

Could you help lead the NHS in your area?

Barts Health NHS Trust

Non-executive director

Candidate information pack

Reference: L1902



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

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

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

Contents

1. Welcome	4
2. The opportunity	5
3. The person specification	5
4. About the Trust	6

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

Welcome

Barts Health is one of the largest NHS health Trusts in the country, providing a wide range of health and care services across five hospitals in central and East London: St Bartholomew's, the Royal London, Mile End, Whipps Cross and Newham University. We serve 2.5m people in very diverse communities with unique demographics and one of the fastest growing populations in the country.

We have an annual turnover of around £1.5bn and around 24,000 staff comprising 16,000 directly employed including 1,000 consultants, 4,000 trainees, 3,000 from our outsourced partners and 1,000 volunteers. In the past year we have once again cared for a record number of patients, with our emergency departments receiving over 500,000 people.

As a Trust, we are fully committed to continually improving the quality of care and exited Quality Special Measures earlier this year after a positive Care Quality Commission review. This concluded we are rated "Good" across the Well Led, caring and effective domains. Three of our hospitals are now rated as "Good" overall and we have no "inadequate" domains or hospitals.

To build on this positive momentum, we have a coherent plan to move the Trust overall through "Good to Outstanding", including embedding a new Quality Improvement approach "We Improve" in collaboration with IHI and the East London Foundation Trust. We are also maturing a network of 9 Clinical Boards which lead on clinical strategy and ensure consistency in standards of care across our units. Our track record on delivering the constitutional standards is good, with more to do in the challenging A&E area.

The Trust is increasingly engaged in collaborations and integration of services across organisational boundaries, working with our parties in the East London Health and Care Partnership and beyond, for example through a planned three Trust Pathology network.

In parallel with improving patient outcomes, we have steadily improved our financial deficit and control systems, with a clear path to financial sustainability. We are hopeful of exiting Financial Special Measures shortly, though with continued interventions needed to reduce the run rate deficit. Our capital position is currently constrained, with significant backlog maintenance need in estates and IT systems. Our balance sheet is also in need of restructuring.

Barts has turned around from a poor position four years ago into a fast improving organisation with a transformational agenda including a leading edge Life Sciences campus at Whitechapel, a new hospital at Whipps Cross, an enhanced commitment to research and innovation, and an aspiration to be recognised as an outstanding place to work.

That said, we recognise we have much to do to consistently deliver great care deliver financial sustainability. We are recruiting a new Non-executive Director to join our Board to replace a retiring member.

We are an inclusive employer and welcome applicants from all backgrounds to ensure that our Board continues to reflect the diversity of our communities and encourages diversity of thought.

If you have the vision and commitment to keep the Trust at the forefront of developments in the NHS and the expertise needed to make a real contribution, we want to hear from you. Please get in touch with Audeliss, our recruitment partners.



I look forward to hearing from you.

Ian Peters, Chair of Barts Health NHS Trust

1. The opportunity

There is a vacancy for a Non-executive Director 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, centred in East London. The successful candidate will be a member of the Unitary Board and also sit on the Finance and Investment Committee, the Audit and Risk Committee and the Nominations and Remuneration Committee.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients, the promotion of excellent health care services, and the NHS. You will have senior level Board or equivalent experience gained within in a large and complex service oriented multi site organisation. A financial qualification would be helpful but is not essential. Demonstrating a successful track record in commercial leadership and being conversant in risk management practice are both highly desirable.

You will need to be able to demonstrate you can use your experience to:

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

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

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

Applicants should live in or have an affinity with East London.

- On average this role will require the equivalent to 2 days a month.
- The remuneration payable for this role is £10,000 per annum.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS Improvement makes 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 can trace its lineage back to 1123 with the foundation of the St Barts Hospital in St Pauls. In its current form it derives from a merger in 2012 and has continuously evolved its organisational approach and strategy since then, blending leading edge research and innovation with the best of its heritage.

The Trust now comprises five hospitals plus two specialist maternity centres. It now operates using a Group Model, with significant delegated authority and accountability given to the individual hospitals and the remaining centralised clinical support services.

Each hospital retains its unique character and works together for the benefit of patients and staff to deliver the vision of “being 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”.

The Royal London in Whitechapel is the largest in the UK, substantially housed in a PFI financed facility. It combines the role of distinct general hospital for Tower Hamlets, with the largest A&E unit in the country, a world renowned trauma team, a large children’s hospital, an outstanding rated dental hospital, and a range of specialist units including stroke and renal. It is also home to the London Air Ambulance. It is rated “Good” overall by the CQC.

St Bartholomew’s in the City is a regional and national centre of excellence for cardiothoracic surgery and cancer care. It is the country’s oldest hospital but is equipped with state of the art facilities. It has an outstanding research track record and is also currently rated “Good” overall by CQC.

Whipps Cross in Leytonstone is a busy general hospital serving Waltham Forest borough. Due to its demographics it is increasingly building a centre of excellence in the treatment of elderly and frail patients alongside specialities in eye care and a new maternity centre. The building is over 100 years old and the Trust is working with its stakeholders to secure support for its complete redevelopment. It is currently rated “Requires Improvement” by the CQC.

Newham University Hospital in Plaistow is also a busy general hospital serving Newham borough. Its demographics are leading to a focus on its maternity services, women’s health and elective surgery, with a current centre of excellence in an expanding orthopaedics unit. It is currently rated “Requires Improvement” by the CQC.

Mile End Hospital is overseen by the Royal London leadership team and is a facility shared with other healthcare providers. It provides rehabilitation, outpatient, community services and is increasingly a key diagnostics centre for East London.

Working in an integrated way with the hospitals there are 9 Clinical Boards driving best practice, education and research, plus a number of centrally managed clinical support services including pathology and imaging.

For more information please visit the Trust's website [here](#).

BARTS HEALTH'S VALUES

The Trust's **WeCare** values shape everything that they do, every single day. They are visible in every interaction the Trust has with each member of staff, their patients, their families and the Trust's partners. **WeCare** about everything from the appointment letters the patients receive, to the state of the Trust facilities when they walk through the door, to the care and compassion they receive when they are discharged. Barts Health has come a long way on their journey to delivering safe and compassionate care. By embracing these values as core behaviours, they will achieve their ambition for excellence. For more information about the Trust values please visit the Trust's website [here](#).



Welcoming



Respectful



Engaging



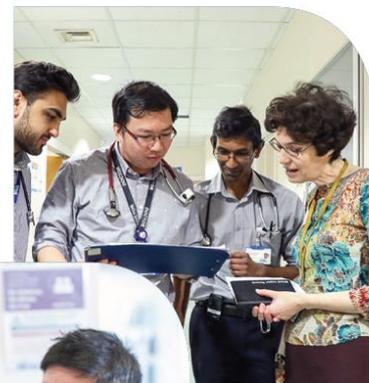
Equitable



Collaborative



Accountable



THE TRUST VISION

The Trust's vision is to be a high performing group of NHS hospitals, renowned for excellence and innovation and providing safe and compassionate care to their patients in east London and beyond. You can see how they plan to achieve this ambition by clicking [here](#). Barts Health Cares summarises the specific operational steps the Trust will take in 2019/20 to improve further the quality and efficiency of services. The Trust wants to be renowned for delivering safe and compassionate care on a daily basis, and they are on an exciting journey to improve the quality of all their services for patients. Find out more about their improvement plans in [Safe and Compassionate: getting to good and outstanding](#). With the support and commitment of the Trust's talented staff they have made significant progress on their safe and compassionate journey, but there is still more to do. The Trust's [Clinical and Organisational Strategy 2017-2021](#) sets out how they will achieve their vision over the next five years. The Clinical and Organisation Strategy is also available as a [summary](#) document.



The Barts Health group of hospitals



08/17/16



Appendix 1: 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:

- [Becoming a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
 - Building your application
 - Sources of information and useful reading
 - Eligibility and disqualification criteria
 - Terms and conditions of chair and non-executive director appointments

NHS Improvement 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 2: Making an application

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

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel
- please complete and return the monitoring information form which accompanies this pack and is available for download
- tell us about any dates when you will not be available

Appendix 3: Key dates

- **closing date for receipt of applications: Sunday 27 October 2019 at midnight.** Please forward your completed application to applications@audeliss.com and NHSI.Chairsandneds@nhs.net
- **interview date: Tuesday 10 December 2019**
- **proposed start date: January 2020**

Getting in touch

- **Audeliss** are helping us to identify potential candidates. If you would like a confidential discussion about the role contact Alex Wyld, Delivery Consultant on 0203 405 6910 or email alex@audeliss.com
- **NHS Improvement** – for general enquiries contact Leslie Horn on 0300 123 2057 or by emailing leslie.horn@nhs.net

About NHS Improvement

NHS Improvement is responsible for overseeing Foundation Trusts, NHS Trusts and independent providers. We offer the support these providers need to give patients consistently safe, high quality, compassionate care within local health systems that are financially sustainable. By holding providers to account and, where necessary, intervening, we help the NHS to meet its short-term challenges and secure its future.

Contact us

NHS England / NHS Improvement
Non-executive Appointments Team
Room 2C18
Quarry House
Leeds LS2 7UE

E: NHSI.Chairsandneds@nhs.net
W: improvement.nhs.uk

NHS Improvement is the operational name for the organisation that brings together Monitor, NHS Trust Development Authority, Patient Safety, the National Reporting and Learning System, the Advancing Change team and the Intensive Support Teams.

This publication can be made available in a number of other formats on request.