

About Us

The Walton Centre is a leader in the treatment and care of neurology and neurosurgery, placing the patient and their family at the heart of everything we do. As the only specialist hospital trust in the UK dedicated to providing comprehensive neurology, neurosurgery, spinal and pain management services we are proud to be rated as an 'Outstanding' Trust by the Care Quality Commission (CQC), and champion change throughout the field of neuroscience.

We have leading specialists and incredibly dedicated staff delivering excellent clinical outcomes for brain, spinal and neurological care both national and internationally. Teams across our site in Fazakerley, Liverpool, offer a world-class service in diagnosing and treating injuries and illnesses affecting the brain, spine and peripheral nerves and muscles, and in supporting people suffering from a wide range of long-term neurological conditions.

We serve a catchment area of 3.5 million people across Merseyside, Cheshire, Lancashire, Greater Manchester, the Isle of Man, north Wales and beyond with service partnerships with 18 NHS hospitals.

Our 'Walton Clinics' model on 44 sites providing care for neurology means that many people are able to access outpatient consultations and many tests closer to home, and takes specialist services as close to service users as possible.

With around 1,500 staff, we treat more than 120,000 outpatients and 18,000 inpatients each year with conditions including:

- Head and spinal trauma injuries
- Tumours of the central nervous system, both cranial and spinal
- Neurovascular diseases
- Epilepsy (including a full surgical programme)
- Movement disorders (including the provision of a deep brain stimulation service)
- Pain, with a particular focus on trigeminal neuralgia
- Multiple sclerosis and motor neurone disease
- Chronic neuropathic pain, facial pain, headache and migraine



Our Neurosurgery Division is one of the biggest and busiest in the UK, performing around 3,800 elective surgical cases, 1,700 emergency surgical cases and 1,000 day case procedures each year.



The Neurology service is delivered by a multi-skilled professional team, and sees over 85,000 new and follow up patients as well as treating over 5,000 inpatients.



We have a dedicated Neuroscience Research Centre which runs a range of research studies, linking with partners in industry, academia and the NHS.



Our Pain Management Programme is regarded as a model of best practice for helping patients with severe and chronic pain.



Our Neuroradiology service is the most comprehensive in the UK, with four MRI scanners; two biplane intervention rooms and the most advanced CT scanner available.



Chair job pack

The Walton Centre

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1. Summary of the role

The Chair of The Walton Centre is responsible for the leadership of the Board of Directors and the Council of Governors ensuring their effectiveness in all aspects of their role.

Working closely with the Chief Executive, the Chair will ensure that the Trust maintains high standards of patient care and clinical governance while achieving financial sustainability, the effective use of resources and that the Trust's Licence conditions as a Foundation Trust are met.

The Chair is responsible for promoting the highest standards of integrity, probity and governance throughout the organisation and particularly at the level of the Board of Directors. They must demonstrate visible and ethical personal leadership by modelling the highest standards of personal conduct in line with the Nolan Principles of public life and ensure that the Board of Directors follows this.

The Chair is the Trust's ambassador within the local community and across its catchment area, including north Wales and the Isle of Man as well as its representative at a regional and national level. The Chair will set clear expectations concerning the Trust's culture, values and behaviours, including the promotion of equality and diversity for all its patients, staff and other stakeholders.

The Chair leads the Board by ensuring that constructive relationships based on candour, trust and mutual respect exist between Executive and Non-executive Directors, and elected and appointed members of the Council of Governors and between the Board of Directors and the Council of Governors. They will develop productive working relationships with all Executive Directors and the Chief Executive in particular, providing support, guidance and advice. The Chair will champion the role of the Board, of Non-executive Directors, Executive Directors and Governors and ensure that the Board of Directors and Council of Governors work together effectively and that there is effective information flow to enable this to happen. The Chair will work closely with and support the Corporate Secretary in their corporate governance role.

2. Accountabilities

2.1 Ambassador for the Trust

- Represent the Trust at external stakeholder meetings and functions as appropriate
- Attend events and meetings with staff and key stakeholders as organised by the Trust
- Ensure that the views of a wide range of stakeholders are considered in significant decisions and transactions
- Work with the Chief Executive to support effective and constructive working relationships at a regional and national levels, through attendance at meetings and networking with key stakeholders working in the health and social care sector, particularly within the emerging Integrated Care System for Cheshire and Merseyside (to be formally established from April 2022)
- Ensure that effective relationships are maintained with all key stakeholders, including regulators and the Care Quality Commission.

2.2 Chair of the Board of Directors

- Lead the Board in setting the strategic direction of the Trust, while having regard for the views of the Council of Governors
- Set a Board annual cycle of business to adequately discharge the full range of Board duties
- Ensure that meeting agendas take full account of the important strategic issues and key risks facing the Trust and that key issues are reserved for Board decision
- Ensure that the Board identifies the key risks for the Trust in implementing its strategy, through the Board Assurance Framework, determines its approach and attitude to providing effective oversight of those risks and that prudent controls are in place
- Ensure that the Board of Directors receive suitable, accurate, and timely information
- Ensure the Board collectively and individually apply sufficient challenge, ensuring that no significant decisions are taken until they have been sufficiently tested
- Set the style and tone of discussions at Board meetings in line with the Trust values.
- Facilitate the effective contribution of all members of the Board of Directors, drawing on their individual skills, experience, and knowledge and in the case of Non-executive Directors, their independence
- Liaise with and consult the Senior Independent Director when appropriate

- Ensure all Board members are suitably inducted and an annual appraisal programme is in place; take account of their own development needs, particularly in respect of the effective operation of the Board
- Lead appraisal of the Chief Executive and hold them to account for the effective management and delivery of the decisions of the Board of Directors and of the services commissioned to the Trust through contracted arrangements
- Lead regular evaluation of the collective performance of the Board and Board Committees and act on the results of these evaluations to set, with the Chief Executive, a Board development programme
- Oversee the process for the removal of Executive and Non-executive Directors from office
- Arrange informal meetings of the directors where required, to ensure that sufficient time and consideration is given to complex, contentious or sensitive issues
- Regularly review Board composition and consider succession planning for the Board (working with the Corporate Secretary and the Remuneration Committee)

2.3 Board Committees

- Appoint the Chairs of the Board Committees and set out the requirements of that role to create the conditions for overall committee effectiveness
- Chair the Remuneration Committee on behalf of the Board of Directors and ensure that the Committee fulfils its duties as set out in the Terms of Reference
- Appraise the Non-executive Directors within their role as Committee Chair as part of the annual appraisal process
- Ensure that the Board of Directors' powers are delegated appropriately to the Board Committees
- Consider the annual appraisal process for Board Committees to ensure that the Board's delegated powers are being appropriately used
- Act as the Chair when discussions items and making decisions as Corporate Trustees for The Walton Centre Charity

2.4 Chair of the Council of Governors

- Provide leadership to the Council of Governors to ensure it discharges its statutory powers and duties in accordance with relevant legislation, the Trust Constitution and the conditions of its Licence

- Chair meetings of the Council of Governors to ensure compliance with approved procedures and encourage the effective contribution of the Council of Governors individually and collectively
- Set an agenda for the Council of Governors that is focused on strategy, quality and performance
- Facilitate engagement with the Governors in the setting of the Trust strategy
- Ensure that Governors have the right information and sufficient opportunity to question Directors in order to hold the Non-executive Directors (which includes the Chair) individually and collectively to account for the performance of the Board
- Facilitate the work of the Council of Governors in meeting its duties in respect of appointments, remuneration, audit and quality accounts, annual reporting and planning and statutory decision making
- Chair meetings of the Nominations Committee and ensure that the Committee fulfils its duties as set out in the Terms of Reference
- Ensure that a fair and open election for new Governors is applied in accordance with the Trust's Constitution
- Facilitate the work of the Council of Governors on member engagement such that the Governors can carry out their statutory duty to represent the interests of Foundation Trust members and the general public; this may include attendance at membership events arranged by the Trust
- Ensure that the Council of Governors collectively and individually receive appropriate induction and sufficient training and development to enable them to effectively carry out their role
- Consider the results of any evaluation of the effectiveness of the Council of Governors and what actions may be required as a result
- Ensure the effective flow of information between the Board of Directors, Board Committees, Council of Governors and senior management

3. Person specification

3.1 Eligibility and commitment

- Must reside in England or Wales
- Must be eligible to become a public member of the Foundation Trust (see paragraphs 6 and Annex 1 of the Trust Constitution¹, which can be accessed via 'Further Reading')
- Must meet criteria as Fit and Proper as defined in the Health and Social Care Act 2008 (Regulation of Regulated Activities) (Amendment) Regulations 2014 and be willing to undergo DBS Clearance
- Must meet the criteria for independence (NHS Foundation Trust Code of Governance provision B 1.1)²
- Sufficient time to fulfil the requirements of the post
- Sufficient time to commit to the role

3.2 Background and experience

- Significant successful board leadership experience in an organisation of similar size and complexity whether in the private, public or voluntary sectors, NHS experience desirable
- Previous experience as a Non-executive Director or equivalent
- Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability
- Experience of building successful alliances and working relationships with a complex range of stakeholders
- A successful strategic thinker with a breadth of vision beyond organisational boundaries, whether functional or geographic
- Strong business acumen supported by knowledge of corporate governance, strategic planning, risk and performance management
- Extensive track record of organisational change and business growth
- Success in embedding a culture of continuous improvement in quality

¹ [The Walton Centre Constitution](#)

² [NHS Foundation Trust Code of Governance](#)

3.3 Knowledge and abilities

- Independent in judgement and able to weight up key arguments and summarise complex issues in a clear, understandable and concise manner
- Highly developed leadership skills and the ability to lead to achieve high performance standards
- Politically astute and able to grasp relevant issues and understand the relationships between interested partners
- Collaborative and consensual in the management of relationships while representing the interests of the Trust robustly with external stakeholders
- Empathetic and compassionate and able to engage effectively at all levels
- Able to recognise discrimination and bias in its many forms and promote equality, diversity and inclusion within the Trust
- Exceptional communications skills and capable public speaker
- Sound knowledge of corporate governance and an appreciation of the principles of accountability within a Foundation Trust
- Demonstrable interest in healthcare issues and a high level of commitment to patients, carers and the community
- Commitment to NHS values and principles