responsibilities for governance (including information governance), policy, strategy, and quality improvement/research activity at the Hospice. A smaller part of my time is spent working for the community and hospital palliative care teams in Calderdale to help care for their patients.



I trained in Australia, and when I moved back to the UK, I took a job as a junior doctor in Halifax. I realised that my skills and personality were best suited to caring for the whole person, and not just their medical condition, and it was important to me to help relieve suffering in people facing terminal illnesses. So, I undertook specialist training in Yorkshire and was very lucky that Overgate was looking for a consultant just as I became one!

What makes Overgate so special is that there is a real sense of community, and people from all parts of Overgate pull together with a common purpose: the best care of our patients and their loved ones. Everything falls into place because of that.

Outside of work I love listening to music and going to see bands, reading, trying to make my bread rise, drawing, walking, and running so slowly that it's really just walking.



My name is Kim Turner, I joined the Overgate team in April 2024 as Director of Clinical Services. My role is to provide strong, visible, hands-on and compassionate clinical leadership to those teams delivering care to our patients. Some key elements of my role are to ensure that we deliver the Overgate clinical strategy, to provide and seek assurance that the care we deliver is safe, evidence-based and of the highest quality and meets all necessary regulatory requirements whilst also facilitating a clinical environment where colleagues feel empowered and supported to achieve their full potential.

As a qualified nurse for over 30 years, I am passionate about patient centred holistic care and have endeavoured to achieve this wherever I have worked. My career started in palliative care working as a Marie Curie nurse back in 1994, I then moved into acute neuro surgical nursing before deciding to try the private healthcare sector for six months...26 years later, having undertaken various roles including, surgical and medical ward nursing, preoperative assessment, infection control lead, Ward Manager and Director of Clinical Services in three hospitals, I decided to move back to where it all began and am incredibly excited to be part of the Overgate team.

Outside of work I enjoy holidays with my husband and son (and dog), cooking, baking, dining out and long walks. I have walked the Yorkshire 3 Peaks and undertaken fundraising for charities in the past.

Hi, I'm Karen and I am the Director of Finance and HR at Overgate Hospice. Working with the Finance Team we provide management information to our budget holders and also for the Senior Leadership Team and the Board of Trustees. The HR Team is quite a new responsibility for me, and one I am enjoying. We are working to initially build my knowledge of all things HR and at the same time working together to improve current systems and processes whilst also to developing new ones to enhance and improve the service provided to our Overgate colleagues.



I have worked in finance-based roles throughout my working career and across a number of different sectors giving me a variety of experiences across a number of industries. I've mostly worked in SME's (small to medium enterprises) and I very much like working in an environment where I feel as though I can add value and make a difference. I made the move into the charity sector in October 2017 when I joined Overgate Hospice and have loved it!

I may have been heard to say, "I love a good spreadsheet"! But it's so much more than that for me. We can see how the work we do to support the Hospice translates into the ability for us to provide amazing care to our patients and their families, and this makes me very proud to work at Overgate and be part of the "Overgate Family".

Outside of work, my family and friends are very important to me, and I love spending time with them. I'm a "cat grandma" and occasionally move into my daughter's house to cat sit for Olive and Mac who are brother and sister. I am also an avid reader in my spare time. I have over 500 books on my kindle (most of them already read) and a number of boxes filled with my late mum's book collection I have yet to get to. I love nothing more than an intriguing murder/detective novel and a glass of something cold!



I'm Emma Wright and I'm Director of Estates & Support Services. My role has 3 elements: Estates, IT and Big Build. The Estates team includes maintenance, catering and housekeeping, making a positive difference to our patients and visitors' experience here at Overgate. IT covers the hardware (PCs, laptops, printers) software (Microsoft office, SystemOne, Cybertill) the communications (voice and data) and how it all connects together to support our staff and volunteers to carry out their roles effectively. The Big Build is our new 16 bed, single room inpatient unit being constructed at the rear of the Hospice site. My role is to manage this project, so it completes to time, cost and quality we have set out.

My background is estates and construction, I'm a qualified programme and project manager with over 20 years' experience in local government, higher education and the NHS. I have extensive experience in construction projects including operating theatres, a pig farm and was a member of the core team on the Nightingale Hospital in Yorkshire and the Humber. To me, what makes Overgate so special is the people. We have a team of completely dedicated individuals who continually go the extra mile for patients and families. As a relatively new member of staff, I have received the warmest of welcomes from the staff, volunteers and trustees and feel that it's a privilege to work alongside such inspiring colleagues as part of Team Overgate.

My spare time is completely monopolised by animals and being outdoors, I have horses which I ride daily before work and compete at weekends in show jumping or eventing. We have a crazy cocker spaniel Ralph who we love to take walking either locally in Calderdale, usually finding a pub enroute. My other hobbies include yoga and making mosaics which help restore balance.