NHS
Black Country Healthcare
NHS Foundation Trust

Non-Executive Director – Audit Committee Chair
Recruitment Pack
November 2026

Together with you to achieve

Welcome to our Trust

We are delighted that you are considering joining Black Country Healthcare NHS Foundation Trust (BCHFT) as a Non-Executive Director.

At Black Country Healthcare NHS Foundation Trust (BCHFT) we provide specialist mental health, learning disability and community healthcare services. We support people of all ages, providing care that is compassionate, inclusive and grounded in best practice.

Our services span all four Black Country localities - Dudley, Sandwell, Walsall and Wolverhampton - and in some cases extend more widely where this best meets the needs of our population.

More than 4,500 dedicated colleagues deliver care and support from around 50 sites, including inpatient hospitals, community hubs and neighbourhood-based teams. Our services include:

- Adult and older adult mental health
- Specialist learning disability services
- Children and young people's mental health
- Community mental health and wellbeing support

We hold additional responsibilities as the Lead Provider/Commissioner for mental health, learning disabilities and autism across the Black Country system. This means we make decisions about how to design and deliver whole pathways of care, ensuring services are joined-up, person-centred and responsive to the needs of our diverse communities. We do this by working in partnership with local people, voluntary and community organisations, local authorities, acute hospitals, emergency services and wider NHS partners, and through a number of system-wide programmes that strengthen prevention, early support and equity.

Our strategic direction
Our 2025–2030 Trust Strategy sets out a clear ambition: **to be our best for the Black Country, so the Black Country can achieve its best**. This ambition is delivered through four strategic pillars:

- **Community first** – shifting more care into communities, strengthening prevention and early support, and working alongside local people to design services that reflect their needs, cultures and strengths.
- **Quality and safety** – delivering consistently safe, therapeutic, compassionate and culturally competent care, including transforming our inpatient environments and models of care.
- **People and culture** – creating a compassionate, inclusive and values-led culture where colleagues feel supported, developed and able to thrive.
- **Value and sustainability** – ensuring we use our resources wisely, invest in modern infrastructure, and act as a responsible anchor institution for the region.

These pillars guide our priorities, which include:

- Transforming community mental health and learning disability services so people receive earlier, more personalised support close to home

- Improving the quality and experience of inpatient care, including major investment in new and refurbished facilities
- Reducing racial inequalities through our Patient and Carer Race Equality Framework (PCREF)
- Strengthening crisis pathways in partnership with acute hospitals, emergency services and local authorities
- Supporting recovery, rehabilitation and employment through programmes such as Workwell and our Black Country-wide Recovery College
- Working with voluntary, community, social and faith organisations to provide targeted, culturally relevant support
- Ensuring older adults receive timely, proactive care that helps them remain well at home for longer

Why join us now?
This is an important moment for our Trust. We are delivering our new clinical and organisational strategies, strengthening our role as a system leader, and preparing for the next phase of our development as we look ahead to our 10-year milestone in 2030.

As a Non-Executive Director, you will play a vital role in guiding our strategic direction, championing our values, and ensuring we deliver high-quality, equitable care for every community we serve. You will help us:

- Deepen our connection with local communities
- Strengthen our culture of compassion, inclusion and learning
- Drive improvement and innovation
- Ensure strong governance, stewardship and accountability
- Advocate for the people of the Black Country

We understand the challenges our communities face and the importance of standing alongside them. If you share our commitment to improving lives, tackling inequalities and shaping a healthier future for the Black Country, we would be delighted to hear from you.

Philip Gayle, Interim Chair

Marsha Foster, CEO

Our vision

Together with you to achieve
healthier, happier lives

Our values

Our four **CARE** values were co-designed with our colleagues and guide everything we do. These values form the foundation of how we interact, with our patients, our communities and with each other. They shape our culture, our behaviours and the experience we want everyone to have when they come into contact with Black Country Healthcare.

By living our values - **Compassionate, Accountable, Respectful and Empowered** - we will achieve better outcomes for our patients and communities. They help us to be our best for the Black Country.

Compassionate
We understand and empathise with the needs of patients, communities and colleagues. We respond with kindness, humanity, and sensitivity, ensuring everyone feels seen, heard, and cared for.

Accountable
We take responsibility for our actions and decisions, recognising their impact on others. We act with openness and honesty, and we continuously learn from our experiences to improve the care and services we provide.

Respectful
We treat every person with dignity, listening to their views, recognising their experiences, and honouring their rights, choices, and beliefs. We create an inclusive environment where everyone feels safe, valued, and supported.

Empowered
We support and enable our colleagues, patients, and communities to take ownership, make informed decisions, and drive positive change. We foster a culture of trust, confidence, and continuous learning where people are encouraged to speak up, innovate, and reach their full potential.

Strategic objectives

To turn our vision into reality, we have translated it into four clear, actionable goals -

our Strategic Objectives, known as the **4Ps: Patients, People, Population and Productivity.** These objectives give us a shared focus and ensure that every team, service and programme is working towards the same ambition.

They are more than headings. They are the way we organise our priorities, make decisions and measure progress. They help us stay aligned, purposeful and accountable for the impact we have on the people and communities we serve.

We will take a systematic approach to continuous improvement, using proven methods and our CARE values to guide how we deliver against each of the 4Ps. This means learning from experience, listening to our communities, and working together to make meaningful, sustainable change.

Our Strategic Objectives ensure that - wherever you work in the Trust, whatever your role - we are all pulling in the same direction, united by a shared commitment to be our best for the Black Country.

Patients
To provide considered compassionate, person-centred and effective care in partnership with individuals and families that makes a difference in people’s lives.

People
To have a sustainable workforce model, enabled through a compassionate and inclusive culture.

Population
To work alongside our communities to understand our population better every day, and enable person-centred change based on that understanding.

Productivity
To maintain high-quality care, that demonstrates value for money.

About the role

We are recruiting for a Non-Executive Director to serve on the Board at Black Country Healthcare NHS Foundation Trust. This is an excellent opportunity to share your expertise and skills to make a positive difference to the communities we serve.

The Non-Executive Director will work with the Chair and other Executive and Non-Executive colleagues as a voting member of the Board. You will also work in partnership with the Council of Governors who are charged with holding the Non-Executive Directors to account for the performance of the Board of Directors.

You will need to have a genuine commitment to patients and the delivery of high quality care to all service users. You will be someone who is passionate about representing the needs of the diverse communities across the Black Country.

We are seeking a person with:

- **Governance, Financial Expertise and Audit Committee Leadership** – We are looking for someone with a strong financial background who can chair our Audit Committee, bringing experience of governance, financial stewardship and risk management, and the ability to hold executive teams to account through effective challenge and support.
- **Strategic Leadership Experience** – Proven ability to contribute to the development and oversight of organisational strategy, preferably within complex or regulated environments such as healthcare, public service, or large-scale operations.
- **Commitment to Public Service Values** – A strong understanding of and alignment with NHS values, including a demonstrated commitment to equity, accountability, and improving outcomes for diverse communities.
- **Independence and Constructive Challenge** – The confidence and integrity to question, debate and influence constructively, while maintaining positive working relationships with fellow board members and stakeholders.
- Demonstrable experience in **mergers, acquisitions, or complex commercial transactions**, with the ability to provide strategic insight and challenge in relation to organisational partnerships, structural change, and commercial development.

The time commitment is expected, between 3 and 4 days per month.
In return we offer:

- Annual remuneration of £13,000
- Full re-imbursement of travelling and subsistence expenses
- Ongoing training and development
- An initial three-year term with extensions thereafter subject to satisfactory performance and governing body approval. This may be subject to amendment dependent on current organsiation transactional plans.

All applicants need to be registered as public members of the Trust, residing in any of the areas within the Trust's designated public consistuency.

For an informal discussion about the posts, see contacts below:

- Katrina Smith, Company Secretary, k.smith136@nhs.net
- Deb Earl, Executive Assistant to the Chair and Non-Executive Directors, deborah.earl@nhs.net

Closing Date: Friday 23rd October 2026
Interview Date: Friday 6th November 2026
Stakeholder Panels: Friday 6th November 2026

The interview process will comprise of stakeholder panels and a formal interview. If you are shortlisted, you will be contacted with further details regarding the panel arrangements, panel composition, and any associated tasks or assessments.Both will take place face to face and you will need to be able to attend on the above date.

The Trust is committed to equal opportunities, and is a non-smoking organisation.

You will be asked as part of the application process to upload a supporting statement, no more than three pages.

Role description

The Non-Executive Director will, in addition to their collective responsibility with colleague Directors, provide general counsel based on their knowledge and expertise such that the Chair and other Directors may seek their guidance on particular issues.

The key responsibilities of the Non-Executive Directors include the following:

- commit to working to, and encouraging within the Trust, the highest standards of probity, integrity and governance and contribute to ensuring that the Trust's internal governance arrangements conform with best practice and statutory requirements;

- provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and help the Executive Team develop proposals on such strategies;

- in accordance with board procedure, monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts, including the quality reports and accounts, and other statutory duties;

- obtain comfort that financial information is accurate and that financial controls and risk management systems are robust and defensible;

- obtain comfort that information about the quality and safety of services is accurate and that the associated systems are robust and defensible;

- contribute to the determination of appropriate levels of remuneration for Executive Directors and other very senior managers;
- participate in and if required chair the Trust committees, as well as take an active part in other committees established by the Board of Directors to exercise delegated responsibility;
- as a member of board committees, appoint, remove, support, encourage and where appropriate 'mentor' senior executives;
- bring independent judgement and experience based on expertise from outside the Trust and apply this to the benefit of the Trust, its stakeholders and its wider community;
- assist fellow Directors in setting the Trust's strategic aims, ensuring that the necessary financial, human and other resources are in place for the Trust to meet its objectives, and that performance is effectively monitored and reviewed;
- assist fellow Directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which enable risk to be assessed and managed;
- assist fellow Directors in setting the Trust's values and standards and ensure its obligations to its stakeholders and the wider community are understood and fairly balanced at all times;
- engage positively and collaboratively in board discussion of agenda items and act as an ambassador for the Trust in engagement with stakeholders including the local community, dealing with the media when appropriate;

Term of Office

The initial term of office is for **three years.**

Termination of a Non-Executive Directorship of the Trust, other than on the expiry of a term of office, is a matter for the Council of Governors.

Non-Executive Directors will be subject to regular appraisal by the Chair, in accordance with a process approved by the Council of Governors.

Remuneration

The remuneration for the role of Non-Executive Director will be determined by the Council of Governors, and is based on time commitment of between 3 and 4 days per month, which may include some evening work. Travelling and subsistence expenses, where incurred in relation to duties will be reimbursed at rates approved by the Council of Governors.

Eligibility

A person may not become or continue to be a Non-Executive Director of the Trust unless they meet specific criteria details of which are included within this application pack and candidates will be required to formally declare adherence to the criteria on application and thereafter.

Person specification

In addition to the eligibility criteria outlined in the role description, candidates are required to have the following:

1. Knowledge and experience - essential

- Significant senior financial expertise and experience gained in a large, complex organisation.
- Relevant professional qualification e.g. CCAB qualification or equivalent. You will have current membership of a recognised professional body which requires up-to-date continuous professional development
- Extensive experience in a strategic or governance role within the NHS or equivalent healthcare setting.
- Awareness of the Mental Health Act and its application in practice.
- Proven ability to contribute to strategic discussions on patient care and service delivery.
- understanding of financial management and patient centred care
- A commitment to promoting equality, diversity, and inclusion in healthcare.

2. Knowledge and experience – desirable

- Experience of working at board level
- Experience of working within a team
- Understanding of the NHS operating environment
- Understanding of the Care Quality Commission and its fundamental standards of care
- Understanding of risk management principles and application

3. Qualities – Essential

- Strong commitment to the development and achievement of the strategic aims and objectives of the Trust.
- High level of integrity.
- Sound in judgement.

4. Skills and abilities – essential

- Strong interpersonal skills.
- Excellent communication skills.
- Ability to think strategically, understand complex issues and make decisions pragmatically.

- Ability to provide constructive challenge to fellow board members
- Able to work as an effective member of a unitary Board.

5. Other requirements

- Demonstrates a good understanding of the healthcare environment in which the Trust operates;
- Meets mandatory and locally determined fit and proper person requirements;
- Demonstrable alignment to the values of both the Trust and wider NHS.

Non-Executive Director Eligibility Criteria

In 2023, the government updated the fit and proper persons requirement framework NHS England guidance.

This sets out the requirements for a FPPT which applies to directors and those performing the functions of, or functions equivalent or similar to the functions of, a director in all NHS organisations registered with the CQC, which includes all licence holders and other NHS organisations to which licence conditions apply. For the purposes of this guidance, we have referred to these individuals as 'board members'.

Regulation 5 recognises that individuals who have authority in NHS organisations that deliver care are responsible for the overall quality and safety of that care. The regulation requirements are that:

a) the individual is of good character

b) the individual has the qualifications, competence, skills and experience that are necessary for the relevant office or position or the work for which they are employed

c) the individual is able by reason of their health, after reasonable adjustments are made, of properly performing tasks that are intrinsic to the office or position for which they are appointed or to the work for which they are employed

d) the individual has not been responsible for, contributed to or facilitated any serious misconduct or mismanagement (whether unlawful or not) while carrying out a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity

e) none of the grounds of unfitness specified in part 1 of Schedule 4 apply to the individual.

The grounds of unfitness specified in Part 1 of Schedule 4 to the Regulated Activities Regulations are:

a) the person is an undischarged bankrupt or a person whose estate has had sequestration awarded in respect of it and who has not been discharged
b) the person is the subject of a bankruptcy restrictions order or an interim bankruptcy restrictions order or an order to like effect made in Scotland or Northern Ireland
c) the person is a person to whom a moratorium period under a debt relief order applies under Part VIIA (debt relief orders) of the Insolvency Act 1986
d) the person has made a composition or arrangement with, or granted a trust deed for, creditors and not been discharged in respect of it
e) the person is included in the children's barred list or the adults' barred list maintained under section 2 of the Safeguarding Vulnerable Groups Act 2006, or in any corresponding list maintained under an equivalent enactment in force in Scotland or Northern Ireland
f) the person is prohibited from holding the relevant office or position, or in the case of an individual from carrying on the regulated activity, by or under any enactment.

The good character requirements referred to above in Regulation 5 are specified in Part 2 of Schedule 4 to the Regulated Activities Regulations, and relate to:

a) whether the person has been convicted in the United Kingdom of any offence or been convicted elsewhere of any offence which, if committed in any part of the United Kingdom, would constitute an offence
b) whether the person has been erased, removed or struck off a register of professionals maintained by a regulator of health care or social work professionals.

Integrated care boards (ICBs) are statutory bodies with the general function of arranging for the provision of services for the purposes of the health service in England and are NHS bodies for the purposes of the 2006 Act. The main powers and duties of ICBs are to commission certain health services as set out in sections 3 and 3A of the 2006 Act.

ICBs, together with the CQC and NHS England, are within scope of this Framework. One of the recommendations made by Tom Kark KC was to extend the scope of the FPPT into certain arm's length bodies (ALBs) to:

> "…bolster the strength and width of the test, as well as to put a stop to 'the revolving door,' the FPPT should be extended to commissioners as well as other arms-length bodies. It was described as 'incongruous' that it did not apply to commissioners."

The Role of our Governors

Governors have an important, active role as they are the link between the members of our NHS Foundation Trust and the Board of Directors, with their statutory duties including:

- Holding Trust Non-Executive Directors individually and collectively to account for the performance of the Board of Directors and;

- Representing the interests of members of the Foundation Trust as a whole, and the interests of the public.

We have 39 Governors on our Council of Governors; the majority being elected to carry out their role on behalf of our members. Governors meet formally at least 4 times a year to receive assurance from the Board that plans to deliver the annual plan, and constitutional targets are on track.

Governors are accountable to our members and represent their views and seek appropriate assurances when key decisions are being made, and plans are being developed.

Code of Conduct for Directors, other Very Senior Managers and Governors of the Trust

Conflicts of Interest
(Based on Extracts from BCHFT Constitution)

Appointees must demonstrate high standards of corporate and personal conduct in accordance with the values of the Trust. Non- Executive Directors are required to adhere to the requirements of the Code of Conduct, (as approved by the Board of Directors) which includes "The Seven Principles of Public Life" ("Nolan Principles").

All staff are expected to adhere to policies and procedures in the Trust which establish standards of good practice and follow any codes of conduct which are relevant to their own profession.

Privacy and dignity

Trust Board Members, Governors and Staff should respect patients/relatives diversity, cultural needs and privacy. In addition, staff should be compassionate rather than just delivering technical care and treatment. All staff are expected to be knowledgeable about and comply with the Trust's Policy on Privacy and Dignity.

Infection prevention and control

Infection Control is everyone's responsibility All staff both clinical and non-clinical are required to make every effort to maintain high standards of infection control and specifically are required to:

- Attend mandatory infection control training provided for them by the Trust
- Wash their hands or use alcohol gel on entry and exit from all clinical areas

Declaration of Interests and Register of Interests

1.1 Conflicts of interests
The duties of directors with regards to interests is provided for in paragraph 32 of the constitution and should there be any conflict in the provisions of this paragraph 12 of the Standing Orders annex 8 and the constitution, the constitution shall prevail.

1.2 Declaration of Interests

1.2.1 Directors of the Board are required to declare interests, which are relevant and material. All existing board directors should declare such interests. Any board directors appointed subsequently should do so on appointment.

1.2.2 Interests which should be regarded as relevant and material are:

a: Directorships, including Non-Executive Directorships held in private companies or Public Limited Companies (with the exception of those of dormant companies);
b: Ownership or part-ownership of private companies, businesses or consultancies likely or possibly seeking to do business with the NHS;
c: Majority or controlling share holdings in organisations likely or possibly seeking to do business with the NHS;
d: A position of Authority in a charity or voluntary organisation in the field of health and social care;
e: Any connection with a voluntary or other organisation contracting for NHS services;
f: Research funding/grants that may be received by an individual or their department;
g: Interests in pooled funds that are under separate management.

1.2.3 Any member of the Board of Directors who comes to know that the Trust has entered into or proposes to enter into a contract in which he/she or any person connected with him/her has any pecuniary interest (as defined below), direct or indirect, the Board member shall declare his/her interest by giving notice in writing of such fact to the Trust as soon as practicable.

1.2.4 For the sake of clarity, the following definition of terms is to be used in interpreting this Standing Order

(i) "spouse" shall include any person who lives with another person in the same household (and any pecuniary interest of one spouse shall, if known to the other spouse, be deemed to be an interest of that other spouse);

(ii) "contract" shall include any proposed contract or other course of dealing.

(iii) “Pecuniary interest” Subject to the exceptions set out in this Standing Order, a person shall be treated as having an indirect pecuniary interest in a contract if:-
a) he/she, or a nominee of his/her, is a member of a company or other body (not being a public body), with which the contract is made, or to be made or which has a direct pecuniary interest in the same, or
b) he/she is a partner, associate or employee of any person with whom the contract is made or to be made or who has a direct pecuniary interest in the same.

iv) Exception to Pecuniary interests: A person shall not be regarded as having a pecuniary interest in any contract if: -
a) neither he/she or any person connected with him/her has any beneficial interest in the securities of a company of which he/she or such person appears as a member, or
b) any interest that he/she or any person connected with him/her may have in the contract is so remote or insignificant that it cannot reasonably be regarded as likely to influence him/her in relation to considering or voting on that contract, or
c) those securities of any company in which he/she (or any person connected with him/her) has a beneficial interest do not exceed £5,000 in nominal value or one per cent of the total issued share capital of the company or of the relevant class of such capital, whichever is the less.

Provided however, that where paragraph (c) above applies, the person shall nevertheless be obliged to disclose/declare their interest in accordance with Standing Order 12.2.2.

1.3 Conflicts of interest, which arise during the course of a meeting
During the course of a meeting, if a conflict of interest is established, the Director concerned should withdraw from the meeting and play no part in the relevant discussion or decision. There is no requirement for the interests of board director’ spouses or partners to be declared.

1.4 Recording of Interests in minutes of meetings of the Board of Directors (Board)
At the time Board members' interests are declared, they should be recorded in the Board minutes. Any changes in interests should be declared at the next Board meeting following the change occurring and recorded in the minutes of that meeting.

1.5 Exclusion in proceedings of meetings of the Board

1.5.1 Subject to the following provisions of this Standing Order, if the Chair or any Director has any pecuniary interest, direct or indirect, in any contract, proposed contract or other matter and is present at a meeting at which the contract or other matter is the subject of consideration, they shall at the meeting and as soon as practicable after its commencement disclose the fact and shall not take part in the consideration or discussion of the contract or other matter or vote on any question with respect to it.

1.5.2 The Board of Directors may exclude the Chair or a Director of the Board from a meeting while any contract, proposed contract or other matter in which he/she has a pecuniary interest is under consideration.

1.5.3 Where the Board of Directors considers that it would be in the best interests of the Trust and in the interests of the effective conduct of meetings for a Director to be present during the consideration or discussion of any contract or other matter in which the Director has an interest and/or to vote on the matter, they may resolve (by a simple majority of those present and voting) that the Director shall:
(a) count towards the quorum; and/or
(b) merely observe or take part in the consideration or discussion; and/or
(c) vote on the matter.

1.6 Register of Interests

1.6.1 The Trust Secretary will ensure that a Register of Interests is established to record formally the interests, which have been declared by both executive and non-executive directors.

1.6.2. These details will be kept up to date by means of an annual review of the Register in which any changes to interests declared during the preceding twelve months will be incorporated.

1.6.3 The Register will be available to the public and the Trust Secretary will take reasonable steps to publicise arrangements for viewing it.

Interests which should be regarded as relevant and material are

- a: Directorships, including Non-Executive Directorships held in private companies or Public Limited Companies (with the exception of those of dormant companies);
- b: Ownership or part-ownership of private companies, businesses or consultancies likely or possibly seeking to do business with the NHS;
- c: Majority or controlling share holdings in organisations likely or possibly seeking to do business with the NHS;
- d: A position of Authority in a charity or voluntary organisation in the field of health and social care;
- e: Any connection with a voluntary or other organisation contracting for NHS services;
- f: Research funding/grants that may be received by an individual or their department;
- g: Interests in pooled funds that are under separate management.

Anyone covered by this Code of Conduct who comes to know that the Trust has entered into, or proposes to enter into a contract in which he/she or any person connected with him/her has any pecuniary interest (as defined below), direct or indirect, the member shall declare his/her interest by giving notice in writing of such fact to the Trust as soon as practicable.

For the sake of clarity, the following definition of terms is to be used in interpreting this requirement:

(i) "spouse" shall include any person who lives with another person in the same household (and any pecuniary interest of one spouse shall, if known to the other spouse, be deemed to be an interest of that other spouse);

(ii) "contract" shall include any proposed contract or other course of dealing.
(iii) “Pecuniary interest”: subject to the exceptions set out below, a person shall be treated as having an indirect pecuniary interest in a contract if:-

a) he/she, or a nominee of his/her, is a member of a company or other body (not being a public body), with which the contract is made, or to be made or which has a direct pecuniary interest in the same, or
b) he/she is a partner, associate or employee of any person with whom the contract is made or to be made or who has a direct pecuniary interest in the same.

Exception to Pecuniary interests: a person shall not be regarded as having a pecuniary interest in any contract if: -

a) neither he/she or any person connected with him/her has any beneficial interest in the securities of a company of which he/she or such person appears as a member, or
b) any interest that he/she or any person connected with him/her may have in the contract is so remote or insignificant that it cannot reasonably be regarded as likely to influence him/her in relation to considering or voting on that contract, or
c) those securities of any company in which he/she (or any person connected with him/her) has a beneficial interest do not exceed £5,000 in nominal value or one per cent of the total issued share capital of the company or of the relevant class of such capital, whichever is the less. However where this applies, the person shall nevertheless be obliged to disclose/declare their interest.

Appointed Non-Executive Directors, will be subject to annual Fit and Proper Persons review, carried out by the Trust Secretary.

How to apply

Key Dates	
Closing Date for Applications	**Friday 23rd October 2026**
Interview Date	**Friday 6th November 2026**

To apply please:

- Ensure that you meet the eligibility criteria

- Check that you meet and can evidence the requirements as laid out in the person specification

- Ensure you are registered as a member of the Trust; either complete and return the enclosed form or you can register on line at Black Country Healthcare NHS Foundation Trust (membra.co.uk). You will find further information about becoming a Trust Member and the application form on the Trust's website under the about us tab.
- Complete and submit an application form and equal opportunities form via NHS Jobs online at https://www.jobs.nhs.uk/

Pre- Appointment Clearances

i. Disclosure and Barring Check

The role is subject to the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975 and as such, prior to appointment, it will be necessary for a submission for disclosure to be made to the Disclosure and Barring service to check for any previous criminal convictions. Please note, having a criminal record may not necessarily bar you from successful appointment to the role. If relevant, any criminal record information will be discussed with you during the recruitment process. It is essential to disclose all criminal record information during the recruitment process. Failure to do so may disqualify you from appointment. For further information regarding the DBS Disclosure process and DBS Codes of Practice please visit https://www.gov.uk/government/organisations/disclosure-and-barring-service.

Please note, all information declared will be treated in compliance with the GDPR Data Protection Act 2018

ii. Other required clearances

In addition to the DBS Check, successful candidates will also be required to provide evidence of relevant qualifications and their right to work in the United Kingdom. References from two referees will also be obtained.

These clearances will be obtained prior to appointment.

2. FURTHER INFORMATION / USEFUL WEBSITES

Further information about the Trust and the NHS can be found at the following websites:

Further Information	
Trust Website	www.blackcountryhealthcare.nhs.uk
NHS England	www.england.nhs.uk/
Care Quality Commission	www.cqc.org.uk