

We care

We respect

We are inclusive



East London
NHS Foundation Trust

Chair Vacancy **East London NHS Foundation Trust**

Information for Candidates

February 2020



1 Message from the Senior Independent Director of the Trust

Thank you for your interest in the role of Chair at East London NHS Foundation Trust (ELFT).

Our Trust is recognised as an exceptional organisation where people participation, co-production, staff engagement and quality improvement are at the heart of what we do.

The Trust Board is clear that we must be ambitious for our service users, staff and local populations, and this means working with them to provide safe, compassionate and recovery-focused care. We are especially excited to be developing our programme to measurably improve population health and wellbeing. Our ambition is underpinned by our systematic approach to quality improvement, through embedding a culture of creativity, openness and co-production; one that is led by clinicians and front-line staff working meaningfully alongside those with lived experience.

The NHS Long Term Plan mirrors the ambitions we aspire to in ELFT. Work is well underway with us playing a lead within all of the geographical areas where we work through our Sustainability and Transformation Partnerships (STPs), jointly addressing our challenges and maximising our opportunities.

The Trust is well respected by its commissioners, local stakeholders and its regulators. We have met all standards expected of us by our quality regulators, the Care Quality Commission (CQC) and by our regulators, NHS England and NHS Improvement, achieving the best financial risk rating of 4 and a CQC 'outstanding' rating. We are a financially robust organisation with clear opportunities for the development and diversification of services. We are very clear, however, that improvement is still needed and possible in all our services, and in the health and wellbeing of our staff, service users and local communities.

Our passionate and highly skilled staff are dedicated to providing the highest quality care to the people who use our services, often in challenging circumstances. We have a strong focus on improving staff experience and enabling increased and meaningful participation in all aspects of our work by people with lived experience. Our quality improvement 'Enjoying Work' project is already having an impact, helping us to foster characteristics that create joyful places to work. We also have a strong focus on working with people with lived experience, and have an internationally recognised people participation approach, that ensures those who with lived experience are involved in leading the design, delivery and evaluation of services.

We are now seeking to appoint an inspirational Chair to build on the Trust's success and strengthen the pursuit of its vision, putting our service users and staff at the heart of everything we do as well as supporting and enhancing the Trust's role as a system leader.

I hope you find the enclosed information helpful. If you have the vision and commitment to keep the Trust at the forefront of developments in the NHS and have the relevant experience and passion to help us move forward with pace, we very much look forward to receiving your application.. If you would like to discuss the role and your suitability at any point, please call Melanie Shearer, Partner at GatenbySanderson, on 07785 616548.

Jenny Kay
Senior Independent Director
East London NHS Foundation Trust

2 About East London NHS Foundation Trust (ELFT)

East London NHS Foundation Trust was originally formed in April 2000. In April 2007, the Trust was awarded University status in recognition of the extensive research and education undertaken in the Trust. On 1 November 2007, the Trust was authorised to operate as an NHS Foundation Trust (FT) under the National Health Service Act 2006.

In February 2011 we integrated with community mental health services in Newham, making us a healthcare provider of both mental health and community health services. In June 2013 we expanded our psychological therapies offering by joining with Richmond Borough Mind to provide the Richmond Well-being Service.

In 2015 we became the provider of mental health, substance misuse, learning disabilities and psychological services for Bedfordshire and Luton. Our latest expansion has been in the field of community health services. We now provide a range of community services to adults in Tower Hamlets since 1 April 2017 and Bedfordshire since 1 April 2018. We provide primary care services in three GP practices in East London and in February 2020, we joined with partners at Leighton Road Surgery in Leighton Buzzard to deliver services there too. We are part of Primary Care Networks (PCNs) in east London, Bedfordshire and Luton where integrated community-based teams will develop, and community and mental health services will be expected to configure their services around PCN boundaries.

The Trust was rated 'Outstanding' by the Care Quality Commission in September 2016 and again in April 2018.

Our Services

ELFT provides a wide range of community and inpatient services to children, young people, adults of working age, older adults and forensic services to the City of London, the London Boroughs of Hackney, Newham, Tower Hamlets, and to Bedfordshire and Luton. We also provide psychological therapy services to the London Borough of Richmond.

In addition, we provide forensic services to the London Boroughs of Barking and Dagenham, Havering, Redbridge and Waltham Forest, and some specialist mental health services to North London, Hertfordshire and Essex.

ELFT's specialist Mother and Baby Psychiatric Unit receives referrals from London and the South East of England.

The Trust provides local services to an East London population of 820,000 and to a Bedfordshire and Luton population of 630,000. We provide forensic services to a population of 1.5 million in North East London. East London and Luton are among the most culturally diverse parts of the country but are also among the most deprived areas. Bedfordshire is a predominantly rural area with some of the most affluent communities in the country living alongside some of the lowest income and deprived groups. Both areas therefore pose significant challenges for the provision of mental health and community health services.

The Trust operates from over 100 community and in-patient sites, employs over 5,500 permanent staff and has an annual income of just under £429 million.

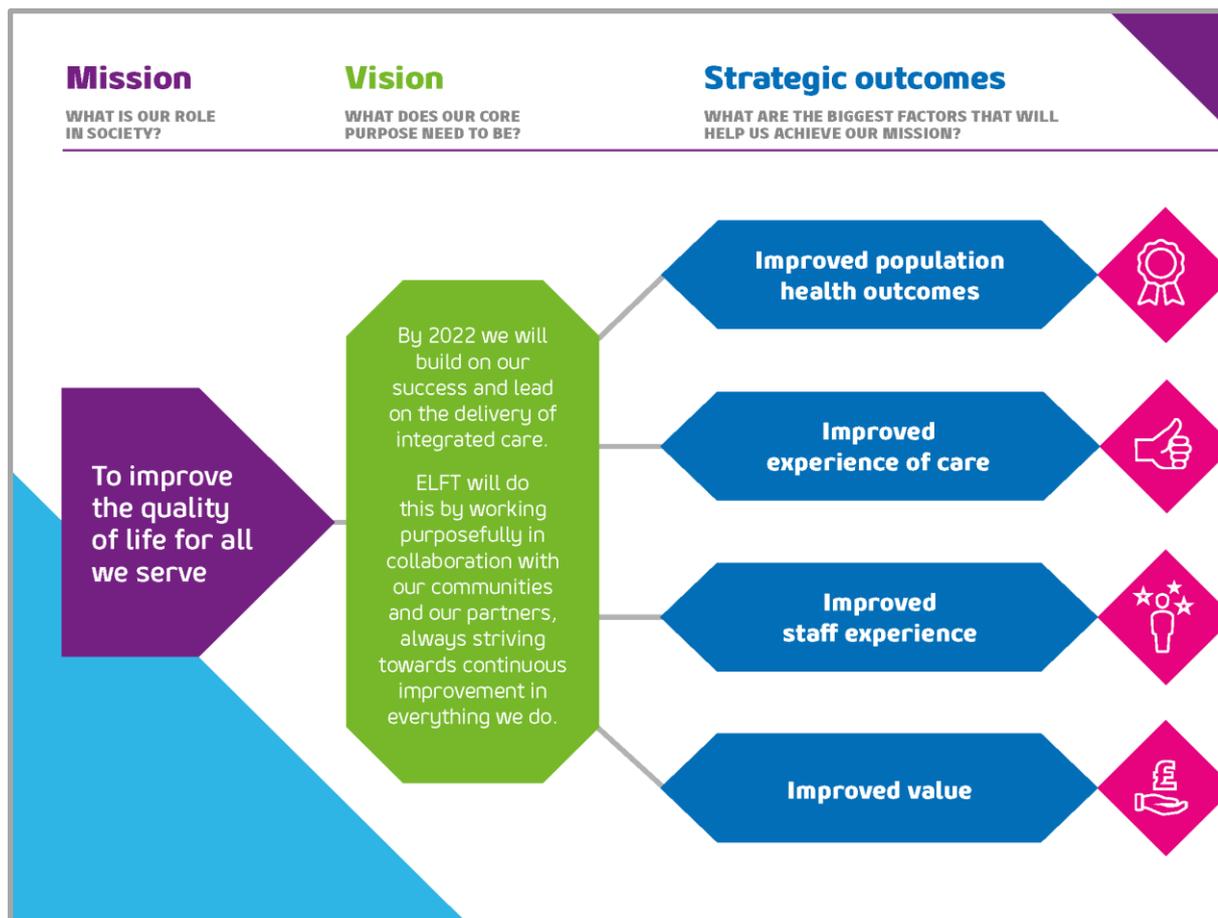
Our Values

We care: Everyone is entitled to the highest quality care

We respect: Everyone should be treated with kindness and respect

We are inclusive: Everyone should have access to our services when they need them, and we actively seek suggestions from all on how we can improve.

Our Mission, Vision and Strategic Priorities



Population Health

The Trust has made a commitment to focus on improving the health of the population/communities that we serve. A number of areas of the Trust have very high levels of deprivation, which is strongly associated with poor health and life outcomes and impacts on health inequalities. So we are taking a new approach to radically change the way we support individuals to address the causes of their ill-health with them, discuss their personal goals and the life changes they desire, and implement interventions that will have a long-term impact on their wellbeing.

Quality and Quality Improvement

At ELFT we aspire to provide care of the highest quality, in collaboration with those who use our services. As an organisation we embrace continuous improvement and learning. Achieving this will mean we have to think differently, be innovative, and give everyone, at every level, the skills they need to lead change. Being the very best requires continual improvement – always seeking to do things better. Sometimes it involves fundamental change in the way things are done, with everyone working together sharing the same passion and commitment.

Our strategy takes a whole-organisation approach to quality improvement, and is built on experience and best practice from healthcare organisations and systems across the globe. We are partnered with the Institute for Healthcare Improvement (IHI), the world leader in healthcare improvement, to support our improvement journey. This partnership provides not only strategic guidance but also helps equip our staff with the skills needed for successful improvement.

People

The Trust is focusing on drawing its workforce from local communities. We have embraced Apprenticeships as a key pathway for people to embark on a career in healthcare, and to develop

our existing workforce. We are also at the forefront of establishing new NHS roles such as Nursing Associates who are qualified nurses able to work in a mental health or physical health setting, and Psychology Associates to be introduced later in 2020. We have a range of initiatives and opportunities to promote staff development and staff wellbeing.

Service User Engagement and Co-production

ELFT has been at the forefront in involving people with experience of our services, as key partners in helping us to improve and refine how we provide care. We do not do much in ELFT without service user involvement. There will be a service user on most interview panels which gives a clear message to prospective candidates at all levels that the voice of service users is at the centre of all we do. Service users on project teams and committees help to keep us grounded and remind us of our common aim – to do what matters most to people and to do things better.

Research

From its inception, the Trust has invested in research and innovation. We regard research activities not as an appendix of service delivery but as a core part of the Trust's work. Our five-year plan supports the research culture and the interface between medical education and research, and is aimed at

- Exploring and developing the synergism between research, innovation and education for the benefit of service users
- Linking effectively quality improvement and research
- Reinforcing the notion of academic psychiatry and 'psychosomatics' in education and services
- Promoting collaboration, coproduction and inclusion across all dimensions, groups, stakeholders.

3 System Leadership and Transformation

ELFT is playing a major role in work to transform care in healthcare systems. We are particularly involved in national and regional workforce and equality strategies but also support other Trusts with quality improvement.

The Trust is working with partners to develop detailed plans to deliver against the NHS Long Term Plan commitments for primary care and community health services with the aim of providing joined-up care pathways and improved population health.

The Trust is a partner in:

- the Tower Hamlets Integrated Provider Partnership (Together),
- the East London Integrated Care Programme
- the One Hackney Integrated Care Programme

The Trust is a member of two Sustainability and Transformation Partnerships (STPs), leading mental health work streams and initiating population health work within both:

- East London Health and Care Partnership, and
- Bedfordshire, Luton and Milton Keynes (BLMK) Sustainability and Transformation Partnership.

We are collectively working in these STPs in implementing the NHS Long Term Plan to deliver services and improve the health of our regional population. Both STP plans also include commitments to:

- Developing perinatal services further, providing treatment for up to two years where necessary, treatment for partners and maternity outreach clinics
- Developing 24/7 crisis services for children and young people, and ensuring 95% children and young people with urgent needs are able to access eating disorders services within one week
- Adults with common mental health problems: developing psychological therapies for people with physical long term conditions
- Developing new models of community care and support for people with serious mental illness in teams working around neighbourhoods/primary care networks; deliver 24/7 crisis teams for adults, as part of a pathway of support including crisis alternatives.

4 Board of Directors

The Board of Directors (Board) is currently comprises eight Non-Executive Directors including the Chair, six Executive Directors including the Chief Executive and three non-voting Executive Directors.

The Board is collectively responsible for the strategic direction of the Trust, our day to day operations and our overall performance including clinical and service quality, financial and governance.

The Board has a wide range of skills, knowledge and experience, with half of members have a medical, nursing or other health professional background. Non-Executive Directors have wide-ranging expertise and experience with backgrounds in finance, audit and regulation, business and organisational development, HR, global commercial, local government and third sector, healthcare including education. The Trust has one of the most diverse Boards in the NHS and international evidence shows that diversity leads to better decisions.

5 Council of Governors

Our Council of Governors (the Council) currently comprises 26 Public, 9 Staff and 10 Appointed Governors and is one of the most diverse Councils in the country.

Public and Staff Governors effectively represent the views of the wider membership. They are a channel for communication and dialogue with members and the public, and are specifically accountable to the membership constituency that elects them. The Trust has recently received an NHS Provider Award for the effectiveness of its Governor/Member engagement.

The Council helps to shape the direction of the Trust, formulating views on broad strategic and policy matters, its vision and values. It has the statutory responsibility for holding the Non-Executive Directors to account for the performance of the Board; this includes the appointment of NEDs. It provides a critical link between the Trust and the local people it serves and works alongside the Board as partners in a shared endeavour.

6 Members

As an FT local people, both public and staff, can become members of the Trust. We invest time and energy recruiting and particularly engaging with members across all areas, and our public membership (excluding staff) currently stands at just under 10,000 people.

As an FT local people have greater involvement in the way we develop and run our services. It also gives us more flexibility in the way we can manage and invest our finances, allowing us to be more responsive to the needs of local communities.

We count on members for feedback, local knowledge and support as well as challenge, helping us to understand and respond to what patients, service users and local people tell us they want from services. We are keen to ensure our membership reflects the diversity and diverse needs of our patients, service users and local residents.

7 The Chair's Role

The Chair will lead the Board of Directors (the Board), ensuring its effectiveness in all aspects of its role including setting the strategy, vision and values of the Trust, maintaining compliance with regulatory requirements, ensuring high levels of accountability, probity and value for money, and delivering high standards of clinical and corporate governance.

The Chair also leads the Council of Governors (the Council) guiding and assisting Governors in complying with their responsibilities including holding the Non-Executive Directors both individually and collectively to account for the performance of the Board.

The Chair is responsible for ensuring that the Board and Council work effectively together.

All Board Directors must demonstrate high standards of corporate and personal conduct, and the Chair of the Trust as well as the Non-Executive Directors will also bring independent and objective judgement to bear on issues of strategy, performance and resources.

At ELFT, the Chair will be expected to continue to maintain and build upon the Trust's recognised status as an outstanding, cutting edge and leading organisation where people participation, coproduction, staff engagement and quality improvement are at the heart of what we do.

This role description aligns with the [NHS Provider Chair Competency Framework](#).

Role Description

Key Responsibilities

1 Strategic Leadership

- Provide leadership necessary to retain and strengthen a culture within the Trust which accords with the values of the NHS and where the Trust's own vision and values is reflected and modelled in his/her personal behaviour and in the Board's behaviour and decision-making
- Ensure that the obligations to and the interests of stakeholders and the wider community and population are understood and fairly balanced at all times
- Work to, and encourage within the Trust, the highest standards of probity, integrity and governance, and lead the Board in ensuring that the Trust's internal governance arrangements support the Trust's strategy and direction, as well as conform with best practice and statutory requirements
- Proactively direct and manage major decisions of the Board, facilitating the effective contribution of individual Directors whilst ensuring that due process and constructive challenge has been applied at all stages of decision making
- Lead fellow Directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls that enable risk to be assessed and managed.

2 People

- Develop a constructive and open relationship with the Chief Executive through regular communication and meetings, and to provide support and advice while respecting executive responsibility
- Provide visible leadership in developing a healthy, open and transparent people participation and co-production culture for the organisation
- Lead the work of the Board and Council in a positive and collaborative fashion, and maintain appropriate links with individual Directors and Governors
- Set the tone and style of Board and Council discussions to facilitate constructive and sensitive debate and effective decision-making
- Ensure the Board reflects and promotes equality, diversity and inclusion for all of the Trust's service users, staff and other stakeholders

- Promote the highest standards of ethics, integrity, probity and corporate governance throughout the Trust and particularly on the Board
- Support, encourage and where appropriate 'mentor' other Non-Executive Directors, as well as supporting and encouraging Governors
- Ensure there is a system and procedures for inducting new members of the Board and regularly evaluating the performance and effectiveness of the Board, its committees and the Council of Governors including periodic assessment of skills and competencies required to carry out all relevant functions and ensuring appropriate succession planning procedures are in place
- Act on the results of evaluations ensuring actions are identified and implemented following through appropriate training/development where necessary to enhance overall effectiveness as a team or, in the case of the Council, to ensure that Governors are able and supported to fulfil their responsibilities.

3 **Communications and Relationships**

- Ensure effective and constructive dialogue, and promote harmonious relations with and between:
 - The Board, the Council and Trust staff
 - Trust external stakeholders including service users, carers, members, commissioners and citizens
 - Regulators including NHS Improvement/NHS England and the Care Quality Commission
 - The wider local and national health and social care community
- Work with commissioners and other providers on collaborative and whole-system working, and build effective relationships focused on integrated high quality services and outcomes that meet the population's healthcare needs
- Be an ambassador for ELFT, promoting the Trust's interest and representing the Trust's views at a national, regional and local level, and through engagement with a range of stakeholders including service users, patients and the public, members and Governors, staff, key partners, and regulators
- Support and enhance the Trust's role as a system leader and to assist in maintaining its international profile.

4 **Guardian**

- As Chair of the Board and Council ensure that they collectively and individually apply sufficient challenge in meeting agreed objectives and statutory responsibilities
- Ensure that Directors and Governors receive accurate, timely and clear information that is appropriate for their respective duties
- Be aware of and understand relevant, regulatory and central government policies as well as local issues
- Ensure the Board and the Trust functions within the legal and regulatory framework and in accordance with its own constitution as well as observe the NHS and relevant regulators' policies, priorities and requirements including the Code of Conduct for Board Directors and the NHS Constitution, and maintain compliance with the Trust's constitution and provider licence
- With the assistance of the Trust Secretary, ensure that the Board has an effective corporate governance framework with appropriate sub-committees and Non-Executive Director involvement
- Ensure that Fit & Proper Persons processes are in place for all Board members.

Person Specification

Strategic Leadership

- Demonstrable commitment to the NHS, the Trust's values and the Nolan principles of public life, with a passion for social justice and improving services within our local communities and beyond

- A track-record of leadership gained at Board level within a major, people-focused organisation of comparable complexity, whether in the public, private or voluntary sector
- A track record of navigating, influencing and realising transformational change and continuous improvement within complex multi-stakeholder environments and systems. Able to appreciate and embrace the potential of innovation, technology and transformation
- A bold, creative and forward thinker, independent in judgement and willing to make brave decisions after assessing risk.

People

- A people person with strong interpersonal and leadership skills who reaches out internally, with partners and across the system
- Experience of shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity and inclusion at, and across, all levels
- Experience of leading, facilitating, building and enabling a Board of diverse talent to meet common goals, ensure they utilise their skills and expertise for the good of the organisation, and challenge and hold the Board to account.
- Able to inspire others and work effectively and harness the talent of the Governors, Executive team and wider stakeholders
- A track record of working and engaging effectively across complex social demographics, disparate communities and diverse populations.

Communications and Partnerships

- Exceptional communication skills, able to connect to and communicate effectively with a wide range of stakeholders including Trust staff, clinicians, service users, carers, members, local population, commissioners, strategic partners, regulators and the media
- Politically astute, able to grasp relevant issues, understand the relationships between interested parties and bring clarity to ambiguous environments
- Adept at managing relationships, able to influence across organisational boundaries, at regional and national level
- An ambassador for the Trust, and able to support and enhance the organisation's role as a system leader
- A person who is naturally curious and encouraging of positive challenge.

Guardian

- Robust knowledge and experience of best-in-class governance systems and processes with an understanding of how to work flexibly and make things happen within highly regulated environments. This includes using governance in a way that enables and supports the delivery of the Trust's strategy
- An ability to identify and prioritise strategic issues and risks.

In addition to the expertise detailed above, all candidates interviewed will need to show that they have the competencies required to be effective in a Board level role. These are:

Patient and community focus	A high level of commitment to patients, carers and the community, especially to disadvantaged groups
Strategic direction	The ability to think and plan ahead, balancing needs and constraints
Holding to account	The ability to accept accountability and probe and challenge constructively
Effective influencing and communication	Be able to influence and persuade others
Team working	Be committed to working as a team member
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

All Board Directors are also expected to adhere to the Nolan Principles:

Selflessness	Holders of public office should take decisions solely in terms of public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or friends
Integrity	Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in their performance of their official duties.
Objectivity	In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit
Accountability	Holders of the public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office
Openness	Holders of public office should be as open as possible about all the decisions and actions they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands
Honesty	Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest
Leadership	Holders of the public office should promote and support these principles by leadership and example

8 Additional Information

Time Commitment

The Chair is expected to devote three days per week (on average) to the role. This will comprise a mixture of set commitments and more flexible arrangements for ad hoc events, reading and preparation. A degree of flexibility will be required and some time commitment may be during the evening.

Remuneration

Remuneration on appointment is £63,680 per annum. The Council is responsible for setting the remuneration of the Chair and Non-Executive Directors and will review these levels annually.

Remuneration is taxable and subject to Class 1 National Insurance Contributions; it is not pensionable.

The Chair is eligible to be reimbursed for travel, subsistence and other associated costs necessarily incurred on Trust business at rates set by the Trust and claimed in accordance with the Trust's procedures.

Eligibility

All candidates must:

- ✓ be a member of the Trust
- ✓ be a resident in England
- ✓ meet the mandatory and locally determined Fit & Proper Persons Requirements (see below).

Candidates can apply on line at <https://www.elft.nhs.uk/Get-Involved/Members/Membership-Application-Form> to become a member of the Trust.

The Trust's Constitution (para 29) includes disqualification criteria for those who may not become or continue as a member of the Board of Directors.

Independence Criteria

A major contribution of the Chair is to bring wider experience and a fresh perspective to the boardroom. Although required to establish close relationships with the Executive Directors and be well-informed, the Chair needs to be independent of mind and willing and able to challenge, question and speak up.

A Chair is considered independent in character and judgement and there are no relationships or circumstances that could affect, or appear to affect, the person's judgement.

The Financial Reporting Council's *UK Corporate Governance Code* currently provides that the Chair should be independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

A Chair should at all times therefore meet the independence requirement.

Appointment and Tenure of Office

This appointment will be for a period of up to three years subject to the satisfactory completion of the induction period and thereafter subject to satisfactory annual performance review.

A further term of appointment can be considered at the end of the first period of office subject to consistently good performance and the needs of the organisation. A degree of change is often sought on Boards and there should therefore be no expectation of automatic re-appointment.

In exceptional circumstances the Chair may serve longer than six years subject to annual reappointment and subject to external competition if recommended by the Board and approved by the Council in accordance with the Trust's Constitution.

The Chair may be removed from office by the Council in accordance with the Trust's Constitution.

The Chair post is a public appointment or statutory office rather than a job and is therefore not subject to the provisions of employment law.

To ensure that public service values are maintained at the heart of the NHS, the Chair is required to subscribe to the Constitution, Standards of Business Conduct, Standing Orders and Standing Financial instructions for the Trust.

The Chair must demonstrate high standards of corporate and personal conduct. Details of what is required of you and the Board on which you serve are set out in the Codes of Conduct as outlined above.

All Board Directors are required to declare any conflict of interest that arises in the course of Board business as well as declare any relevant business interests, positions of authority or other connections with commercial, public or voluntary bodies. These will be published in the annual report with details of all Board members' remuneration from NHS sources.

Support, Induction and Training

The Trust will organise appropriate induction and training for the successful candidate.

The Chair has shared administration support located at the Trust's Head Office.

The Trust will ensure that Chair has access to independent professional advice, at the Trust's expense, where it is judged necessary to discharge their responsibility.

Fit and Proper Persons Criteria for Directors in the NHS

All NHS FTs are required by law to assess that all new and existing Directors are fit to be appointed/employed. In addition to the usual requirements of good character, health, qualifications, skills and experience, the regulation goes further by barring individuals who are prevented from holding the office (for example, under a Directors' Disqualification Order) and,

significantly, excluding from office people who: "have 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".

This will be assessed through references, a Disclosure & Barring Service (DBS) enhanced check and a check of the Disqualified Directors Register at Companies House.

The successful candidate will also be required to complete a self-declaration that they meet the requirements of the Fit and Proper Person regulations. You will be required to meet these regulations on a continuing basis.

Further information can be found here:

http://www.cqc.org.uk/sites/default/files/20140725_nhs_fppr_and_doc_consultation_final.pdf

9 How to Apply

To apply for this post, please submit:

- a **comprehensive CV**
- a **detailed supporting statement** (no more than two pages) that:
 - addresses the appointment criteria as set out in the person specification
 - includes details of two referees who we would be able to contact if required

Please also ensure you have completed and submitted the equal opportunities monitoring form provided on this site. The information on the form will be treated as confidential and used for statistical purposes only. The form will **not** be treated as part of your application.

The closing date for applications is **9 March 2020**.

Applications should be uploaded onto the GatenbySanderson website. The *How to Apply* section of the website provides clear instructions; if, however, you have any queries in relation to the application process, or you experience difficulties uploading your application, please telephone the GatenbySanderson team on 020 7426 3988.

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, our advising consultant Melanie Shearer 0207 426 3971 will be pleased to talk to you. GatenbySanderson will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Guaranteed Interview Scheme (GIS)

ELFT operates a scheme under which disabled applicants, who have demonstrated the level of expertise required for the post, will be assured of an offer of an interview. The Guaranteed Interview Scheme works as follows:

- Disabled applicants can choose to be considered under the scheme
- Their written application will be considered in the same way as other applicants
- Panel members will not be informed that the applicant has applied under the GIS until after they have done their assessment
- If the panel considers that, on paper, the GIS applicant has demonstrated the minimum criteria required for the post, they will be offered an interview.

Recruitment Timetable

Activity	Timescale
Closing Date	9 March 2020
Preliminary Interviews	w/c 30 March 2020
Stakeholder Sessions and Final Panel Interviews	21 April 2020
Commencement of Appointment	ASAP

10 Equality, Diversity and Inclusion – Statement from the Chief Executive

The Trust's vision is to provide high quality community services and mental health care to improve the health of our local communities. We aim to do this in partnership with people who use our services, their carers and families, and statutory and voluntary organisations.

To deliver this vision, we will build on the strong clinical and managerial expertise of our staff, strengthen service user and carer participation and co-production, and continue to build relationships with existing partners and develop partnerships with new organisations.

We will promote social inclusion and recovery, and support service users to flourish in all areas of their lives and be fully involved in the life of their community through greater access to leisure, education and work opportunities as well as access to good physical health and well-being services.

By putting the service user and carer at the centre of everything we do, ensuring wider choice and promoting independence, promoting social inclusion and recovery, and recognising the contribution our staff make, we embody our values around equality, diversity and the promotion of human rights.

We will ensure equality and value diversity - through offering the right services regardless of a person's age, race, ability to speak English, religion or lack of religion, gender, disability, sexuality or culture.

We will ensure our services are based on individual needs and providing a service which acknowledges and values difference.

We will work to ensure that equality, diversity and human rights are integral to all aspects of our work and that we challenge prejudice and discrimination wherever this affects our staff and service users.

Dr Navina Evans Chief
Executive

11 Advert

Chair – Central London

Remuneration: £63,680 per annum

Time Commitment: 3 days per week average

ELFT (East London NHS Foundation Trust) is improving the quality of life of all we serve. We work hand in hand with our patients, communities and partners to ensure that we provide responsive and effective support so that they can fulfil their potential.

Rated as 'Outstanding' by our regulator, the Care Quality Commission (CQC) in September 2016 and again in June 2018, ELFT is financially robust and an active system leader, both locally and nationally. We are a Trust that values people – from those who access our services to those who deliver them. We are highly regarded internationally for the way we champion People Participation in all aspects of our work including co-production, as well as for our ambitious quality improvement programme, which has transformed the culture of the Trust and the way we work with our staff. We believe firmly that staff who feel valued by the Trust and are truly engaged in the organisation deliver better outcomes for our patients.

We have embarked on a new ambition which will ensure that we will maintain our high quality of service delivery whilst becoming a lead provider of integrated care; we will continue to improve the health and wellbeing, quality and value for the people we serve as well as the experience of our staff. Following the appointment of our current Chair Marie Gabriel to the role of independent Chair of North East London Sustainability and Transformation Partnership (STP), we are seeking an exceptional individual to lead and support ELFT in the next phase of its development, ensuring a continued focus on, and commitment to, people participation, quality improvement and innovation.

As Chair you will be an experienced and talented leader who will add value to the breadth of experience already present throughout our strong, vibrant and forward thinking Board of Directors and Council of Governors. With a track record of driving impactful transformational change and improvement, sound judgement and a clear understanding of governance, as Chair you will be able to demonstrate in all that you do and say, a fundamental commitment to public service values and a collegiate approach to decision making.

Our Chair will be an ambassador for the Trust, supporting and enhancing the organisation's role as a system leader, therefore playing a strong leadership role internally and externally with partners, across the system, nationally and internationally. As Chair you will be a bold and creative thinker, independent in judgement and willing to make brave decisions after assessing risk.

If you consider yourself to be a people person - able to inspire others and harness the talents of those around you through an approach which is naturally curious and encouraging of positive challenge, we would be keen to receive your application.

We are proud that our Board is one of the most diverse in the NHS and understand the benefits this brings to the quality of services and effective decision making. We therefore actively encourage applications that will assist us in maintaining that diversity.

For further information click on this link: <https://www.gatenbysanderson.com/job/GSe59820> To discuss the roles and your suitability, call Melanie Shearer of GatenbySanderson on 07785 616 548.

- Closing date: **9 March 2020**
- Final Interviews: **21 April 2020**

We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. Preference will be given to candidates who live in or near areas to which the Trust provides services.