


# Non-Executive Director Candidate Briefing 2026



Because you  matter

## Welcome from Megan Nurse, Chair

*"We are ambitious. Our Board is focused on navigating today's challenges whilst delivering a once-in-a-generation transformation in how care is provided and experienced."*



Thank you for your interest in becoming a Non-Executive Director at Mid Cheshire Hospitals NHS Foundation Trust.

If you are passionate about the NHS and want to contribute to an organisation that is ambitious, inclusive and rooted in its community, we would be delighted to hear from you. This is a significant opportunity to bring your experience and insight to an organisation committed to improving the health and wellbeing of the communities we serve, working in partnership to deliver meaningful and lasting change.

We are looking for collaborative and strategic candidates who can provide support, challenge and oversight at Board level, bringing expertise and perspective to some of the most important decisions facing our organisation.

You would be joining a strong and committed Board, bringing together people from a wide range of professional backgrounds and experiences, united by a shared commitment to improving outcomes for patients, communities and colleagues alike.

We have recently launched our ten-year strategy, *A Healthier Future for Mid Cheshire (2026-2036)*. It builds on strong foundations and sets out an ambitious vision for the future of health and care in our communities. At its heart is a commitment to prevention, neighbourhood-based care, digital innovation and delivering more joined-up services closer to people's homes wherever possible.

Like all NHS organisations, we face challenges. Demand continues to grow, financial pressures remain significant and our workforce continues to experience the impact of sustained pressure across the health service. Yet we remain optimistic about the future and determined to play a leading role in shaping it.

The introduction of our Digital Clinical System, our work as a Pathfinder for Hospital 2.0 and the development of the future Leighton Health and Care Neighbourhood represent once-in-a-generation opportunities to transform how care is delivered across Mid Cheshire.

We know none of this can be achieved alone. Partnership working is central to our future success and we continue to work closely with local authorities, primary care, the voluntary sector, neighbourhood partners and organisations across Cheshire and Merseyside.

We are committed to building a diverse Board which reflects the communities we serve and welcomes a broad range of perspectives, experiences and backgrounds.

I hope this briefing gives you a sense of the opportunity ahead and I look forward to hearing from you.

## Why Mid Cheshire? Why Now?

### A unique opportunity to help shape the future of health and care

This is one of the most significant periods of change in Mid Cheshire's history. Few NHS organisations are simultaneously delivering a new ten-year strategy, continuing our Digital journey, part of the national Hospital 2.0 Pathfinder programme and developing a once-in-a-generation health and care neighbourhood. This makes now a particularly exciting and influential time to join the Board.

Over the next decade, we will:

#### **Deliver Healthier Futures**



A new long-term strategy focused on prevention, neighbourhood care and improving health outcomes.

#### **Develop a New Health and Care Neighbourhood**



As part of the national New Hospital Programme and Hospital 2.0 Pathfinder programme, we are redesigning both healthcare infrastructure and models of care.

#### **Continue our Digital Transformation**



The successful implementation of our Digital Clinical System provides a platform for safer, more connected and more efficient care.

#### **Strengthen Neighbourhood-Based Care**



Working with partners to support people to stay healthier for longer, receive care closer to home and reduce health inequalities across our communities.

# Mid Cheshire at a glance

## About Us

Mid Cheshire Hospitals NHS Foundation Trust serves around 320,000 people across Mid Cheshire through Leighton Hospital, Victoria Infirmary Northwich, Elmhurst Intermediate Care Centre and community settings across Cheshire. We employ more than 6,000 colleagues and provide a comprehensive range of acute, maternity, children's, diagnostic and community services.

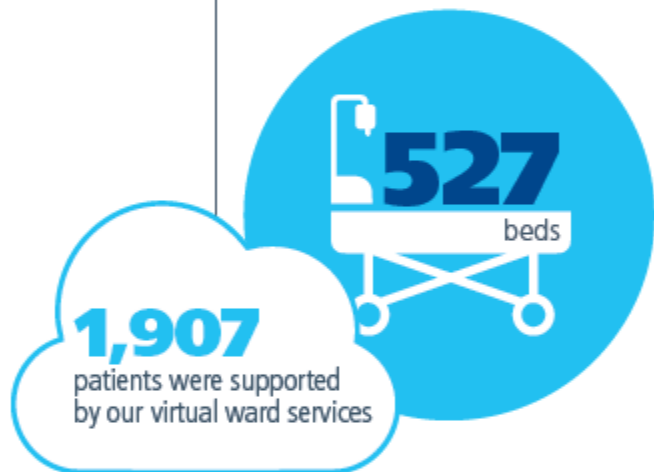
We are both a local provider of healthcare and a major contributor to the wider Cheshire and Merseyside system, working with partners across health, care and local government to improve outcomes and reduce inequalities.

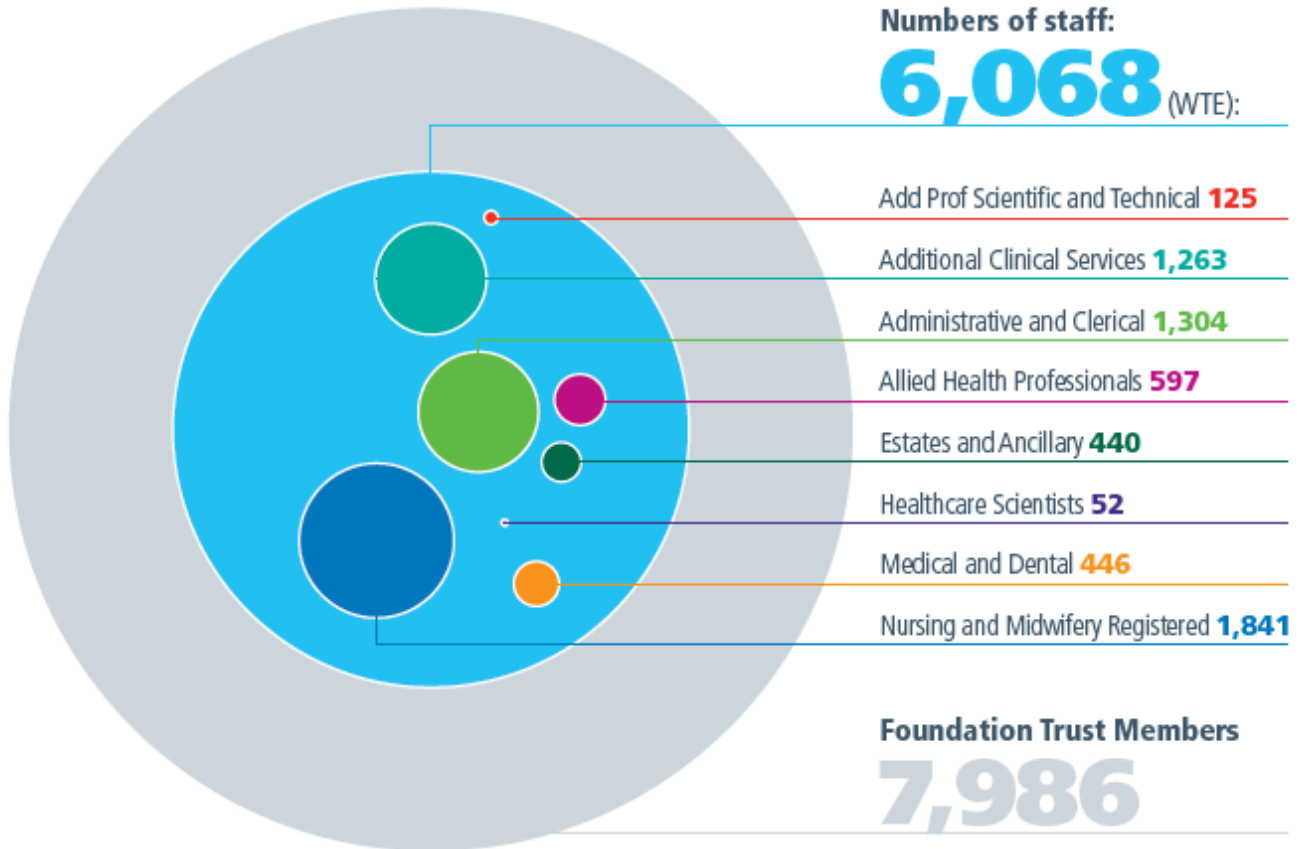


## Key Facts

<b>Population served</b>	Around 320,000
<b>Staff</b>	6068
<b>Beds</b>	527
<b>Outpatient attendances</b>	339,372
<b>A&amp;E attendances</b>	120,33
<b>Foundation Trust Members</b>	7,986

# Our Year In Numbers 2025/26





**There were...**



**30,569**

patients were on our RTT waiting list at year end. **62.48%** of patients were treated within 18 weeks



**20,568**

patients referred under the 2-week-wait cancer pathway of which **94.3%** were seen within two weeks



**2,538**

babies were born at Leighton

**2025 Staff Survey**



**39%**

staff survey response rate

**Confidence in our services:**



**92%** of patients rated their experience as good or very good

# Our Mission, Strategic Objectives & Values

## Our Mission and Vision

We provide high-quality, connected care across hospital, community and neighbourhood settings - creating a healthier future for the people of Cheshire through prevention, personalisation and partnership.

We will put People, Place and Neighbourhoods at the heart of everything we do. In this way, we will connect care at home, in hospital and across our communities. We will prioritise clinical excellence, digital innovation and local leadership to improve health and wellbeing.

## Our Objectives

### **Neighbourhood Health**

Work with partners to reduce inequalities and join up care closer to home.

### **Deliver High-Quality Care**

Provide safe, reliable and compassionate care for our patients, their families and carers.

### **Support Our People**

Inspire and enable our people to make a difference for our patients, colleagues and communities.

### **Build Modern, Digitally Connected Environments**

Create modern, sustainable environments and digital tools that make care safer, greener and more effective to deliver.

### **Provide Better Value**

Use our resources wisely to deliver high-quality, financially sustainable services.

## OUR VALUES ARE:



**We put you first**



**We strive for more**



**We respect you**



**We work together**

## OUR BEHAVIOURS ARE:

- We listen to understand, co-create with colleagues and patients, and act on feedback.
- We value everyone's contribution to delivering the best possible care.

- We innovate and welcome change, embracing improvements at all levels of the organisation to build sustainable, fit for the future care.
- We continuously develop and grow, ensuring that we have the people and skills to do the best for our patients.

- We are fair, equitable, and inclusive, celebrating and learning from the diverse culture that we nurture.
- We approach everyone with kindness, compassion, and civility.

- We work as a team, being supportive and modelling collaboration across the organisation, with partners, and with our community.
- We hold ourselves and each other accountable, challenge unacceptable behaviour, and embrace openness and transparency.

## A Healthier Future for Mid Cheshire



**“Helping people stay well for longer, with care delivered closer to home wherever possible.”**

Our ten-year strategy reflects that simple ambition: helping people stay healthier for longer, supporting greater independence and ensuring care is delivered in the right setting, at the right time and as close to home as possible.

The ambition is shaped by the very different health needs of the communities we serve. People living in some parts of Mid Cheshire experience significantly poorer health outcomes from those in our most affluent communities. Healthier Futures is our response to that challenge, helping us focus on prevention, reducing inequalities and delivering care that is more personalised, connected and closer to home, wherever possible.

Central to this vision is the development of the Leighton Health and Care Neighbourhood. This is not simply a replacement hospital, it represents a fundamental redesign of how care is delivered, bringing together hospital services, neighbourhood teams, digital innovation, prevention and partnership working into a more connected model of care for future generations.

Our strategy is built around:

- Prevention and early intervention
- Neighbourhood-based care
- Digital innovation
- Partnership working
- Sustainability
- Improved health outcomes



and is based on **five models of care**:



### Help Me Have a Good Start

Family-centred maternity, neonatal and early-years support that gives every child the best start through prevention and early help.



### Help Me When Things Go Wrong

Coordinated urgent, emergency and planned care that helps people recover quickly with the right treatment first time.



### Help Me Find Out What's Going On

Fast, accurate diagnosis and seamless access to treatment through one-stop and digital pathways.



### Help Me Stay Well

Neighbourhood prevention and long-term-condition support that help people stay healthy and independent.



### Help Me At the End of Life

Personalised, dignified palliative and end-of-life care delivered in line with each person's wishes.

# Leading Through Transformation



## Delivering Change at Scale

Recent years have seen Mid Cheshire undertake some of the largest transformation programmes in its history.



### Digital Clinical System

Successfully implementing a new Digital Clinical System in partnership with East Cheshire NHS Trust.

*“Clinical safety has been our north star throughout our digital journey.”*



### New Hospital Programme

Developing plans for the future Leighton Health and Care Neighbourhood as a Pathfinder organisation for Hospital 2.0.

*“More than a new hospital – an opportunity to redesign how health and care is delivered for future generations.”*



### Neighbourhood Care

Supporting more care outside traditional hospital settings through community and partnership-based approaches.



### Digital and Data

Strengthening use of real-time data to inform decision-making and improve patient care.

## Improvement in Practice

*“Excellence is not a one-off achievement but something our staff demonstrate consistently through their actions, compassion and determination to do the very best for patients.”*

### **Continuous Improvement**

Through our Improvement Matters approach, more than 1,400 colleagues have been trained in improvement methodology and completed hundreds of tests of change designed to improve patient experience, quality and productivity.

### **Improving Access**

Digital communications across community services reducing DNAs and improving patient access.

### **Improving Safety**

Award-winning Safer Sleep programme reaching more than 800 families through Emergency Department interventions.

### **Improving Experience**

SWAN volunteers providing compassionate support to patients and families at the end of life.

### **Improving Sustainability**

Digital transformation and waste reduction projects supporting a more sustainable future.



## Our People and Culture

### Because You Matter

*“Our people are our greatest asset.”*

Through our Because You Matter approach, we continue to strengthen staff engagement, wellbeing, inclusion and leadership development. Staff voice helps shape our priorities and our networks play an important role in creating a culture where people feel valued, respected and able to thrive.

We are proud of the progress we have made on inclusion and belonging, including our anti-racism work, staff network development and commitment to reducing discrimination across our organisation. At the same time, we recognise there is more work to do and remain committed to continuous improvement.



## Working in Partnership

*“Partnership working is essential to delivering our vision.”*

### Leading Beyond Organisational Boundaries

Many of the challenges facing health and care today cannot be solved by organisations working alone.

We work collaboratively with partners across Cheshire East, Cheshire West and Chester, Cheshire and Merseyside, local government, primary care, community organisations and the voluntary sector to improve outcomes, tackle inequalities and redesign services around population need.

Partnership working will be fundamental to delivering Healthier Futures and creating more integrated, person-centred care for our communities.



# Meet the Board

**NON-EXECUTIVE DIRECTORS**

**NON-EXECUTIVE DIRECTORS**



**Megan Nurse**  
*Chair*



**Tony Okotie**  
*Deputy Chair*



**Tony Bristlin**  
*Senior Independent Director*



**Diana Hampson MBE**  
*Non-Executive Director*



**Debbie Nixon**  
*Non-Executive Director*



**Terry Whalley**  
*Non-Executive Director*



**Dr Andrew Wilson**  
*Non-Executive Director*

**EXECUTIVE DIRECTORS**

**EXECUTIVE DIRECTORS**



**Ian Moston**  
*Chief Executive Officer*



**Dr Clare Hammell**  
*Chief Medical Officer and Deputy Chief Executive*



**Joanna Fawcus**  
*Chief Operating Officer*



**Alfredo Thompson**  
*Chief People Officer*



**Scott Malton**  
*Chief Nursing Officer*



**Claire Liddy**  
*Chief Financial Officer*



**Russ Favager\***  
*Board Senior Responsible Officer - Leighton New Hospital Programme & Estates Redevelopment*



**Dylan Williams\***  
*Chief Information Officer*



**Caroline Keating\***  
*Director of Corporate Affairs*

\* Non-voting Directors

Because you **matter**

## Why Become a Mid Cheshire NED?

*“Help Shape a Healthier Future for Mid Cheshire.”*

As a Non-Executive Director, you will help oversee:

- ✓ Healthier Futures
- ✓ The New Hospital Programme
- ✓ Digital Transformation
- ✓ Partnership Development
- ✓ Organisational Culture
- ✓ Governance and Assurance
- ✓ Quality and Patient Experience
- ✓ Long-term Sustainability



This is an opportunity to contribute to one of the most significant periods of transformation in Mid Cheshire's history whilst helping improve outcomes for patients, communities and colleagues.

# ROLE AND RESPONSIBILITIES

**Role:**

Non-Executive Director

**Remuneration:**

£13,000 per annum

**Division:**

Corporate

**Department:**

Trust Board

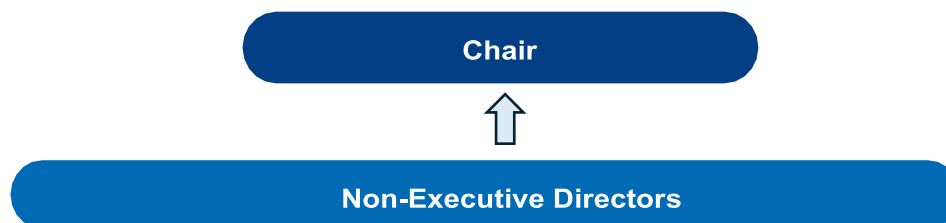
**Location:**

Trust Headquarters,  
Leighton Hospital / Home

**Job summary**

**As a member of a unitary Board, there is a shared and collective responsibility amongst all Board Directors for the overall strategic direction and performance of the Trust.**

All Board members are required to challenge, scrutinise and add value to proposals brought to Board and must satisfy themselves as to the appropriateness and integrity of the information that is submitted. Board members are also responsible for satisfying themselves that effective controls and systems are in place to ensure good governance of the Trust and the Board is accountable for its performance, through the Non-Executive Directors, to the Council of Governors, ensuring that the Board acts in the best interests of its patients and the wider community.



### Strategy and Accountability

- Contribute to the development of the Trust Strategy, including the setting of the Trust's strategic objectives, ensuring the necessary financial and human resources are in place and that performance is effectively monitored and reviewed.
- Ensure that the Trust manages risk effectively and that all risks taken can be managed.
- Provide independent judgement, expertise and challenge in the development of the Trust's strategy, vision and values, taking into account the views of the Council of Governors.
- Focusing on results and outcomes, hold the Executive Directors to account for the effective management and delivery against the Trust's strategic objectives.
- Participate with fellow directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which ensures the Trust assesses and manages risks effectively.
- Ensure that services are run for the people using them, with particular attention to alignment to the Trust's Vision, Mission, Strategy and Values.
- Promote safety and quality in all aspects of services and ensure that the Trust's Quality Strategy is adhered to.
- Ensure the long-term sustainability of the Trust.
- Build and maintain close relations between the Foundation Trust's constituencies and stakeholder groups to promote the effective operation of the Trust's activities. Act as an ambassador for the Trust in engagement with stakeholders.

### Shape culture and capability

- Support the Chair, Chief Executive and Executive Directors in promoting the Trust's values.
- Actively support a positive culture throughout the Trust and adopt behaviours in the boardroom and elsewhere that exemplify the corporate culture.
- Help develop proposals on values and standards.

### Compliance

- Ensure that the Trust complies with its Terms of Authorisation, the Constitution and any other applicable legislation and regulations.
- Ensure the Trust meets its commitment to patients and targets for treatment.
- Maintain the financial viability of the Trust, using resources effectively, controlling and reporting on financial affairs in accordance with requirements set out by NHS England/Improvement.
- Ensure the Trust establishes and maintains the highest standards of clinical and environmental hygiene to assure robust infection control standards.

### Specific Responsibilities of Non-Executive Directors

- Prepare for, attend and contribute to monthly Board of Directors' meetings, monthly meetings of Committees of the Board, quarterly Council of Governors' meetings and Board development activities.
- Participate in those activities where it has been agreed that Non-Executive Directors involvement would bring an external and independent perspective, for example appointments of senior staff.
- Provide independent scrutiny, ensuring excellence in management is achieved.
- Ensure effective stewardship through planning, strategy, control and value for money.
- Work in conjunction with the Council of Governors to promote public sector values and the interests of Foundation Trust members through good corporate governance.
- Attend the annual members meeting and, where appropriate, provide leadership to Board Committees as agreed with the Chair. The main Board committees are Audit, Quality & Safety, Performance & Finance, Workforce & Digital Transformation and Remuneration.
- Have on-going dialogue with the Council of Governors on the progress made in delivering the Trust's strategic objectives, the high level financial and operational performance of the Trust. To this end, participate in formal Governor meetings and informal meetings, as required.
- Participate in ward/departmental visits and occasional stakeholder meetings.
- Obtain assurance that financial and clinical quality controls and systems of risk management and governance are sound and that they are used.
- Understand relevant statutory and regulatory policies; and comply at all times with the Trust's published health and safety policies.
- Uphold the values of the Trust, be an appropriate role model and ensure that the Board promotes equality, diversity and inclusivity for all its patients, staff and other stakeholders.
- Be an ambassador for the Trust in engagement with stakeholders including the local community, dealing with the media in accordance with Trust policy.
- Be up to date with local/regional issues in order to represent the Trust's views with national, regional or local bodies or individuals and ensure that the views of a wide range of stakeholders are considered.
- Participate in the appointment of the Chief Executive, through the appropriate Committee, in consultation with the Council of Governors.
- Determine the appropriate levels of remuneration for the Executive Directors.
- Participate in an annual review and appraisal of own performance with the Chair and contribute to both the annual appraisal of the Chair and Executive Directors in addition to periodic reviews of the performance of the Board.
- Support the Chair, Chief Executive and Executive Directors in the governance and stewardship of the Trust.
- Work corporately with the Non-Executive Directors, Executive Directors and Governors of the Trust.

### Time Commitment

The minimum time commitment to fulfil the duties and responsibilities of the role is 4 days per month plus any additional time commitment that is likely to be needed at times of increased board activity. It is the responsibility of each Non-Executive Director to ensure that they can make sufficient time available to discharge their responsibilities effectively.

### Remuneration

- Remuneration is currently £13000 p.a. subject to review by the Nominations & Remuneration Committee.
- Non-Executive Directors are eligible to claim allowances, in line with the Trust's agree rates, for travel and subsistence costs necessarily incurred on trust business, including travelling to the Hospital.

### Appointment, Tenure and Termination of Office

- Non-Executive Directors are appointed for an initial period of three years, subject to satisfactory annual appraisal by the Chair and the Council of Governors. Furthermore, subject to the approval of the Council, they can be appointed for a second three-year term of office.
- These posts are public appointments or statutory offices and are not subject to the provisions of employment law. Non-Executive Directors are appointees not employees. To ensure that public service values are maintained at the heart of the NHS, all Directors of NHS Boards are required, on appointment, to agree to and abide by the Code of Conduct for the Trust's Board of Directors and the Nolan Principles (see details below).

- Non-Executive Directors are required by statute to formally become a member of the Foundation Trust (Public Constituency) prior to appointment.

### Education/Learning

Non-Executive Directors should:

- participate in the Trust's induction programme including partnering Executive Directors, attending briefings, meetings and reading induction materials.
- familiarise themselves with documents set out in the director's induction schedule, particularly the key areas of risk facing the Trust.
- take opportunities to develop and refresh their knowledge and skills and ensure that they are well informed in respect of the main areas of the Trust's activity.

### Serving on Public Bodies

It is a condition of appointment that those holding director and director-equivalent posts provide confirmation in writing, on appointment and thereafter on demand, of their fitness to hold such posts. Your post has been designated as being such a post. Fitness to hold such a post is determined in a number of ways, including (but not exclusively) by the Trust's Provider Licence, the Health and Social Care Act 2008 (Regulated Activities) Regulations 2008 ("the Regulated Activities Regulations") and the Trust's Constitution.

### Fit and Proper Persons Requirement

Candidates will need to demonstrate that they meet the requirements for the 'fit and proper person' test which came into effect at the end of November 2014. A person is not considered a fit or proper person, that is, they do not satisfy all the requirements set out in paragraph (3) of Regulation 5 of The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

### Declaration of Interests

All Directors are required to declare to the Board their interests and the interests of their family which are relevant and material. In addition, all other significant commitments must be declared prior to appointment, e.g. other executive or non-executive directorships. The Non-Executive Directors' other significant commitments should be disclosed to the Council of Governors before appointment.

### Criteria for Disqualification – Trust Constitution

A person may not become a Director of the Trust or shall be disqualified as a Director of the Trust if:

- they are not considered a fit or proper person, that is, they do not satisfy all the requirements set out in paragraph (3) of Regulation 5 of The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.
- they have been adjudged bankrupt or their estate has been sequestrated and in either case has not been discharged.
- they are a person in relation to whom a moratorium period under a debt relief order applies (under Part 8A of the Insolvency Act 1986).
- they have made a composition or arrangement with, or granted a trust deed for, their creditors and have not been discharged in respect of it.
- they have within the preceding five years been convicted in the British Islands of any offence, and a sentence of imprisonment (whether suspended or not) for a period of three months or more (without the option of a fine) was imposed.
- on the basis of disclosures obtained through a Disclosure and Barring Service check, they are not considered suitable by the Chair and/or Chief Executive, with appropriate advice from Human Resources, to become or continue as a director.

## Independence

On appointment, the Non-Executive Director must meet the independence criteria as set out in the Code of Governance for NHS provider trusts i.e. must not:

- have been an employee of the Trust within the last 5 years.
- have had within the last three years, a material business relationship with the Trust either directly, or as a partner, shareholder, director or senior employee of a body that has such a relationship with the NHS Foundation Trust.
- have received or receives additional remuneration from the NHS foundation trust apart from a director's fee or is a member of the NHS foundation trust pension's scheme.
- have close family ties with any of the Trust's advisors, directors or senior employees.
- hold cross-directorships or have significant links with other directors through involvement in other companies or bodies.
- have served on the Board for more than six years from the date of their first election.

## Making an application

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.
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role for which you are applying. 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.

## Code of Conduct

Three crucial public service values underpin the work of the Trust:

- **Accountability** – Everything done by those who work in the Trust must be able to stand the test of parliamentary scrutiny, public judgements on propriety and professional codes of conduct.
- **Probity** – There shall be an absolute standard of honesty in dealing with the assets of the Trust, integrity shall be the hallmark of all personal conduct in decisions affecting patients, staff and suppliers and in the use of information acquired in the course of the Trust duties.
- **Openness** – There shall be sufficient transparency about the Trust's activities to promote confidence between the Trust and its staff, patients and the public.

### **The Nolan Principles – The Seven Principles of Public Life**

Board members are also required to show commitment to the values of the Trust and to the Seven Principles of Public Life, as drawn up by the Committee on Standards in Public Life.

#### **Selflessness**

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

#### **Integrity**

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

#### **Objectivity**

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

#### **Accountability**

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

#### **Openness**

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

#### **Honesty**

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

#### **Leadership**

Holders of public office should promote and support these principles by leadership and example.

# Person specification

**Role:**

Non-Executive Director

**Remuneration:**

£13,000 per annum

**Division:**

Corporate

**Department:**

Trust Board

**Location:**

Trust Headquarters,  
Leighton Hospital / Home

Essential	Assess by
<b>Qualifications / Knowledge / Previous Experience</b>	
Board experience, particularly as a Non-Executive Director, in the private or public sector in an organisation of comparable complexity to the Trust. Accustomed to a high level of accountability	A/I
A keen interest in healthcare issues and able to demonstrate an understanding of the future direction of hospital and community services, including the national Ten Year Plan	A/I
Able to formulate strategies and plans of action to achieve objectives	A/I
Excellent knowledge of financial management and performance systems	A/I
Sound knowledge of corporate governance and risk management	A/I
Experience of building effective relationships with other public sector and commercial organisations	A/I
Evidence of exercising independence of judgement	A/R
Experience of leading or managing significant change possibly through the implementation of technology, estates or workforce strategies	A/I/R
Experience of managing situations which may have impacted on an organisation's reputation	A
Eligible to be a member of the NHS Foundation Trust (i.e. live within one of its public membership constituencies)	A/I
<b>Skills</b>	
Ability to demonstrate leadership skills, team working and engender respect from others	A/I
Strong interpersonal skills, loyalty and strength of character	A/I/R
Exceptional communication skills, capable public speaker and able to manage the media	A/I
Ability to influence key stakeholders at a local and national level	A/I
Politically astute, able to grasp relevant issues and understand the relationships between interested parties. Be independent in judgement and think creatively	A/I/R
Intellectual flexibility, integrity and high ethical standards	A/I/R
A proven negotiator with an understanding of the wider implications of decisions. The ability to constructively question, challenge and influence	A/I

**Key:**

A Application form

I Interview

R References

Ability to understand and accept the legal duties and liabilities of the NEDs	A/I
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<b>Essential</b>	<b>Assess by</b>
<b>Values</b>	
A commitment to NHS values and principles.	A/I
A recognition of the importance of showing respect, dignity and compassion to patients and colleagues.	A/I
A listening, learning and leading approach.	A/I
A commitment to work together to create the best outcomes.	A/I
Must demonstrate the Trust's values around both raising concerns at work, and how to treat others who raise concerns.	A/I

<b>Behaviours</b>	
Promote inclusive and accessible service provision, staff development and a culture that values and respects difference.	A/I
Must be willing to act as a role model.	
Must be willing to take personal responsibility	A/I
Must have the courage to speak up	A/I
Must value and appreciate the worth of others.	A/I

**Non-Executive Directors at MCHFT have a responsibility to:**

- Adhere to all Trust policy, procedures and guidelines
- Adhere to Trust standards of behaviour and expected performance
- Comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities
- Ensure they work in accordance with local procedures and report any issues which they consider to be a risk to the health and safety of themselves and/or others
- Act in accordance with the Trust's values and behaviours.

# How to apply

## Key dates

**Closing date for applications –  
 Friday 24 July 2026**

Successful candidates will be invited to attend interviews with Mid Cheshire Hospitals NHS Foundation Trust on

**Wednesday 26 August 2026.**

## How to apply

Please apply by emailing [hilary.southern@mcht.nhs.uk](mailto:hilary.southern@mcht.nhs.uk)

Please provide the following information:

- A CV that includes your address and contact details, highlighting and explaining any gaps in your employment.
- A Supporting Statement explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post (no more than 2 sides of A4).
- Your previous work history explaining what you have done in previous roles and how this is relevant to the role of Non-Executive Director
- All candidates are also requested to complete Equal Opportunities Monitoring information.
- This will assist Mid Cheshire in monitoring their selection decisions to assess whether equality of opportunity is being achieved. The information you give will be treated as confidential and is for monitoring purposes only; it will not form part of the application process.

- The successful applicant will be subject to Identity, Right to work, Disclosure and Barring Service Occupational Health and professional reference checks., and to the Fit and Proper Persons Requirement (FPPR). All organisations regulated by the Care Quality Commission need to ensure that successful candidates meet the Fit and Proper Persons Requirement (Regulation 5, The Health and Social Care Act 2008 (Regulated Activities) Regulations Act.

This means that the care provider must not appoint a director unless:

- The individual is of good character;
- The individual has the qualifications, competence, skills and experience which are necessary for the relevant office or position or the work for which they are employed;
- The individual is able by reason of their health, after reasonable adjustments are made, to properly perform tasks which are intrinsic to the office or position for which they are appointed or to the work for which they are employed;

- The individual has not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether lawful or not) in the course of carrying on a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity; and
- None of the grounds of unfitness specified in Part 1 of Schedule 4 apply to the individual (e.g. bankruptcy, sequestration and insolvency, appearing on barred lists and being prohibited from holding directorships under other laws)
- Good character is measured by the criteria set out in Part 2 of Schedule 4 of the Regulations:
- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

### **Disability Confident employer**

As a Disability Confident employer, we positively welcome applications from people with a disability or impairment. We are committed to making reasonable adjustments to ensure that everyone can participate fully in the recruitment and selection process so please specify these in your application.

We, at Mid Cheshire, will offer a guaranteed interview scheme for all disabled applicants who provide evidence of meeting the minimum essential requirements necessary for the post, as set out in this applicant pack.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact [recruitment@mcht.nhs.uk](mailto:recruitment@mcht.nhs.uk)

### **Contact details**

For a conversation in confidence, please contact

**Caroline Keating,**  
**Director of Corporate Affairs**  
**([caroline.keating@mcht.nhs.uk](mailto:caroline.keating@mcht.nhs.uk))**



**Mid Cheshire Hospitals NHS Foundation Trust**  
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