

# Could you help lead the NHS in your area?

**Barts Health NHS Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: L3707**

**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 actively encourage applications from individuals of all backgrounds, including those from underrepresented groups and people living with disabilities.**

**We value the unique perspectives that come from different life experiences, cultures, and identities. Whether you bring lived experience of using health services, professional expertise, or community insight, your voice matters.**

**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.**



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## 1. The opportunity

There is a vacancy for a Non-executive Director (NED) at Barts Health NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

## 2. The person specification

### Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have experience in the following:

- Senior or board level experience gained in the voluntary, community or charity sectors; bringing experience of strategic planning, financial, risk, performance management and service development expertise. The successful candidate will also have a strong track record in partnership working across a range of stakeholders
- The successful candidate must live in or have previous experience of working within North East London
- Ideally will previously been an NHS NED or Associate NED.

### NHS leadership competency framework for board members

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the [NHS values](#) and the following diagram shows how they are aligned:



|                                                                                                           |                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <b>Working together for patients*</b>                                                                     | <b>Compassion</b>                                                                                                                      |
| Building a trusted relationship with partners and communities                                             | Creating a compassionate, just and positive culture                                                                                    |
| <b>Respect and dignity</b>                                                                                | <b>Improving lives</b>                                                                                                                 |
| Promoting equality and inclusion and reducing health and workforce inequalities                           | Setting strategy and delivering long term transformation<br>Driving high quality sustainable outcomes                                  |
| <b>Commitment to quality of care</b>                                                                      | <b>Everyone counts</b>                                                                                                                 |
| Driving high quality and sustainable outcomes<br>Setting strategy and delivering long term transformation | Promoting equality and inclusion and reducing health and workforce inequalities<br>Creating a compassionate, just and positive culture |
| Providing robust governance and assurance                                                                 |                                                                                                                                        |

The competency domains are aligned to [Our NHS People Promise](#), [Our Leadership Way](#) and the [Seven Principles of Public Life](#) (Nolan Principles).

### The six NHS leadership competency domains:

#### Driving high-quality and sustainable outcomes

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

#### Setting strategy and delivering long-term transformation

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

#### Promoting equality and inclusion, and reducing health and workforce inequalities

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

## Providing robust governance and assurance

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

## Creating a compassionate, just and positive culture

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

## Building a trusted relationship with partners and communities

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from individuals of all backgrounds, including those from underrepresented groups and people living with disabilities, who we know are all under-represented in these important roles.

- Applicants should live in or have strong connections with the area served by the trust.
- On average this role will require the equivalent to 2 to 5 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £13,000 (standard rate for all NEDs) 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](#).

### 3. About 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. Every day we care for over seven thousand people across our hospitals and communities in north east London. We account for 1.5% of hospital activity in England.

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.

We serve a population of over 2 million people in north east London and the population is due to continue growing in the next 10 years. Three of the most deprived boroughs in London are in north east London – Newham, Tower Hamlets and Hackney. More than 40% of children are in poverty in these boroughs. North east London is one of the most diverse and socially deprived areas in the country.

In 2025/26 we have provided more than 2.77 million episodes of care. We continue to improve how people quickly are seen, treated and supported to move through our hospitals, both as an emergency patient and as a planned care patient. We continue to reduce the time people wait for planned treatment and by the end of March 2026 no one was waiting more than 65 weeks for treatment. We are expanding our same day emergency care so patients can go home on the same day and we are using digital tools to make services simpler and giving patients more choice through initiatives such as patient initiated follow-up.

We are recognised as one of the most improved trusts nationally for cancer performance, achieving key standards including faster diagnosis and timely treatment. Behind these results is a sustained effort by our teams to redesign pathways and ensure patients receive care as quickly as possible.

Patient safety remains our highest priority. We continue to embed the Patient Safety Incident Response Framework, strengthening how we learn from incidents and risks. We made progress in 2025/26 in recognising and responding to deteriorating patients, improving sepsis screening and treatment, and strengthening how we review and learn from emergency events.

Our dedicated people are at the heart of everything we do. We employ over 22,000 staff with 60% of them classifying themselves as from the Global Majority. In the 2025 NHS Staff Survey we improved across all nine People Promise themes, with particular progress in staff engagement. We are also making progress in creating a more inclusive workplace, improving equality measures and expanding opportunities for flexible working and career development. Our WeBelong Strategy is a key driver for this improvement.

We are equally proud of the role that we play beyond our hospitals. As an anchor institution, we are supporting the health and wellbeing of our communities – helping people with employment, expanding prevention programmes and tackling the causes of ill health.

Over 19,000 people took part in research studies in 2025/26 and we continue to lead nationally in commercial research, ensuring our patients benefit from the latest treatment and innovation.



We have an annual turnover of £2.7 billion and in 2025/26 we achieved a financial breakeven position, the first time our trust has achieved this in non-Covid-19 times, since it was created in 2012. Over the past year, we invested £173 million in capital infrastructure and equipment to support and enhance the delivery of our services.

In November 2025, the Barts Life Sciences Cluster was officially launched with planned investment of over £800m. The cluster aims to create a truly clinical-led environment for innovation centred around The Royal London hospital in Whitechapel. The cluster brings together Barts Health NHS Trust and private investors BGO, Lateral and H.I.G. Capital and is supported by several academic partners, including the adjacent Queen Mary University of London.

Looking ahead we will build on the progress made – strengthening patient safety, improving access to care, expanding prevention and continuing to listen and learn. Working with partners, over the coming years we will implement the three shifts outlined in the NHS 10 Year Plan and continue to develop our ambitious Life Sciences programme.

Together with our partners, we are committed to reduce health inequalities in north east London so that wherever you live, you have the same access to high quality care. To that end, we are working closely with our Acute Provider Collaborative, to strengthen collaboration and joint working for the benefit of our patients. At the same time, each hospital is working with their local place based partnership to provide more joined up healthcare and address health priorities in their local patch.

We are proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.



## Our hospitals

We provide a range of services across four acute hospitals and one community hospital from specialist services to district general hospital services. We provide maternity and urgent and emergency care from three of our acute hospitals.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. As well as serving the population of the London Borough of Tower Hamlets, it is the home of the London Air Ambulance and the internationally renowned trauma team. It also has one of the largest children's hospitals in the UK, a major dental hospital and leading stroke and renal units.

St Bartholomew's in the City, London's oldest hospital, is a world-class regional and national centre of excellence for cardiac and cancer care. It has the largest cardiovascular centre in the Europe and the second largest cancer centre in London.

Whipps Cross in Leytonstone is a large general hospital providing services to the population of the London Borough of Waltham Forest. Reflecting its population, Whipps Cross has a strategic focus on high quality frailty services. The hospital is part of the national New Hospital Programme with construction of the new hospital estimated to begin between 2032-34, with completion between 2036 and 2038. This is a once in a lifetime opportunity to bring hospital services into the 21<sup>st</sup> century for the population of Waltham Forest.

Newham in Plaistow is a busy district hospital which provides services to the population of the London Borough of Newham. It has innovative facilities such as its orthopaedic centre.

Mile End Hospital is a community hospital in Mile End providing a number of outpatient services and a Community Diagnostic Centre.





## Our Vision

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

## WeCare about our ambition for excellence

Our 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. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

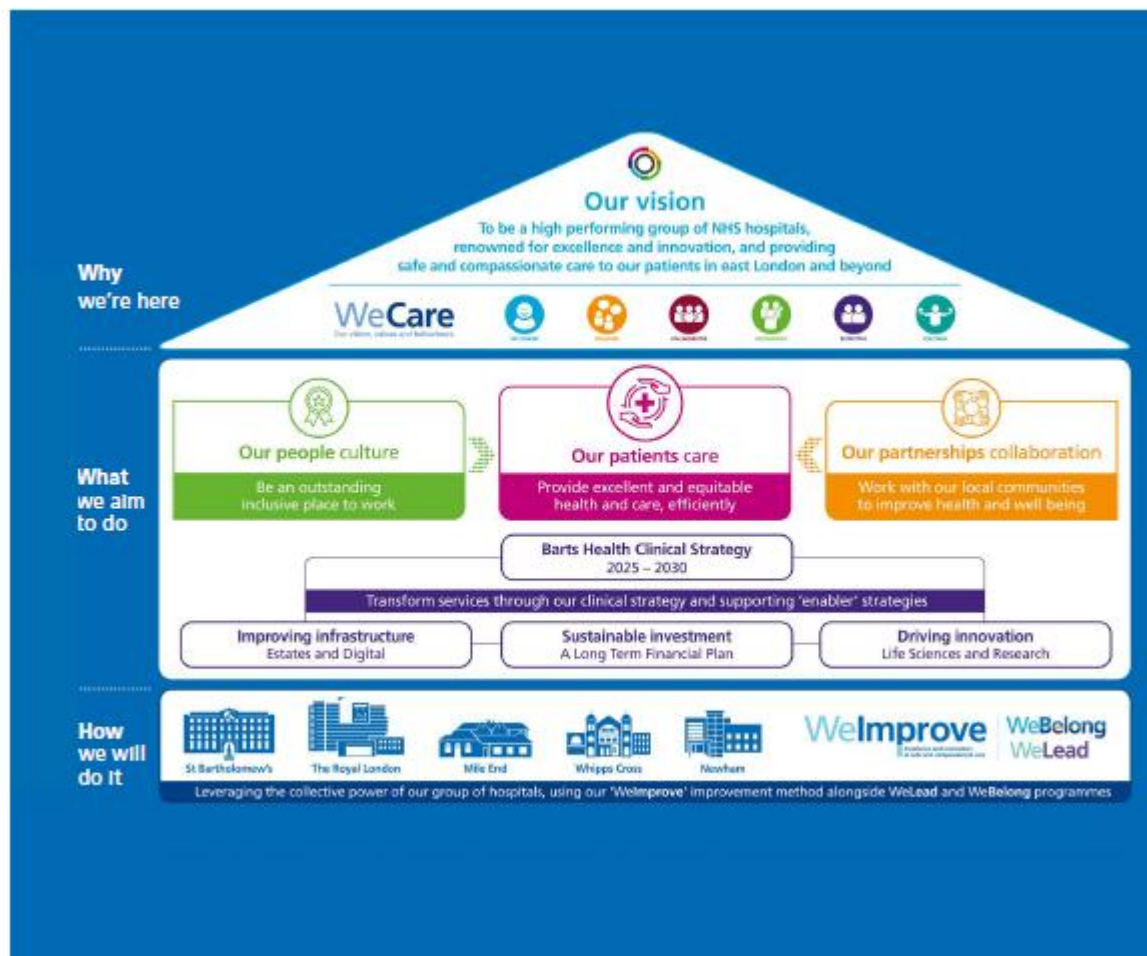
We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

| Value                         | Key behaviours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>W</b> <b>WELCOMING</b>     | <ul style="list-style-type: none"> <li>Introduce yourself by saying "Hello, my name is ..."</li> <li>Smile and acknowledge the other person(s) presence</li> <li>Treat others as you would wish others to treat you</li> <li>Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors</li> </ul>                                                                                                                                                                                                                                                                                                               |
| <b>E</b> <b>ENGAGING</b>      | <ul style="list-style-type: none"> <li>Get involved in making improvements and bring others with you</li> <li>Encourage feedback from patients and colleagues and respond to it</li> <li>Acknowledge efforts and successes; say thank you</li> <li>Use feedback to make improvements, and empower colleagues to do this without needing to seek permission</li> <li>Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable</li> </ul>                                                                                                                                                            |
| <b>C</b> <b>COLLABORATIVE</b> | <ul style="list-style-type: none"> <li>Give time and energy to developing relationships within and outside own team</li> <li>Demonstrate pride in Team Barts Health</li> <li>Respect and utilise the expertise of colleagues</li> <li>Know your own and others' part in the plan</li> </ul>                                                                                                                                                                                                                                                                                                                                                         |
| <b>A</b> <b>ACCOUNTABLE</b>   | <ul style="list-style-type: none"> <li>Always strive for the highest possible standard</li> <li>Fulfil all commitments made to colleagues, supervisors, patients and customers</li> <li>Take personal responsibility for tough decisions and see efforts through to completion</li> <li>Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing</li> <li>Do not pretend to have all the answers; actively seek out those who can help</li> </ul>                                                                                                    |
| <b>R</b> <b>RESPECTFUL</b>    | <ul style="list-style-type: none"> <li>Be helpful, courteous and patient</li> <li>Remain calm, measured and balanced in challenging situations</li> <li>Show sensitivity to others' needs and be aware of your own impact</li> <li>Encourage others to talk openly and share their concerns</li> </ul>                                                                                                                                                                                                                                                                                                                                              |
| <b>E</b> <b>EQUITABLE</b>     | <ul style="list-style-type: none"> <li>Value the perspectives and contributions of all and ensure that all backgrounds are respected</li> <li>Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out</li> <li>Work to enact policies, procedures and processes fairly</li> <li>Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment</li> <li>Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them</li> </ul> |

## Our vision

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.

Our Group Strategic Framework is centred around our three priorities – Our people culture, Our patients care and Our partnership collaboration. We have recently published our five year group plan: Towards Excellence for all [towards-excellence-our-5-year-plan-a4-webpdf.pdf](#)



# Our Group Clinical Strategy

Our five year group clinical strategy 'With you for every moment' published in 2025 outlines our three priorities and our hospital clinical goals.

## Provide excellent and equitable health and care, efficiently

To achieve this we will

Provide consistent care across our hospitals

Establish centres of excellence

Integrate care across north east London

Our 5 year hospital clinical goals



ST BARTHOLOMEW'S

Advance research and new technologies to deliver innovative treatments

Improve specialist cardiac and cancer care from prevention to treatment

Improve outcomes and experience for patients with breast cancer



THE ROYAL LONDON AND MILE END

Bring clinical innovations to patients faster through life sciences

Develop a centre of excellence for specialist medicine

Improve outcomes by expanding specialist and complex surgery



WHIPPS CROSS

Work with local partners to deliver high quality care at the right time and place

Lead transformational research to improve care for older people

Modernise clinical services



NEWHAM

Improve care by connecting hospital, community and primary services

Deliver outstanding emergency and acute care

Develop an elective surgical centre of excellence

Our joint hospital goals

Provide care for children in the right place at the right time

Prevent and manage long-term conditions for healthier lives

Support families through better pregnancies and births

[bartshealth.nhs.uk/download/with-you-for-every-moment-group-clinical-strategy-20252030.pdf?ver=61549&doc=docm93jjjm4n28539.pdf](https://bartshealth.nhs.uk/download/with-you-for-every-moment-group-clinical-strategy-20252030.pdf?ver=61549&doc=docm93jjjm4n28539.pdf)

## Our Group Model

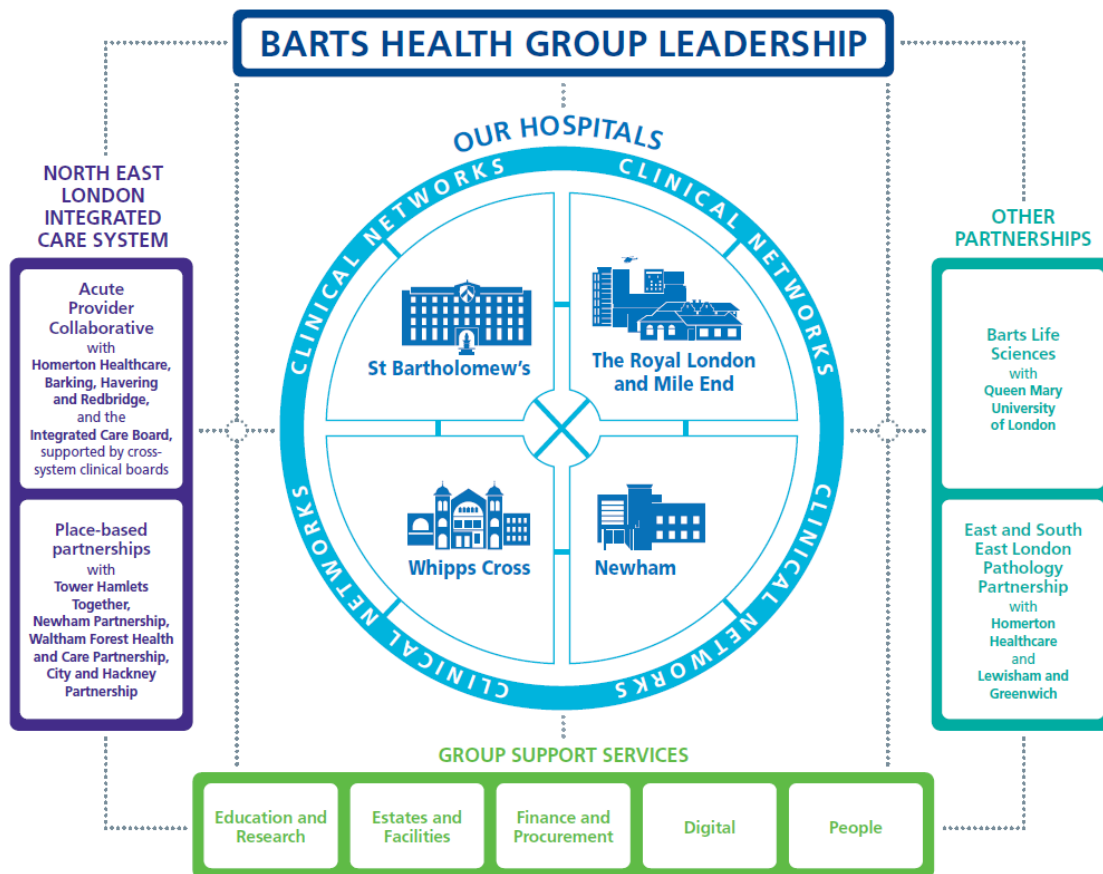
Barts Health operates in a group model with our group leadership function working alongside our hospital leadership teams to drive improvement, sharing expertise and best practice across the group.

Our group model has been core to our success over recent years and will continue to support our success in the future. We keep the model under regular review, ensuring that it evolves to meet the needs of the changing NHS.

We are currently strengthening our clinical networks which help set standards and reduced variation across the group. We have created centres of excellence of clinical specialties that improve outcomes for patients and help to reduce the elective backlog.

Our Group Support Services provide high quality corporate services to enable our clinicians to provide the best possible care.

Being able to work in a matrix structure is a core part of this role. How we operate is set out in our Group Accountability Framework ([PowerPoint Presentation](#))





## WeBelong

We are conscious that east London contains some of the most deprived areas with the biggest health challenges. It is our top priority to create an inclusive organisation providing equitable services where WeBelong.

In November 2020 we launched our new inclusion strategy WeBelong to eliminate discrimination and racial inequality.

The strategy was refreshed in 2022 and reinforced our commitment to:

- Work in partnership with our community to promote equity by restoring services inclusively and, on our role as an anchor institution, address the wider determinants of health
- Deliver a fair and just culture which enables delivery of our WeCare values
- Create a compassionate and inclusive leadership community, who lead for positive change and take accountability for driving cultural transformation

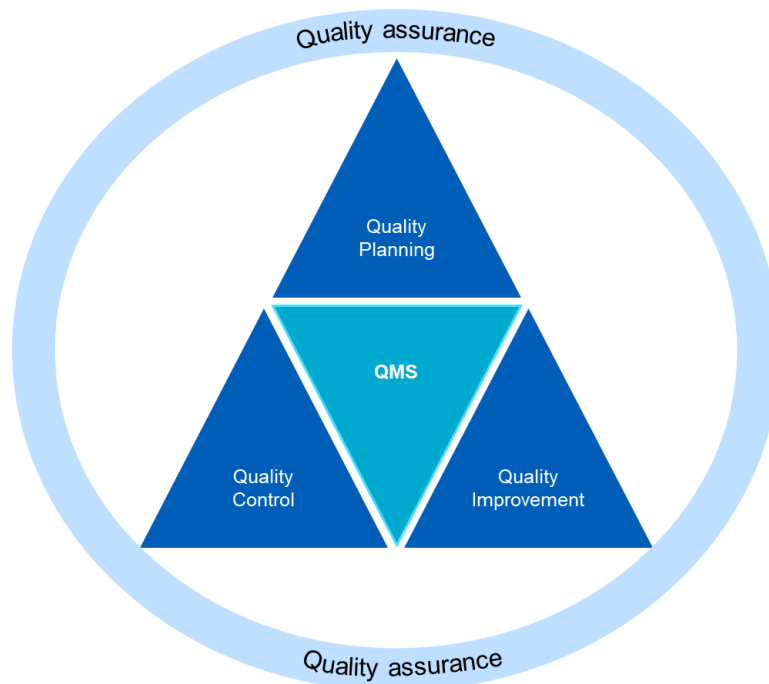


[A place where WeBelong: Refreshing our inclusion strategy for 2022](#)

WeImprove is the Barts Health approach to using quality improvement (QI) tools to make improvements (safety, efficiency, performance, wellbeing, etc) across the organisation

Barts Health uses the Model for Improvement QI methodology

WeImprove is supporting the development of a culture of continuous improvement, and a commitment to accelerate progress by developing and implementing a Quality Management System (QMS) across Barts Health





## Our performance in 2025-26

### Our Population

Over 2 million residents across NEL



### Patient Care – in the last year:

2.77 million Patient treatments

1.8 million Outpatient attendances

275k Inpatient admissions including day cases

610k Emergency attendances

13,746 Babies born

We saw on average 7,500 patients per day



### Our People



22,000 staff with 60% classifying themselves as Black and Minority Ethnic

Over 5,200 healthcare professionals in placement and training. Covering over 60 different specialties.



### Driving Innovation and Research

19,000 people took part last year in National Institute of Health Research portfolio studies.



£3 million in NIHR funding to deliver the UK's largest trial for preventing blood clots.

### Financial Budget

£2.7 billion annual turnover

£83 million capital allocation

### Capacity

1,900 beds across our hospitals

Over 250 imaging assets incl. 9 MRI,

12 CT scans, 88 Ultrasounds, 65 X-ray units and 6 Interventional Radiology rooms



57 Operating theatres

## Appendix 1: Values and concepts from NHS Leadership Competency Framework

### Our people promise:

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

### NHS values

- Working together for patients
- Respect and dignity
- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

### Our leadership way

We are compassionate

- We are inclusive, promote equality and diversity, and challenge discrimination
- We are kind and treat people with compassion, courtesy and respect.

We are curious

- We aim for the highest standards and seek to continually improve, harnessing our ingenuity
- We can be trusted to do what we promise

We are collaborative

- We collaborate, forming effective partnerships to achieve our common goals
- We celebrate success and support our people to be the best they can be

### Health and Care Act 2022

- Collaborate with partners to address our shared priorities and have the core aim and duty to improve the health and wellbeing of the people of England.



- Improve the quality, including safety, of services provided.
- Ensure the sustainable, efficient use of resources for the wider system and communities

### Seven principles of public life

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

### Appendix 2: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#). Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - About the NED role
  - 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 Senior Appointments and Assessment Team**

*NHS England respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.*

### Appendix 3: Making an application

For more information, you can get in touch with:

- Karen Green, Group Chief of Staff, Barts Health – [karengreen2@nhs.net](mailto:karengreen2@nhs.net)

- **NHS England** – for general process enquiries contact Jane Hundley by emailing [jane.hundley@nhs.net](mailto:jane.hundley@nhs.net)

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 as well as previous employer(s) from the past six consecutive years. They should also cover 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
- If you have previously held a Director, Chair or Non-executive Director position in an NHS funded organisation or a regulated services organisation (see list below), a Board Member Reference (BMR) will also be requested from your former organisation(s), for posts ending after September 2023:
  - NHS Trusts and Foundation Trusts
  - Integrated Care Boards
  - NHS England (national and regional teams)
  - Arm's Length Bodies if they deliver regulated services
  - Independent providers commissioned by the NHS (e.g. private hospitals, social enterprises)
  - Community Interest Companies (CICs) delivering NHS-funded care
  - Joint ventures or partnerships involving NHS statutory bodies
- In accordance with NHSE's FPPT framework if appointed your references and other background checks will be shared with the Trust
- please complete and return the monitoring information form which accompanies this pack
- tell us about any dates when you will not be available



## Appendix 4: Key dates

- **closing date for receipt of applications: 13 August 2026 at 11am.** Please forward your completed application to [england.chairsandneds@nhs.net](mailto:england.chairsandneds@nhs.net) quoting reference **L3707**
- **Interview date: TBC**
- **proposed start date: 1 December 2026**

## NHS England

E: [england.chairsandneds@nhs.net](mailto:england.chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)

