



Royal Berkshire
NHS Foundation Trust

Recruitment of Non-Executive Director

Candidate Information Pack

March 2024



**ANDERSON
QUIGLEY**

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Welcome

Thank you for expressing an interest in becoming a member of the Board at Royal Berkshire NHS Foundation Trust.

We have a rich history of providing healthcare to the people of Reading, west Berkshire, and south Oxfordshire, touching the lives of more than half a million of our residents every year. We are committed to innovation, always looking ahead to the challenges of the future, the health and wellbeing of the people we serve and developing and investing in our dedicated staff.

Like all NHS Trusts, we are focussed on playing our part in the integrated and collaborative health care landscape; rich in opportunity, we know that we are in a strong position to deliver on our vision of working together to provide outstanding care for our community.

We are looking for a new Non-Executive Director, who can bring their clinical expertise and insights to bear. Ideally, candidates will have experience of delivering maternity or gynaecological services, along with experience of operating at Board level, either in an executive or non-executive capacity. The need to demonstrate experience of working inclusively, good communication and interpersonal skills and the ability to think independently, challenge appropriately and work effectively as part of a team are all expertise, we value highly.



Kind regards,
Graham Sims Chair

Please note, candidates must live in one of the Trust's constituent areas and interviews have been scheduled for 17 May 2024 (full timetable available at end of information pack).

About Royal Berkshire NHS Foundation Trust

The Royal Berkshire NHS Foundation Trust is the main provider of hospital services for the population of Reading, Newbury, Wokingham and the towns and villages of west Berkshire.

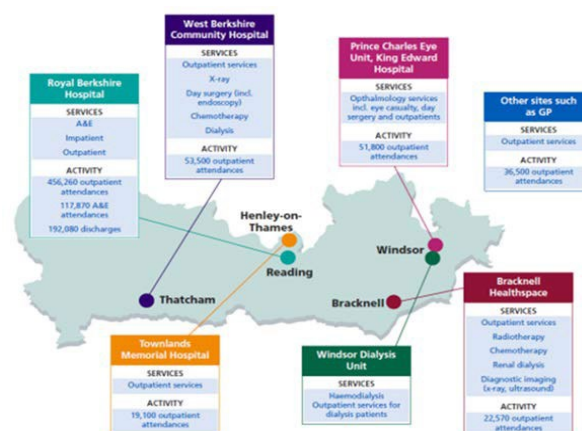
At our heart we are a local hospital that works with NHS and social care partners to provide excellent healthcare services for over 1,000,000 people who live in our catchment area. We also provide specialist hospital services beyond the county's borders.

We employ more than 5,600 staff from 73 different nationalities and deliver care from a network of facilities across sites in Bracknell, Henley-on-Thames, Reading, Thatcham, and Windsor.

Each year we are responsible for efficiently and effectively spending more than £500m of NHS resources on the services we provide.

As a founder member of the Berkshire West Integrated Care System, we are one of NHS England's demonstrator sites for integration between primary, community, mental health, and acute healthcare services.

We are actively involved in research and development which supports our high-quality work and benefits both patients and staff. We offer great careers for doctors, nurses, midwives, and other professions.



We have a rich history of providing healthcare to the people of Reading, west Berkshire, and south Oxfordshire. Our legacy is one of innovation and change, always looking ahead to the challenges of the future, and the health and wellbeing of the people we serve.

To make our vision a reality, we will be working in partnership with our staff, our patients and visitors, our health and social care colleagues, and with other local organisations across the community.

We will look to innovate, make the best use of new technologies and learn from our failures and our successes so that we are better today than yesterday.

We offer some of the shortest waiting times in the country and the outcomes we achieve are among the highest for a hospital of our type.

We are confident that we can build on these successes by harnessing the capabilities of our staff, driven by our values which underpin our learning culture.

We work hard to listen and engage with our staff about the issues that matter to them and invest in them so they can develop their skills and build fruitful and rewarding careers

Values

Our values are a focus for how our staff and volunteers work with each other to provide care for our patients. These values are a set of guiding principles to refer to when making decisions and interacting with people and they help us to work together to continuously improve the organisation and ourselves.

Compassionate

All our relationships are based on empathy, respect, integrity and dignity. In every interaction and communication, we treat colleagues, patients and families with care and understanding.

Aspirational

We strive to continuously improve, to be the very best that we can be – as individuals and as an organisation.

Resourceful

Living within our means. Responding to the challenges of today and tomorrow in effective, efficient, innovative and optimistic ways.

Excellent

We commit to excellence in everything that we do – placing patient safety and quality at our heart. We learn from mistakes, we do what we say we are going to do while holding ourselves and colleagues to the highest standards.



Our Strategy: Improving Together

At the Royal Berkshire NHS Foundation Trust, our vision is:

‘Working together to provide outstanding care for our community’

In 2018 we produced our **Vision 2025**—a strategy aimed at driving and directing our work for a decade. It has served us well, especially when faced with the rapid and radical challenges presented by the Covid pandemic.

It’s the changes brought about by the pandemic, coupled with the new more integrated and collaborative health care landscape enshrined in the Health and Social Care Act, which prompted our decision to refresh our strategy.

We still aspire to work together to deliver outstanding care. But there has been a transformation in the way we develop and deliver that care, and it’s happening on a scale and at a speed not seen before in the NHS.

It is vital that as we tackle the complexities and pace of this healthcare revolution, we do not lose sight of the individual needs of our patients. [Our Improving Together Strategy](#) ensures that they remain at the heart of everything we do.



Clinical Services Strategy

Our [Clinical Services Strategy](#) commits us to delivering outstanding, flexible and inclusive care in partnership with a range of health and social care agencies.

The strategy which is the result of lengthy engagement and input from key stakeholders including staff and patients, comes at a time of huge change, learning and transformation within the NHS.

The strategy will help the Trust's planning and investment decisions over the next decade and aims to:

- meet the evolving needs of the diverse communities we serve, many of whom have complex physical and mental healthcare needs
- continue developing integrated care with our local partners
- help tackle health inequalities and access
- focus on health prevention

Through the strategy, the Trust commits to using digital solutions to enable patients to access care in the right place, at the right time. We also recognise the need to create a highly skilled, multidisciplinary workforce and to maximise the opportunities created by working in partnership with neighbouring health and social care organisations.

Further commitments include astute stewardship of resources, and continuous monitoring of trends to



identify population health needs and opportunities early.

The Strategy will be robust and flexible enough to accommodate future challenges as and when the need arises, so we will continue to engage with key stakeholders and communities to ensure this strategy remains meaningful and relevant.

Care Quality Commission

At our most recent CQC inspection in November 2023 our Maternity Service were rated as ‘Good’. The CQC had previously rated our maternity services as good overall in 2019, and this latest inspection highlights the commitment and hard work by staff in maintaining this rating. The CQC report also shows we have increased our safety rating from requires improvement to good, which is a real testament to the dedication of everyone involved and is a fantastic achievement.

Overall rating for this trust	Good
Are services safe?	Good
Are services effective?	Good
Are services caring?	Good
Are services responsive?	Good
Are services well-led?	Good
Use of resources rating for this trust	Good



Royal Berkshire NHS Foundation Trust 7 January 2020

The full inspection report can be accessed [here](#).

A year at RBFT

4,876	births
128,226	ED attendances
33,197	ED patients admitted
525,000	face to face outpatient appointments
155,000	virtual outpatient appointments
43,000	non elective admissions
70,000	day admissions
39,000	day case admissions
12,000	other admissions
20,000	video consultations (patients rated them on average 4.4/5)
16,665	patients asked for appointment changes

Job Description

Job Title	Non-Executive Director
Accountable to	Chair
Responsible for	Foundation Trust Non-Executive Directors are Directors of a public benefit corporation whose Board is a unitary Board. The members therefore carry the shared corporate responsibility for the business success, the culture of the organisation and the probity of its behaviours. Their main duties are, through the Board of Directors, and through direct support as appropriate, to ensure that the Trust delivers continuously improving high quality, affordable and sustainable patient services and care.
Key Relationships	Trust Board Council of Governors
Job Purpose	<p>As a member of the Board of Directors:</p> <ul style="list-style-type: none"> • contribute to the development of the strategy, and the appropriate culture of the Trust • monitor Trust performance and governance across the range of indicators and, through scrutiny and constructive challenge, obtain assurance that the Trust: <ul style="list-style-type: none"> (a) Continuously improves patient care and the overall patient experience (b) Is and remains at all times commercially viable (c) Meets its statutory, policy and governance obligations

Main Responsibilities

- To contribute to developing the Trust's mission, vision and values, ensuring that the Trust's obligations to its stakeholders and the wider community are understood and fairly balanced at all times.
- Assist fellow Directors in setting the Trusts strategic objectives and in ensuring that the necessary financial and human resources are in place for the Trust to meet its objectives, and that efficiency and performance is effectively monitored, questioned and reviewed.
- To receive and review performance reports and information and scrutinise progress against those plans to ensure that, where appropriate, action is taken to improve performance holding the executive to account as appropriate on outcome targets - e.g. financial sustainability and patient experience/safety.
- As a member of the Board, set the tone of the organisation and through effective leadership behaviours help to influence and shape the culture of the organisation, particularly in relation to developing staff commitment and ownership of the Trust's mission, vision, values and objectives and seeing this translate into behaviour.
- Support fellow Directors in providing good management, within a framework of prudent and effective controls that enable risks to be assessed and managed.
- As both a Non-Executive Director and a member of the Board participate in and promote a partnership approach as required with all partners including the ICS (Integrated Care System), ICB (Integrated Care Board), ICP (Integrated Care Partnership) and other system and community partners.
- Provide guidance and support to Directors, including coaching or mentoring as appropriate.
- To engage positively and collaboratively in Board discussions, supporting and constructively questioning the Board of Directors, including the Chair and Chief Executive, to ensure the Board conforms to the highest standards of corporate governance, acts in the interests of the population it serves and other stakeholders and is accountable for the services provided and the resources deployed.
- To commit to working to and encouraging the highest standards of probity, integrity and governance and to seek assurance that effective operational governance and control arrangements are in place to secure high levels of quality and value for money.
- To seek assurance that processes and procedures are established to deliver high quality professional, clinical, governance, financial and personal standards and behaviours across the Trust.

- Adhere to the Foundation Trust's Strategy, Constitution and License, the NHS England Code of Governance, Foundation Trust policies, Standing Financial Instructions, Scheme of Delegation and Reservation of Powers.
- Attendance at Council of Governors and Governors Assurance committee to provide assurance on Board performance
- Chair or participate in designated committees established by the Board of Directors and to support the work of the Council of Governors.
- To ensure consultation with the Council of Governors in accordance with its constitution and agreed practices to ensure the health needs of the population served are considered by the Board of Directors.
- At the request of the Chair, to take a particular interest in or steer on specific matters in support of the key activities, principles and objectives of the Trust Board.
- To represent the Trust in dealings with national, regional or local bodies or individuals to ensure that the views of a wide range of stakeholders are considered and the position of the Trust is enhanced.
- Help relationships with other Trusts, the private sector, and other stakeholders, ensuring that the Trusts strategic direction takes account of the competitive and other forces at work in its environment, in the wider sense.
- Participate in programmes of internal and external engagement to support the broadening of awareness of the Trust priorities, plans and issues.
- Provide support, and contribute to development sessions/opportunities for Governors.
- Take responsibility for own personal development and contribution.

Supplementary Notes

- The Non-Executive Director is an office holder not an employee of the Foundation Trust.

March 2024

Person Specification

Essential Requirements	Desirable Requirements
<ul style="list-style-type: none"> • Well-developed leadership skills. • Experience of working with diverse and inclusive populations and representing a range of interests within a local and regional community. • Significant clinical expertise gained from medical, nursing, or allied disciplines with exposure to Board level working. • Has worked in a clinical environment and in an organisation known for its patient orientated focus with a personal orientation toward developing safe, progressive, and efficient organisations cultures, driven through strategies aimed to maximise the clinical effectiveness. • Skills/ability to provide both support and challenge to Director colleagues in a balanced and constructive way. • A strong commitment to the NHS and an interest in healthcare issues. • A good knowledge of corporate governance issues. • Good communication and interpersonal skills, ability to engender respect from others, and work effectively as part of a team. • Accustomed to a high level of accountability and comfortable operating in a complex environment. • The ability to bring independent judgement to debates and influence thinking. 	<ul style="list-style-type: none"> • Experience in strategic thinking and strategy development • Understanding of NHS structures and regulatory environment. • Senior management and Board level experience in an Executive or Non-Executive capacity. • Experienced clinician with a maternity or gynaecological background and with senior management and Board level experience.

How to Apply

The closing date for applications is **Tuesday 02 April 2024**.

Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4.

Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role as well as outline your motivation to join Royal Berkshire NHS Foundation Trust.

Along with your application, please include:

- Contact details for your referees (who will not be contacted without your permission)
- A contact email address and telephone number and confirmation of your home postcode
- A completed Fit and Proper Person Monitoring Form, which can be downloaded [here](#).

All applications should be uploaded via the Anderson Quigley website at www.andersonquigley.com/job/aq/2511 (REF:AQ2511). At point of uploading your application, you will be asked to complete the equal opportunities monitoring form, with the option not to disclose should you wish.

Please note:

You should detail any employment or education gaps.

Your referees should cover at least two roles as the minimum. If appointed, the successful individual will be required to provide references covering their last 6 years of employment. Where there have been gaps in employment, this six-year period will be extended accordingly. Referees will only be contacted for those proceeding to the final stage.

For an informal conversation about the post, please contact our recruiting partners at Anderson Quigley: Helene Usherwood, Senior Partner at helene.usherwood@andersonquigley.com / 07719 322 669 or Heather I'Anson, Partner at heather.ianson@andersonquigley.com / 07743 935 502.

The Trust is actively working to achieve a diverse, gender balanced and representative workforce where diversity is actively valued and celebrated, including at board level. We welcome applicants from all backgrounds to ensure that our Board reflects the diversity of our communities and encourages diversity of thought.

KEY DATES:

Search and advert closes	Tuesday 02 April 2024
Preliminary interviews online with Anderson Quigley	w/c Monday 15 April
Stakeholder Panels and Formal panel interviews	Friday 17 May (tbc), on site at Royal Berkshire NHS FT