



Joint Non-Executive Director

Candidate information pack

March 2024

We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.

We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.

Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.

The opportunity

Together, Barts Health and Barking Havering and Redbridge University (BHRUT) NHS trusts provide a huge range of clinical services for over 2.5 million people across North East London and South West Essex.

Our seven major hospital sites include the oldest hospital in London, St Bartholomew's in the City, and two of the busiest A&Es in London in King George Hospital and Queen's Hospital. We are home to the London Air Ambulance, house one of the largest children's hospitals in the UK, run a regional Neurosciences Centre, a Hyper Acute Stroke Unit and have an internationally-renowned trauma team.

In recent years we have deepened our relationship, working under a Chair in Common, a joint Group CEO and Deputy Group CEO as part of an acute provider collaborative (APC) serving all of North East London.

Working alongside our APC partners at Homerton Healthcare we want to align our clinical strategy and standards, and with this in mind we are looking to appoint a Joint Non-Executive Director to oversee Quality across both our organisations.

The ideal candidate will have senior level clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience in an academic, research, regulatory or clinically focused role.

S/he will have a demonstrable commitment to patients and the promotion of excellent health care service and the capacity to play a full role as a Non-Executive Director.



Barking, Havering and Redbridge University Hospitals NHS Trust

With a dedicated workforce of more than 8,000 staff and volunteers, BHRUT is one of the larger acute trusts in the country.

The Trust provides care for a population of about 750,000 people across North East London, and that number is predicted to increase by 15 per cent over the next fifteen years. It serves three London boroughs with diverse populations, and more than half of its workforce identify as Black, Asian, or Minority Ethnic. In addition, eight out of every ten employees are women, and most of the workforce lives within the host boroughs of Barking and Dagenham, Havering, and Redbridge.

The Trust also provides healthcare services to people in South West Essex, and specialist neurosciences services to the whole of the county. Services include all the major specialties of large acute hospitals, operating from two main sites – King George Hospital in Goodmayes and Queen's Hospital in Romford. The Trust also provides outpatient services at Brentwood Community Hospital, Barking Hospital, Loxford Polyclinic and Harold Wood Polyclinic.

The Trust has two of the busiest emergency departments in London.

Over recent years, BHRUT has made significant improvements to the quality of care it provides patients. Six years ago, following a re-inspection of services by the Care Quality Commission, it was taken out of quality special measures, and has improved its overall rating from 'Inadequate' to 'Requires Improvement'. Since then, ongoing improvements in the quality of care have been recognised by various external partners and organisations.

The Elective Surgical Hub at King George Hospital is one of eight to be **accredited as part of a national scheme** that recognises high standards and a commitment to training; the Care Quality Commission recently raised the ratings for **urgent and emergency care** at Queen's and King George hospitals; and **data released by NHS England** showed that the Trust was the most improved in 2023 for reducing waits for emergency care.



BHRUT AT A GLANCE



£825m
annual income



£35m
capital investment

1,192

staff helped through
our cost of living initiatives



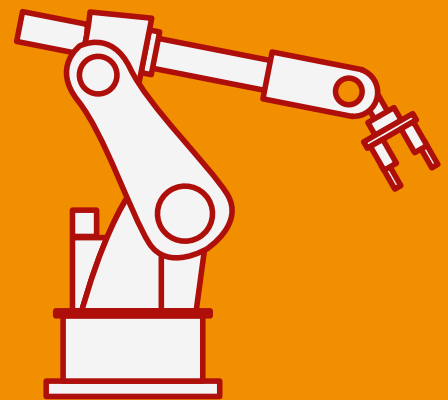
7135

babies
born



£12m

invested in diagnostic
equipment



National first
Our robotic
colonoscopy machine

BHRUT: Our vision and values

OUR VISION

Our vision is to provide outstanding healthcare to our community, delivered with pride. It is driven by our PRIDE values and behaviours which were developed together with our staff.



OUR PRIDE VALUES

Passion: I give the best of myself; I work with compassion and kindness and I make a difference every day.

Responsibility: I do what I said I would do, I step up, I speak up and I recognise other people's contribution.

Innovation: I solve problems, I keep it simple and I look for opportunities to improve our care.

Drive: I deliver with pace, I lead by example and I welcome a challenge.

Empowerment: I support my colleagues, I listen to understand, I delegate and trust people



Barts Health NHS Trust

Barts Health is one of the largest NHS trusts in England and is one of the UK's leading healthcare providers with the biggest number of A&E patients in the country.

The Trust, which is arranged and organised as a group of hospitals, has more than 20,000 staff and covers four major sites (The Royal London Hospital, St Bartholomew's Hospital, Whipps Cross Hospital and Newham Hospital) and a number of community locations, including Mile End Hospital.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services, with a strategic focus on high quality frailty services. The hospital has been endorsed as a pathfinder scheme for its major redevelopment programme. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre.

Mile End Hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services, playing an increasingly key role through its early diagnostic centre. And St Bartholomew's in the City is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs (Tower Hamlets, Waltham Forest and Newham), the Trust has the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and is the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

The Trust has a vision to be a high-performing group of NHS hospitals, renowned for excellence and innovation, and providing equitable, safe and compassionate care to their patients in east London and beyond. It is now striving towards becoming an outstanding group of hospitals.



Barts Health at a glance



Barts Health: Our vision and values

Barts Health's WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave, we will achieve our ambition for excellence.

Our vision is to be a high performing group of NHS hospitals, renowned for excellence and innovation and providing safe and compassionate care to our patients in east London and beyond.

WeCare

Our vision, values and behaviours



WELCOMING



ENGAGING



COLLABORATIVE



ACCOUNTABLE



RESPECTFUL



EQUITABLE



Closer collaboration

Building on our experience during the Pandemic, when we saw first-hand the very real benefits to patients of closer partnership working between our two organisations, in September 2021 we published [Closer Collaboration](#), which sets out our plans to work with system partners across North East London.

Both Boards have formalised this collaboration, which sees us creating the conditions in which our clinicians collaborate more easily, and our hospitals routinely work together and the Non-Executives play an important role in this.

We believe that we can deliver better results, more effectively and efficiently, by combining our resources where appropriate.

This will mean:

- **For our patients:** more equal access to the best care, wherever they live
- **For our people:** more opportunities to develop meaningful careers
- **For our partners:** more action together to reduce health inequalities

The partnership has already secured some tangible wider benefits for patients including reduced waiting times for tests, prevention of unnecessary hospital admissions, and improved transport to and from hospital for those who need it.

In recognition of the progress made so far, and the rapid development of provider collaboratives across London, NHS England has asked us to consider how we could work together to cover all acute providers in north east London.



This means primarily working through the framework offered by our integrated health system's acute provider collaborative (APC), which includes Homerton Healthcare.

We are already active in the APC, alongside the North East London integrated care board, in creating a network of clinical boards to oversee strategy and standards.

The three trusts are also taking a joint approach to planning and organising key services like urgent and emergency care, cancer, critical care, and planned care.

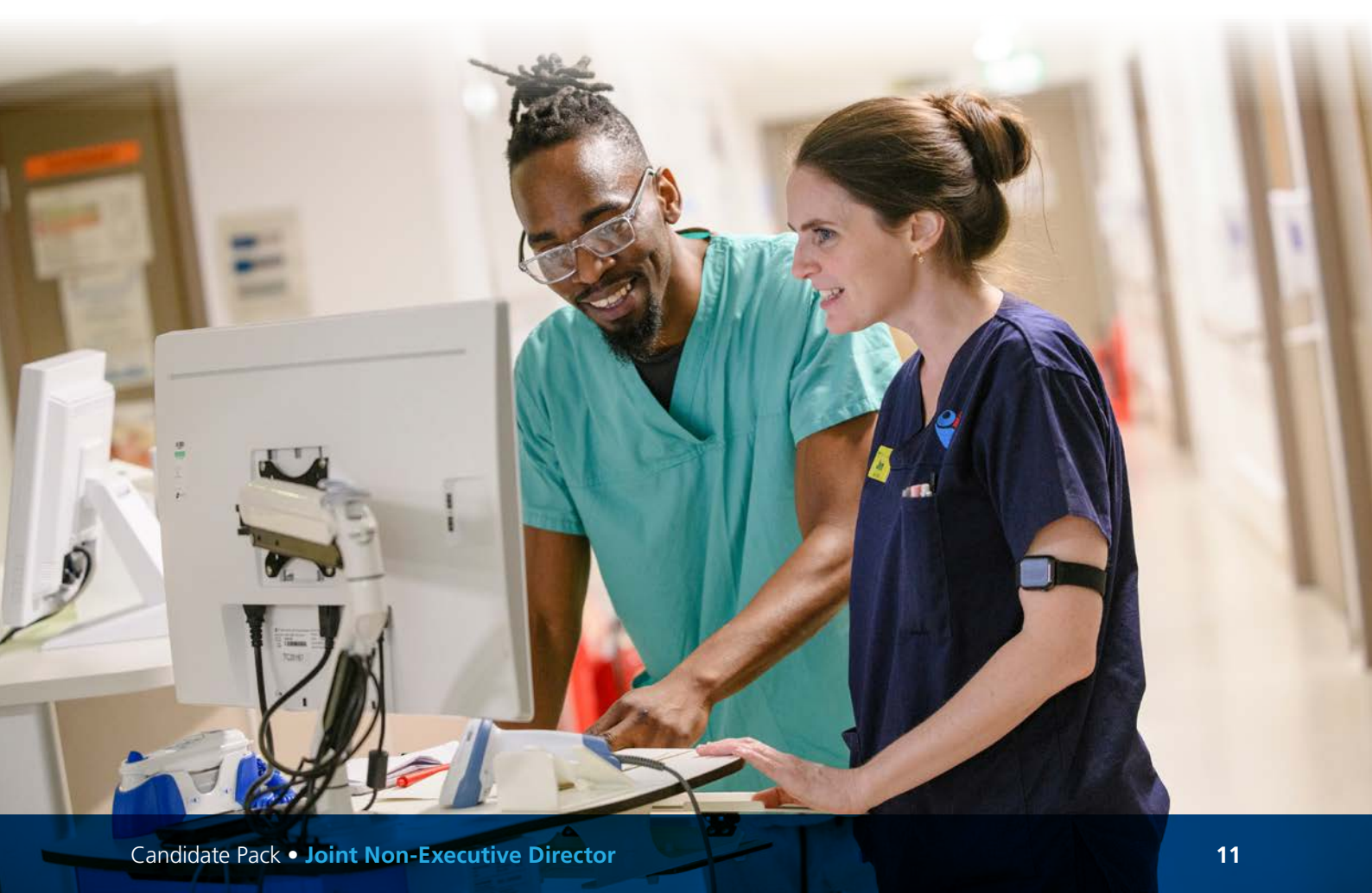
These collaborative arrangements mirror the way the NHS is working across the country to deliver joined-up health and care for the benefit of all patients.

More specifically:

- Our collaboration has secured £44m funding for BHRUT to procure an electronic patient record for the first time, this will mean it will use the same system as Barts Health and Homerton and will enable patients' health records to be viewed by NHS clinicians anywhere in north east London.

- Our joint efforts to maintain elective care are proving fruitful despite challenges such as industrial action. For example, we recently transferred 297 patients to Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT) for their first outpatient appointment and expect a further 600 to follow. Teams in respiratory medicine, gastroenterology and vascular care in particular are contacting more patients to offer this opportunity rather than wait longer on our list.
- From October BHRUT moved its 77,000 annual non-essential patient transport (NEPT) journeys to be provided by the Barts Health in-house service, which already provides 356,000 trips a year. A joint service under a single team increased vehicle efficiency, achieves quicker turnaround times for collections, and ensures equality of experience.

This work feeds naturally into the Acute Provider Collaborative (APC) for north east London, which is taking a co-ordinated approach to population needs to arrange services around patients.



London Leadership Values

Core values

Our core values right now are:

- **Courage**, passion and decisiveness
- **Compassion** (which we define as being open, fair, generous, enabling and responsive)
- **Integrity** (behaving with consistency and doing what we say)

Aspirational values

Over the next 12 months we would also like to demonstrate that we are:

- Consistently hard on the problems but **generous** with people

This will mean we are supportive and selfless and show respect to one another in public and in private

- Effortlessly **inclusive**

Accidental values and behaviours

The most common or most destructive accidental behaviours/values that we see in the system right now and which we would like to eradicate include:

- Putting **institutions** and staff ahead of patients and citizens
- Using power to obstruct or for 'gaming', point scoring, personal attacks and bullying
- Using information and knowledge as a 'bargaining chip' or to shame colleagues instead of sharing information openly and creating opportunities to learn
- Failing to be open and honest and not saying things 'in the room'
- Learned helplessness and 'playing safe'

Permission to play values

Alongside honesty and integrity, we expect leaders in the London NHS to be:

- Working collaboratively
- Taking accountability for the mandate



Role description

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role. You will need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the Board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the Trust

All non-executive directors must champion the standards of public life – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. These are outlined in the NHS Leadership Academy's Healthcare Leadership Model.

Applicants should live in or have strong connections with the areas served by the Trusts.

- On average this role will require the equivalent to 3 to 4 days a month, however the time commitment may vary and a flexible approach should be taken.

The remuneration payable for this joint role is £20,000 per annum.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England and the Trust make a number of specific background checks to ensure that those we appoint are "fit and proper" people to hold these important roles. More information can be found on our website.



How to apply

For more information and to apply, you can contact: Jackson Wilson jwilson@hunter-healthcare.com or by phone on 07432 414 998.

Closing date for applications is **8 April 2024 at 11am.**

If you wish to be considered for this role please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel. In accordance with NHSE's FPPT framework if appointed your references and other background checks will be shared with the Trust.
- please download, complete and return the **monitoring information form**
- a completed **self-declaration form** confirming that you do not meet any of the criteria that would disqualify you from appointment
- tell us about any dates when you will not be available for interview.

Please forward your completed application to england.chairsandneds@nhs.net quoting reference **L3130/1**

Getting in touch

Hunter Healthcare are helping us to identify potential candidates. If you would like a confidential discussion about the role, contact Lauren Virot by email at lvirot@hunter-healthcare.com or Jackson Wilson jwilson@hunter-healthcare.com or by phone on 07432 414 998.

NHS England – for general enquiries contact Miriam Walker at miriam.walker@nhs.net

KEY DATES:

Application closing date	8 April 2024
Longlisting	w/c 15 April 2024
Shortlisting	25 April 2024
Interviews	9 May 2024

Appendix 1: More information

For information about the Trusts, such as business plans, annual reports, and services, visit their websites:

- [Home: BHR Hospitals](#)
- [Home: Barts Health NHS Trust](#)

Follow the links for more information about:

- [Support to prepare candidates to apply for a non-executive vacancy including:](#)
 - [Building your application](#)
 - [Sources of information and useful reading](#)
 - [Eligibility and disqualification criteria](#)
 - [Terms and conditions of chair and non-executive director appointments](#)
 - [How we will handle your application and information](#)

- [View all current chair and non-executive vacancies](#)
- [Sign up to receive email alerts on the latest vacancies](#)
- [Contact details for the Non-executive Appointments Team](#)

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