



# Could you help lead the NHS in your area?

**West London NHS Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: L2602**



**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

There is a vacancy for a Non-executive Director (NED) at West London 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.

## 2. The person specification

### Essential criteria

You will need to have a genuine commitment to patients, mental health and the promotion of excellent health care services. The successful candidate will have experience as a board member or of working at a senior level in a large organisation and is likely to have previous experience in one or more of the following areas:

- People / Human Resources background
- Legal expertise gained working for large and complex organisations
- Service on an audit committee
- Knowledge, experience and an interest in sustainability. The successful candidate will chair the Sustainability Committee

The Trust is keen to attract applicants who have a personal interest in equality, diversity and inclusion, and can demonstrate a track record at a senior level on this important issue. The Trust serves a very diverse population and seeks applications from all parts of its community. The Trust is working hard on a range of diversity issues and is making great progress. However, it acknowledges that there is still much to do and the successful applicant together with the Board will contribute to providing leadership and support to the Trust to address these challenges.

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
- support the development of 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 strong connections to the local community, which includes the London boroughs of Ealing, Hammersmith & Fulham and Hounslow.

- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £13,000 (standard rate for all NEDs) 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](#).

### **3. About West London NHS Trust**

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of only three high secure hospitals in the country with an international reputation.

Their high secure services care for patients from across the South of England and they provide low and medium secure services covering eight London boroughs. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow. The Trust employs over 4000 staff, of which 55% are from an ethnic minority background. Their budgeted turnover for 2022-23 is £383m.

In recent years, there has been a step change in staff engagement, culture, performance and ambition of the organisation. The Trust is rated as ‘Good’ overall by the Care Quality Commission, and the rating for their Forensic services has improved from ‘Requires improvement’ to ‘Outstanding’. Rigorous financial management has been central to their ability to deliver service improvements. The Trust is well managed financially delivering consistent surpluses since 2009.

The Trust is an established key partner and contributor in the development of the evolving North West London Integrated Care System (ICS). The Trust leads the North West London CAMHS (Children and Adolescent Mental Health) provider collaborative. This involves managing the delegated specialist-commissioning budget with a commitment to a recurrent investment of £1.8m a year for community services. Their forensic services are part of the North London Forensic Consortium.

In direct response to the Covid-19 crisis, and in partnership with Central and North West London NHS Foundation Trust (CNWL), the Trust set up a new psychological support service for NHS staff, residential homes, care facilities and the London Ambulance Service. This award winning service supports the health and wellbeing of NHS staff across North West.

Collaboration has been the key to the Trust's success in recent years, and the launch of Ealing Community Providers (ECP) in July 2019 exemplifies its ambition. ECP is led by West London NHS Trust and brings together 14 organisations, including NHS, Ealing Council and the voluntary sector to deliver community health and care services to local residents.

Their staff rate the Trust highly and despite the challenges of the pandemic they have continued to receive positive feedback from their staff in the national staff surveys. The Trust has an innovative approach and was highly commended in the mental health trust category of the year HSJ Awards in 2020. It received a national award for workforce innovation to improve staff recognition in the same year.

### **Clinical services**

WLT has three main [Clinical service lines](#) which are:

- Local & specialist services
- Forensic services
- High secure services.

### **Local & specialist services**

Mental and physical healthcare in the community and hospital for people living in the London boroughs of Ealing, Hammersmith and Fulham and Hounslow:

- Acute mental health services
- Community & recovery mental health services
- Cognitive impairment & dementia services
- Child & adolescent mental health services & developmental services
- Psychological medicine services
- Community health services

## **Forensic services**

West London forensic services cover a wider catchment area – providing a comprehensive assessment, treatment and rehabilitation service for mentally disordered offenders, as well as those with challenging behaviour and specialist rehabilitation needs, in low and medium secure settings.

## **High secure services**

The high secure services at Broadmoor Hospital in Berkshire is one of only three such units in England. This service is a leader in the care of men with severe mental illness and personality disorder who require care in conditions of high security.

## 4. London NHS 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**
- **Collaborative**

### 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'

## Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit its [website](#). Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments
  - How we will handle your application and information
- **View all current chair and non-executive vacancies**
- **Sign up to receive email alerts on the latest vacancies**
- **Contact details for the Non-executive Appointments Team**

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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: 2 May 2022 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 17 May 2022**
- **proposed start date: June 2022**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Tom Hayhoe, the Chair of the trust. Please contact Carol Carter on 020 8354 8067.
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

### **NHS England / NHS Improvement**

E: [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)



**West London**  
NHS Trust

**NHS England**  
**NHS Improvement**

