



Could you help lead the NHS in your area?

**Barking, Havering and Redbridge
University Hospitals NHS Trust**

Non-executive Director

Candidate information pack

Reference: L2205



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.

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1. The opportunity

Barking Havering and Redbridge Hospitals University NHS Trust (BHRUT) have a vacancy for a non-executive director to join them at a very exciting and pivotal time for their organisation.

2. Message from Joe Fielder, Chairman of BHRUT

The Covid-19 pandemic saw us [transform our hospitals](#) almost overnight, from the way we deliver our services to the way we work as one team – TeamBHRUT. Whilst the challenges we faced were unprecedented, the dedication and commitment of our staff and what we achieved together were nothing short of outstanding, and in the words of our staff ‘There is no going back’.

It has presented us with new opportunities for the future of our hospitals, and for increasingly collaborative ways of working with our system partners, which ultimately are all focused on giving the very best care, now and into the future, for our local people.

2020/21 is an exciting time to join us as we embark on a programme of work developed from our learning in response to the Covid-19 pandemic and from listening to what our staff tell us.

Our focus for 2020/21 is on three key areas:

- **Highly Reliable Hospitals:** to provide safe effective services. This includes the implementation of new leadership and operational delivery structures and an ambitious estates and digital programme which builds on our established quality improvement programme the PRIDEWay.
- **Happy and Healthy Hospitals:** to support our patients and people. We have developed a programme of work based on a more compassionate leadership which gives freedom to the clinical front line, connects our people with a common purpose and empowers others to act.
- **Partnerships with Purpose:** to support our partners and population. This includes accelerating our integrated provider borough based partnerships; leading the North East London elective care programme and working with our partners across health and social care to develop a Barking, Havering and Redbridge Health and Social Care Academy to support joint efforts in recruitment and retention, workforce development and talent management.



I look forward to receiving applications from people interested in joining us at TeamBHRUT.



Joe Fielder
Chair

3. About Barking Havering and Redbridge University Hospitals NHS Trust

BHRUT is a large teaching trust located in North East London, caring for a population of more than 750,000 people, and is one of the largest employers in the region, with 7,500 staff and volunteers.

BHRUT has a national and international reputation for many of its specialist services, including stroke, renal, neurosciences, cancer services and trauma. There are two hospitals:

- King George Hospital in Goodmayes
- Queen's Hospital in Romford

Both hospitals provide a wide range of acute hospital services including: Emergency Department (A&E), outpatients, surgery, inpatient medical care and critical care. Together both hospitals have more than 1,000 inpatient beds.

To give you an idea of the size and scope of BHRUT's work, between 1 April 2019 and 31 March 2020 it saw and/or carried out:

- 75,822 emergency and urgent attendances
- 64,850 ambulance arrivals
- 48,363 planned procedures
- 8,000 babies were born – one of the busiest maternity units in the country
- 18,823 theatre operations
- 725,197 outpatient appointments

BHRUT Trust Values

BHRUT takes PRIDE in everything it does, with its five core values reflecting that PRIDE: **Passion, Responsibility, Innovation, Drive and Empowerment.** These values were developed together with BHRUT staff and support the BHRUT vision of providing outstanding care to our community, delivered with PRIDE.

Passion

I give the best of myself; I work with compassion and kindness and I make a difference everyday.

Responsibility

I do what I said I would do, I step up, I speak up and I recognise other people's contribution.

Innovation

I solve problems, I keep it simple and I look for opportunities to improve our care.

Drive

I deliver with pace, I lead by example and I welcome a challenge.

Empowerment

I support my colleagues, I listen to understand, I delegate and trust people

4. 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 senior level experience in one or more of the following:

- Significant experience engaging with the diverse social, economic and cultural groups served by the organisation, and an ability to bring cultural insights particularly from the black and minority ethnic communities
- An ability to add to the existing board members' experience through bringing personal, and ideally lived experience of the NHS
- Leading major capital and/or estates projects

You will also 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 ideally live in or have strong connections with the area served by the trust.

- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment is likely to be more, and a flexible approach should be taken.

- The remuneration payable for this role is £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard national rate for all NEDs in NHS Trusts) 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 / 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](#).

We don't currently reflect our population in our boardroom and we want that to change. This is in response to close scrutiny of our 2020 Workforce Race Equality Standard and Workforce Disability Equality Standard data. Black, Asian and minority ethnic colleagues make up 50% of our workforce but are under-represented at board level. Colleagues with a disability are also under-represented at this level. We are therefore really keen to hear from people from our local Black, Asian and minority ethnic communities or from people who have experience living with disability.

5. London Leadership Values

Core values

Our core values right now are:

- **Courage**, passion and decisiveness
- **Compassion** (which we define as being open, fair, generous, enabling and responsive)
- **Integrity** (behaving with consistency and doing what we say)

Aspirational values

Over the next 12 months we would also like to demonstrate that we are:

- Consistently hard on the problems but **generous** with people

This will mean we are supportive and selfless and show respect to one another in public and in private

- Effortlessly **inclusive**

Accidental values and behaviours

The most common or most destructive accidental behaviours/values that we see in the system right now and which we would like to eradicate include:

- Putting **institutions** and staff ahead of patients and citizens
- Using power to obstruct or for 'gaming', point scoring, personal attacks and bullying
- Using information and knowledge as a 'bargaining chip' or to shame colleagues instead of sharing information openly and creating opportunities to learn
- Failing to be open and honest not saying things 'in the room'
- Learned helplessness and 'playing safe'

Permission to play values

Alongside honesty and integrity, we expect leaders in the London NHS to be:

- Working collaboratively, and
- Taking accountability for the mandate

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

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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: 8 October 2020 at 11am.** Please forward your completed application to NHSI.Chairsandned@nhs.net
- **interview date: w/c 26 October 2020**
- **proposed start date: November/December 2020**

Getting in touch

- We strongly recommend an informal and confidential discussion with Joe Fielder, the Chair of the trust. Please contact Christine Smith by email on christine.smith65@nhs.net or 01708 435444.
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing helen.barlow2@nhs.net

NHS England / NHS Improvement

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Barking, Havering and Redbridge 
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