



Non - Executive Director
candidate appointment pack



positive
about integrated healthcare

A Great Place to Work

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ABOUT THE TRUST

Nottinghamshire Healthcare NHS Foundation Trust

The Trust was initially established as an NHS Trust in April 2001. In March 2015 it was authorised as an NHS Foundation Trust having successfully completed a comprehensive and rigorous assessment by Monitor and the Care Quality Commission.

The Trust provides a comprehensive range of mental health and intellectual disability services to Nottingham and Nottinghamshire (population 1.1 million) and also a full range of forensic mental health services including high, medium, low secure and offender health services. Since 2011 the Trust has provided an extensive range of other community-based health services formerly delivered by Primary Care Trusts. Further details of services provided by the Trust can be found on the Trust's website www.nottinghamshirehealthcare.nhs.uk

The Trust's Headquarters are based at Duncan Macmillan House, Nottingham.

Board of Directors

Chair – Dean Fathers

Chief Executive – Ruth Hawkins (retiring on 30/09/18)

Chief Executive – Dr John Brewin (from 01/01/19)

Executive Medical Director – Dr Julie Hankin

Executive Director: Nursing – Dr Julie Attfield (Interim CEO from 01/10/18 until 31/12/18))

Executive Director: Local Partnerships – Paul Smeeton

Executive Director: Forensic Services – Peter Wright

Executive Director of Finance – Simon Crowther

Director of Business Development & Marketing – Angela Potter

Director of Human Resources - Clare Teeney

Non-Executive Directors

Sheila Wright – Vice Chair

Peter Parsons- Senior Independent Director

Steve Banks

Stephen Jackson

Di Bailey

Vacancy x2

Trust Structure

There are two operational Divisions within the Trust, namely Local Partnerships and Forensic Services together with Corporate and support services. The Trust hosts the Institute of Mental Health (in partnership with the University of Nottingham) and the East Midlands Leadership Academy. See our Trust management structure chart at:

<https://www.nottinghamshirehealthcare.nhs.uk/board-of-directors-and-meetings>

Local Partnerships Division

The majority of local mental health services are provided for the population of the City of Nottingham, Nottinghamshire County and Bassetlaw. However, some services such as trauma services have a wider catchment.

The portfolio of community, outpatient, day and inpatient services are grouped as follows and provide lifespan services:

- Adult Mental Health (AMH);
- Mental Health Services for Older People (MHSOP);
- Specialist Services (this includes: Intellectual and Developmental Disabilities (IDD); Child and Adolescent Mental Health Services (CAMHS) and Psychological Therapies;
- Improving Access to Psychological Therapies (IAPT).

Services are delivered from a number of sites including the Queen's Medical Centre; Nottingham City Hospital; Highbury Hospital (Nottingham); Millbrook Unit (Mansfield), Bassetlaw Hospital (Worksop) and Hopewood in Nottingham. These services are supported by a network of community teams located within local communities.

The Division also provides community physical health services for the registered population of General Practices in Nottinghamshire County and Bassetlaw. Some services, however, are provided to the residents of neighbouring Clinical Commissioning Groups (CCGs) such as Nottingham City, Derbyshire County and Leicestershire County and to other organisations such as Nottinghamshire County Council, Nottingham University Hospitals (NUH) and Sherwood Forest Hospitals (SFHT).

The Division provides the full range of community based services with the majority of services provided in patients' own homes. The portfolio comprises core services managed on a locality basis and a range of specialist services managed on a County wide basis.

Sites include:

- Inpatient beds at Lings Bar Hospital in Rushcliffe;
- Specialist Palliative Care services at John Eastwood Hospice, Mansfield;
- Specialist Palliative Care services at Bassetlaw Hospice

Forensic Services Division

The Division is in a unique position of providing its services across the full care pathway for several patient groups requiring forensic care.

The portfolio of High, Medium and Low Secure services are grouped as follows and include:

- Low Secure Services;
- Community Forensic Mental Health Services;
- Integrated Offender Health within Prisons;
- Medium Secure Services for men with mental illness and men with personality disorder;
- Medium Secure Services for women requiring enhanced care;
- The National High Secure Service for Women, The National High Secure Service for Men with a Learning Disability, The National High Secure Service for Men who are Deaf, High Secure Male Mental Health and Personality Disorder.

Services are delivered from a number of sites including:

- High Secure inpatient beds at Rampton Hospital;
- Medium Secure inpatient beds at Arnold Lodge (Leicester) and Wathwood Hospital (Rotherham);
- Low Secure inpatient beds at The Wells Road Centre (Nottingham);
- Community Forensic Services;
- Personality Disorder services;
- Integrated Offender Health Services (across a broad geographical area);
- Liaison with the Criminal Justice System in Nottinghamshire.

Corporate Services

The operational Divisions and service Directorates are supported by a range of focused corporate services. These ensure the efficient and effective operation of our core businesses and support the delivery of our performance and regulatory functions.

Corporate services offer a wide range of generic and specialist support and advice and include services such as finance and procurement led by the Executive Director of Finance, medical and clinical leadership via the Medical Director and professional leadership to nursing and allied health professionals with a continued focus on quality, clinical governance and patient involvement via the Executive Director of Nursing. The Director of Human Resources leads on workforce development, Human Resources and Equality and Diversity. The Chief Executive provides overall leadership to the organisation and leads the teams focusing on corporate governance, communications, and business development.

Organisations hosted by Nottinghamshire Healthcare NHS Foundation Trust

The Institute of Mental Health

The Institute of Mental Health is an innovative partnership between Nottinghamshire Healthcare NHS Foundation Trust and the University of Nottingham. Bridging the gap between campus and clinic, the institute seeks to help transform the understanding and treatment of mental health.

Since its formation in 2006, The Institute of Mental Health has established a track record of success, with achievements in pioneering education provision and delivering innovative interdisciplinary research that has a positive impact within the health, social care and criminal justice sectors.

The institute has created a hub of innovative research exploring new areas and ideas from active research grants of over £46 million. Delivering the research studies at the Institute, there are over 30 professors and associate professors, working alongside PhD students and external members. The institute hosts seven centres of excellence which each focus on different areas of research and education:

Centre for ADHD and neurodevelopmental disorders across the lifespan (CANDAL)

Translating ADHD and neurodevelopmental disorder research into day-to-day clinical practices.

Centre for Dementia

Delivering research that improves the lives of people with dementia and their carers through high quality and impactful studies.

Centre for Health and Justice

Aiming to discover the best ways to deliver healthcare in the justice environment and secure health settings.

Centre for Mental Health and Human Rights

Promoting the basic human right to health by developing inexpensive and pragmatic responses to mental distress, such as exercise and technology solutions.

Centre for Mood Disorders

Research that seeks to further the understanding of health issues such as depression, anxiety disorders, bipolar disorder and related problems.

Centre for Social Futures

Creating a new community of understanding so that families, carers, professionals and the wider community can work together to help people living with mental health problems.

Centre for Translational Neuroimaging

Translating the wealth of information about the function of the human mind and brain derived from neuroscience and neuroimaging into clinically relevant applications.

Find out more at: www.institutemh.org.uk

The East Midlands Leadership Academy

The East Midlands Leadership Academy is a membership organisation developed to serve the leadership and development needs of all the NHS organisations in the East Midlands. It was created in November 2009 to promote and deliver the senior leadership development agenda for the East Midlands.

Implementing Recovery Through Organisational Change (ImROC)

ImROC is a national programme of work focused on promoting the mental health recovery agenda nationally. As a not-for-profit organisation, hosted by Nottinghamshire Healthcare; ImROC has both national and an international profile working with a wide range of organisations including government Departments of Health in Ireland, Scandinavia, Hong Kong and Singapore. An established Memorandum of Understanding ensures that reciprocal value to both organisations is maintained.

Our Vision & Values

The Trust is known and recognised for its POSITIVE value base. Our ongoing commitment is to listen and learn from our patients, service users, carers and staff and ensure that we live by our values in a real and meaningful way. Our vision describes what we want to achieve. We will do this by ensuring our services are delivered in a way that will enable people to be in a better position to take ownership of their own health and care needs. We want to move away from reactive, hospital based treatment models to a pro-active approach of prevention and early intervention, delivered in community locations where this is appropriate. This is described in the following vision statement:

‘Through partnerships, improve lives and the quality of care’

People	→ People are central to everything we do
Openness	→ We listen to and act on what people tell us; we are open to challenge; we value honesty and transparency
Safety	→ We put safety first in everything we do
Involvement	→ We work collaboratively with all our key stakeholders, including patients, carers, staff, volunteers and partners
Trust	→ We are trustworthy and act with integrity
Innovation	→ We use research, technology and global best practice to improve outcomes and lead the way
Value	→ We value care, compassion, respect, dignity and diversity
Excellence	→ Excellence is our standard

See our five year strategy 2016-2021 at:

<https://www.nottinghamshirehealthcare.nhs.uk/vision-values-and-strategic-objectives>

Strategic Objectives

Our objectives are the four key areas that describe how we will achieve our vision.

- **Obj 1 - Provide Best Possible Care and Support**
- **Obj 2 - Demonstrate Best Value**
- **Obj 3 - Deliver Safe, Sustainable Services**
- **Obj 4 - Make the Trust a Great Place to Work**

Volunteering

The Trust currently has over 300 volunteers in place and is continually striving to recruit more people. In each individual situation the volunteer's role is different - but everywhere the aim is the same: to complement and enhance the services provided by specialist staff and to improve quality of life for our service users. More can be found here:

<http://www.nottinghamshirehealthcare.nhs.uk/get-involved/volunteering-and-befriending/>

Staff Survey

We have approximately 9,000 committed and passionate staff, all of whom contribute to the delivery of our services. During 2017 we participated in the annual NHS staff survey giving all of our staff the opportunity to provide us with important feedback. We are absolutely committed to making the Trust a great place to work, and understanding how you feel about working at Nottinghamshire Healthcare and what is important to you is paramount in achieving this.

Our response rate was 47% - this is higher than the average for Mental Health, Learning Disability & Community Trust's in England [45%]. This puts the Trust's response in the 'better than average' ranking.

Staff engagement levels have deteriorated from last year, and the Trust's score is a 'below average' ranking. Many of the surveyed staff felt that they would not recommend the Trust as a place to work or receive treatment at the time of the survey. However, during the year we have worked hard to improve communications and engagement and these results do show that our staff have the confidence to tell us what they are feeling. <https://www.nottinghamshirehealthcare.nhs.uk/search/text-content/staff-survey-results-1978>.

Our staff are extremely important to us and we are committed to ensuring Nottinghamshire Healthcare is A Great Place To Work. During 2017/8 we undertook a strategic review of leadership and culture across the Trust and therefore we have a comprehensive understanding of staff engagement and experience at the Trust and the work we need to do, to move our staff survey results from average to good. Whilst this work has commenced, it is in its infancy and therefore a new Chief Executive will have the opportunity to focus and shape good staff experience at the Trust.

To see our Developing our People and Culture strategy:

<https://www.nottinghamshirehealthcare.nhs.uk/developing-our-people-and-culture>

Equality and Diversity

We have a firm commitment to Equality and Diversity and are a Stonewall Star Performer. The service provides leadership and advice on all aspects of Equality, Diversity and Human Rights within the Trust; this includes employment, service delivery and community engagement. It also has a role in ensuring that the Trust meets or exceeds its statutory and legal duties; responds proactively to equality and diversity legislation and policy; and demonstrates best practice in delivering key performance and assurance targets, such as the Workforce Race Equality Standard (WRES) and the Stonewall Workplace Equality Index (WEI).

<https://www.nottinghamshirehealthcare.nhs.uk/equality-and-diversity>

Employee Development

We believe that high quality education and training is essential to the future development of healthcare delivery within the NHS. We offer our staff a number of opportunities to develop their skills and competencies as part of their career pathway.

By encouraging and supporting the professional development of our staff the high standard of care of our patients and service users can be maintained and continually improved. This is reinforced within our suite of Learning and Development Prospectuses and our Learning and Organisational Development Strategy for 2017-2021.

Patient and Public Involvement

The Trust is very proud of its reputation for being a listening organisation – what our patients, service users, carers, volunteers and staff say about us and our services is very important. We have developed our own feedback web site – where all comments, both positive and negative are shared publically. Please follow this link: <http://feedback.nottinghamshirehealthcare.nhs.uk/>

To find out more about how we involve our patients, service users and carers in what we do please follow this link: <http://www.nottinghamshirehealthcare.nhs.uk/get-involved/>

Membership

The Trust has a membership of c. 18,421 comprising c 9,470 members of the Public, Patient, Service User & Carer constituency and 8,775 Staff constituency members.

Our membership strategy aims to ensure a public membership which is representative of the geographies and communities served, the services provided and one which is engaged and adds real value. Further details of Trust membership can be found on the Trust's website.

<https://www.nottinghamshirehealthcare.nhs.uk/gi-become-a-member>

Council of Governors

The Council of Governors is the representative body of the membership comprising elected representatives of the Public, Patient, Service User & Carer and Staff constituencies and appointed representatives of partner organisations. The Council currently has a composition of 36 Governors (21 Public, 8 Staff and 8 Partners).

The Council has two general duties:

- to hold the Non-Executives individually and collectively to account for the performance of the Board of Directors.
- To represent the interests of the members of the Trust as a whole and the interests of the public.

<https://www.nottinghamshirehealthcare.nhs.uk/council-of-governors>

Non-Executive Directors x2

Salary £13,261pa (4 days per month)

Nottinghamshire Healthcare is positive about providing integrated healthcare services, including mental health, intellectual disability and physical health services. The Trust has over 8,800 dedicated staff providing services in a variety of settings, ranging from the community through to acute wards as well as secure settings, including the high secure Rampton Hospital near Retford.

The Trust is committed to being recognised as the leading national integrated healthcare provider. As an NHS Foundation Trust, we can offer an exceptional opportunity to put your talents to use by making a positive difference to the lives of people in your community and our patient population.

This Non-Executive Director vacancy on our Board of Directors requires an individual who can bring personal commitment to the role, independence, impartiality, a wide range of experience, special knowledge and personal qualities.

We're looking for two Non-Executive directors one of whom must be financially qualified, with senior-level financial management experience, to join our strong and stable unitary Board. In addition to financial expertise, we are also interested in receiving applications from individuals with a clinical or medical background. You will have the ability to build strong relationships, provide support and constructive challenge to the Executive team, and help us to continue to improve the services we deliver. You will bring the capability and enthusiasm to support our ambitious vision and goals within the context of significant change, transformation and opportunity, both within the organisation and in the wider NHS.

You will demonstrate an ability to engage positively and collaboratively in Board discussions and act as an ambassador for the Trust. You should also bring strong relationship management skills and have a passion for delivering excellence. Able to champion and drive service excellence, you will demonstrate working, ideally at Board level, in large, complex, customer focused organisations.

Preference will be given to applicants who live in the East Midlands, or have strong connections with the area. However, we will accept applications from candidates living in the surrounding areas if they have the relevant expertise. To be eligible for appointment, candidates are required to be a member of the Trust; further details are on our Trust website. Applications are welcomed from all aspects of society, including people from BME communities, people with disabilities, younger people, services users and carers.

The time commitment is a minimum of 4 days each month.

The closing date for applications is 28 September 2018.

For more information, please visit the vacancy information at : <http://jobs.nottinghamshirehealthcare.nhs.uk/> to find out more about the role and the ideal person we are looking for.

Interviews are scheduled for 5 and 12 November 2018.

To arrange an informal discussion with our Chair, Dean Fathers, please contact the Chair's Office on 0115 955 5399.

Roles and Responsibilities of Non-Executive Directors

An NHS Foundation Trust's Board of Directors plays a key role in shaping the strategy, vision and purpose of the organisation. They hold the organisation to account for the delivery of strategy and ensure value for money. They are also responsible for assuring that risks to the organisation, patients, staff, carers and the public are managed and mitigated effectively. Led by an independent Chair and composed of executive and independent non-executive members, the Board has a collective responsibility for the performance of the organisation.

Non-executive directors will work alongside other non-executives and executive directors as an equal member of the Board. They share responsibility with the other directors for the decisions made by the Board and for the success of the organisation in leading the local improvement of healthcare services for patients. Non-executives use their skills and personal experience as a member of their community to:

- 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 to best practice and statutory requirements.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct. Constructively challenge, influence and help the executive board develop proposals on such strategies to enable the organisation to fulfil its leadership responsibilities to patients and the healthcare of the local community.
- Ensure that patients are treated with dignity and respect at all times, and that the patient is central to Trust decision making.
- Ensure that the Board sets challenging objectives for improving its performance across the range of its functions.
- Structure the performance of management in meeting agreed goals and objectives.
- In accordance with agreed Board procedures, 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 and other statutory duties.
- Ensure that financial information is accurate and that financial controls and risk management systems are robust and defensible and that the Board is kept fully informed through timely and relevant information (You may be asked to sit on the audit committee on behalf of the Board).
- Accept accountability for the delivery of the organisation's objectives and ensure that the Board acts in the best interests of patients and its local community.
- Contribute to the determination of appropriate levels of remuneration for executive directors.
- Participate in the audit committee and take an active part in other committees (including the nominations and remuneration committee) 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 from outside the Trust and apply this to the benefit of the Trust, its stakeholders and its wider community.
- 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 that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times.
- Ensure that the organisation values diversity in its workforce and demonstrates equality of opportunity in its treatment of staff and patients and in all aspects of its business.
- Engage positively and collaboratively in Board discussion of agenda items and act as an ambassador for the Trust in engagement with stakeholders including patients and the local community.
- Support the continued development and promotion of a positive and constructive relationship with the Council of Governors.

PERSON SPECIFICATION

Essential Criteria

Applicants must have senior and/or Board level experience gained in a large/complex organisation in one or more of the following areas:

- Strategic planning, financial, risk and performance management.
- Public, voluntary, community or charity sectors.
- Business or commercial sectors.

And be able to demonstrate:

- A genuine commitment to patients and the promotion of excellent health care services.

Desirable Criteria

Experience of chairing Audit Committees would be desirable.

Recent clinical or medical experience would be desirable.

Board Level Competencies

If you are invited to interview, you will also need to demonstrate the range of competencies required to contribute effectively in this board level role, including:

- Patient and community focus - a strong commitment to the provision of high quality and safe care for patients, engaging with carers and the community, and to tackling health inequalities in disadvantaged groups.
- Supporting the strategic development of the workforce and organisational culture.
- Experience of Strategic Workforce Development.

- Strategic direction - the ability to think and plan ahead, to develop a clear vision and enthuse others, balancing needs and constraints.
- Holding to account - the ability to accept accountability for board performance, and probe and challenge constructively, and the ability to hold the Chief Executive and executives to account.
- Effective influencing and communication - a high level of ability to gain support and influence, political acumen.
- Team working - be committed to working as a team member, and the ability to take on a personal leadership role and build an effective team.
- Self-belief and drive - the motivation to improve NHS performance and confidence to take on challenges.
- Intellectual flexibility - the ability to think clearly and creatively, make sense of complexity and clarify it for other people.

Additional Sources of Information

- For more information about the Trust such as business plans, annual reports, Board papers and minutes, membership and further information about services, please visit the website: <http://www.nottinghamshirehealthcare.nhs.uk>
- The Care Quality Commission (CQC), regulates all health and social care services in England. The commission ensures the quality and safety of care in hospitals, dentists, ambulances, and care homes, and the care given in people's own homes <http://www.cqc.org.uk/>
- The Healthcare Financial Management Association (HFMA) has more information about NHS financial management www.hfma.org.uk
- Professional Standards Authority; 'Standards for members of NHS Boards and Clinical Commissioning Group governing bodies in England: www.professionalstandards.org.uk

TERMS OF APPOINTMENT

Eligibility

Preference will be given to candidates who live in the East Midlands, or have strong connections with the area. We will accept applications from those with the appropriate experience living in the surrounding areas.

In order to be eligible for appointment, candidates must be a member of the Trust's Public, Patient, Service User and Carer constituency. Membership can be accessed on line via <https://www.nottinghamshirehealthcare.nhs.uk/get-involved/become-a-member>

Remuneration - £13,261pa

All remuneration is taxable under Schedule E and subject to Class 1 NI contributions but it is not pensionable. Non-executive board members are also eligible to claim allowance for travel and subsistence costs incurred necessarily on NHS business in line with rates set out in the Trust's Travel & Expenses policy.

Impact of appointment on people in receipt of benefits: your appointment may affect your entitlement to benefits. This will depend on individual circumstances and the type of benefit received. Advice should be sought from the Department that pays the benefit.

Time commitment – this is a part time role and the successful candidate will have considerable flexibility to decide how they spend their time, including some evening engagements and preparation time. As a minimum the role requires 4 days a month.

Period of Appointment

The initial appointment will be for 3 years.

These posts are public appointments and not jobs and are therefore not subject to the provisions of employment law.

Standards in public life - you will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be required to subscribe to the "Codes of Conduct and Accountability for NHS Boards" and the Monitor Code of Conduct.

You should note particularly the requirement to declare any conflict of interest that arises in the course of Board business and the need to declare any relevant business interests, positions of authority or other connections with commercial, public or voluntary bodies. These will be published in the organisation's annual report with details of all Board members' remuneration from NHS sources. Candidates must also demonstrate that they understand the standards of probity required by public appointees outlined in the Nolan "Seven Principles of Public Life".

The Requirement for Fit and Proper Persons

Providers must not appoint a person to an executive director level post (including associate directors) or to a non-executive director post unless they are:

- Of good character;
- Have the necessary qualifications, skills and experience;
- Are able to perform the work that they are employed for after reasonable adjustments are made;
- Can supply information as set out in Schedule 3 of the Regulations; Paragraph 5 (4) of regulations states that in assessing whether a person is of good character, the matters considered must include those listed in Part 2 of Schedule 4.' Part 2 of Schedule 4 refers to:
- 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, and

- 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.

The CQC's definition of good character is not the objective test of having no criminal convictions but instead resets upon a judgement as to whether the person's character is such that they can be relied upon to do the right thing under all circumstances. This implies discretion for boards and councils in reaching a decision and allows for the fact that people can and do change over time.

The regulations list categories of persons who are prevented from holding the office and for whom there is no discretion:

- The person is an undischarged bankrupt or a person whose estate has had a sequestration awarded in respect of it and who has not been discharged;
- 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;
- 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(40);
- The person has made a composition or arrangement with, or granted a trust deed for, creditors and not been discharged in respect of it;
- 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;
- 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 person has been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether unlawful or not) in the course of carrying on a regulated activity, or discharging any functions relating to any office or employment with a service provider.

Disqualification for Appointment

Not everybody is eligible to be appointed as a Non-Executive Director of an NHS Foundation Trust. The following may not serve or continue to serve as a non-executive member of the Board of Directors, you are:

- a person who has been adjudged bankrupt or whose estate has been sequestrated and (in either case) has not been discharged.
- a person who has made a composition or arrangement with, or granted a trust deed for, his/her creditors and has not been discharged in respect of it.
- a person who within the preceding five years has been convicted in the British Islands of any offence if a sentence of imprisonment (whether suspended or not) for a period of not less than three months (without the option of a fine) was imposed on him/her.
- a person whose tenure of office as a chairman or as a member or director of a Health Service Body has been terminated on the grounds that his/her appointment is not in the interests of public service, for non-attendance at meetings, or for non-disclosure of a pecuniary interest;

- a person who has had his/her name removed from a list maintained under regulations pursuant to sections 91, 106, 123 or 146 of the 2006 Act, or the equivalent lists maintained by Local Health Boards in Wales under the National Health Service (Wales) Act 2006, and he/she has not subsequently had his/her name included in such a list;
- a person who has within the preceding two years been dismissed, otherwise than by reason of redundancy, by the coming to the end of a fixed term contract, through retirement or through ill health, from any paid employment with a Health Service Body;
- a person who is an Executive or Non-Executive Director, Chairman, Chief Executive Officer of another Health Service Body as defined by National Health Service Act 2006, other than an NHS Trust, or a body corporate whose business includes the provision of health care services, including for the avoidance of doubt, those who have a commercial interest in the affairs of the Trust;
- a person who is a member of a local authority Health Overview and Scrutiny Committee;
- a person who is a subject of a disqualification order made under the Company Directors' Disqualification Act 1986;
- a person who has failed without reasonable cause to fulfil any training requirement established by the Board of Directors;
- a person who has failed to sign and deliver to the Secretary a statement in the form required by the Board of Directors confirming acceptance of the Directors' Code of Conduct;
- a person who is an immediate family member of a Director or of a Governor;
- a person who is the subject of a Sex Offenders Order and/or his/her name is included in the Sex Offenders Register;
- a person who by reference to information revealed by a Disclosure and Barring Services check is considered by the Trust to be inappropriate on the grounds that his/her appointment might adversely affect public confidence in the Trust or otherwise bring the Trust into disrepute;
- a person who is incapable by reason of mental disorder, illness or injury of managing and/or administering his/her property and/or his/her affairs;
- he/she is subject to a direction made under Section 142 (Prohibition from Teaching) of the Education Act 2002; or
- if NHSi or the former regulator Monitor has exercised its powers to remove you as a Director of the Trust or has suspended you from office or has disqualified you from holding office as a Director of the Trust for a specified period or if NHSi or the former regulator Monitor has exercised any of those powers in relation to you on any other occasion whether in relation to the Trust or some other NHS Foundation Trust.

Ratification of appointment for this role will be undertaken by the Council of Governors.