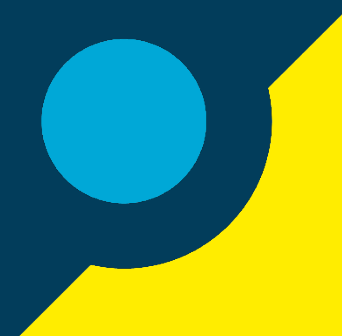




Non-Executive Member

Candidate Information Pack

August 2024



Welcome from our Chair – Richard Douglas

I am delighted that you are interested in a Non-Executive Member role with the NHS South East London Integrated Care Board (ICB).

The ICB was established on 1 July 2022, supporting and building on existing health and care partnerships established by our Integrated Care System (ICS).



The South East London ICB exists to deliver four core purposes:

- **Improve outcomes** in south east London population health and health and care services
- **Tackle inequalities** in outcomes, experience and access experienced by the residents of south east London
- **Enhance productivity** and value for money in the use of health and care resources in south east London
- **Help the NHS support broader social and economic development** in south east London.

The governing principles by which we'll achieve these purposes are:

- **Partnership:** We are a partnership of sovereign bodies coming together to achieve something greater than the sum of the partners. All partners have a voice and all partners have responsibility
- **Subsidiarity:** This means issues and decisions should be dealt at the most local level consistent with their effective resolution
- **Accountability:** We value both supporting each other and being held to account by each other and our wider partners.

These principles matter to us and govern the way we approach every aspect of our work.

There are longstanding health inequalities challenges faced by many of our communities, and we are working together as a system across our six boroughs to address these. As part of this I am committed to fostering a diverse and inclusive community culture in our ICB and ICS.

This cannot be done without ensuring that the leadership represents our communities, and this is why I am reaching out to the widest range of diverse talent we can as we look to appoint a new Non-Executive Member.

The Non-Executive Members on our Integrated Care Board will play a vital role in the oversight of our system, helping to set the direction for our system, ensuring that patients and the public have a powerful voice, and holding executive leaders to account for their collective performance.



I am seeking to expand the Non-Executive Member capacity and looking for an outstanding senior leader to join a team of three existing Non-Executive Members.

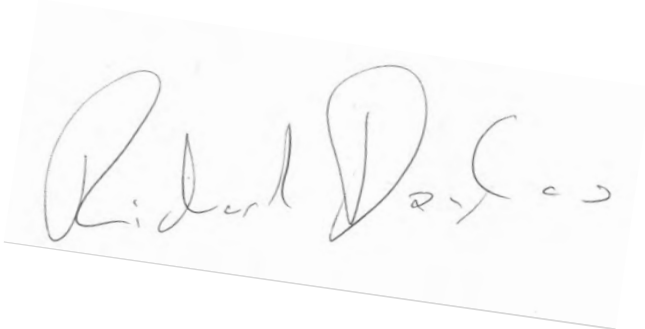
Each of our Non-Executive Members are assigned specific areas of interest and place responsibilities in addition to their wider role. For this role we are looking for someone who is willing and able to take

1. a lead non-executive role on strategy and in particular of integrated care and medium term financial strategy and;
2. a non-executive place lead for the London Borough of Bromley.

We believe that diverse boards make the best decisions and as we continue to foster an environment where staff across our system can contribute to innovation and improvement, we will influence the lives of 1.9 million people in south east London for the better.

This is an exciting opportunity to join us and influence the future of health and social care in our area.is advert

Thank you again for your interest, and I look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Richard Douglas', is written on a white rectangular background. The signature is cursive and fluid.

Sir Richard Douglas

Chair

If you would like to know more about how we are governed as an organisation, please see our website: [Governance - NHS South East London \(selondonics.org\)](http://selondonics.org)



NHS South East London

NHS South East London Integrated Care Board was established on 1 July 2022. NHS South East London supports and builds upon existing health and care partnerships established by our Integrated Care System (ICS).

The ICS was established in 2019 and continues as the partnership that brings together the full range of organisations responsible for publicly funded health and care services across our six boroughs.

Our mission is to help people in South East London to live the healthiest possible lives.

We will do this through helping people to stay healthy and well, providing effective treatment when people become ill, caring for people throughout their lives, taking targeted action to reduce health inequalities, and supporting resilient, happy communities as well as the workforce that serves them.

You will find more about our priorities on our website, [Our priorities - South East London ICS \(selondonics.org\)](https://selondonics.org).

Our Boroughs

South east London has a total population of just under two million people.

In each Borough, Local Care Partnerships bring together NHS, local authority, voluntary, community and social enterprise organisations from across the health and care system. By planning and co-ordinating services more effectively, every Local Care Partnership delivers a more integrated health, care and wellbeing system for local people.

Bexley

The London Borough of Bexley has a population of 244,247. Bexley is experiencing the twin challenges of an ageing population toward the south and a relatively younger, ethnically diverse and deprived population towards the north.

Bexley ranks 190 of 326 local authorities for deprivation and is the ninth least deprived local authority in London. However, there is considerable variation within the borough; one in seven people live within the 30% most deprived areas nationally and around one in six children and one in nine older people in Bexley are affected by income deprivation.



Bexley Wellbeing Partnership

The Bexley Wellbeing Partnership (BWP) brings together the NHS, local authority, service providers, charities and voluntary sector organisations to design health and care services around the needs of residents. This partnership consists of 17 local health and social care organisations who have pledged their commitment to joining up how they work to improve the health and wellbeing of people in Bexley.



As the Bexley Wellbeing Partnership, we are committed to working together across the health and care system to ensure that local people and our communities are at the heart of what we do. Informing, engaging, involving and listening to local people, including people with lived experience and their families, carers, staff and seldom heard, marginalised and underserved communities, is critical to the work of the partnership.

We are committed to ensuring that voices are heard and are directly impacting on the improvements we want to make; that people feel informed and listened to and that we work together to create changes.

Bromley

The population of Bromley is expected to rise to 345,350 by 2027. We have the second oldest population in London (17.7%) - expected to grow to 67,400 over 65s by 2030. Life expectancy is 81.3 for men and 84.9 for women, with up to 8.4 years of variation between wards. People live on average 17.7 years in poor health. Net growth in child population is in the 11-18 age group.

The index of multiple deprivation shows Bromley's east and north west has wards in the most deprived 10% and 20% nationally, while Bromley's central belt and far south west have wards in the least deprived 10% and 20% nationally.



The ethnic minority population of Bromley is 19.8% with Black African population the fastest growing group. 19% of 0-4 year olds in Bromley are from BME groups compared to 5% of those post retirement age. Between 2017 and 2027 the overall ethnic minority population is projected to rise by 23%.

One Bromley

One Bromley brings together health, care and voluntary services to provide more joined up, proactive and personalised care for Bromley residents. Working together in a joined-up way means we can coordinate services better. This will help Bromley residents to get the help they need when they need it.

Our aims include:

- Residents empowered to take better care of their own health and have healthier and more independent lives.
- Delivering high quality services that meet the needs of residents.
- Giving every child in Bromley the best possible start in life.
- Reducing health inequalities
- Proactively caring for our most vulnerable residents
- Care provided by health and care professionals from a number of organisations, working together as one team.
- Reducing duplication of services and enabling more people to be cared for in the community
- Ensuring mental and physical health are given the same priority.



Greenwich

289,100 residents live within the Royal Borough of Greenwich. The number of residents in the borough aged over 65 has risen by 15.6% since 2011. The total number of economically active people make up 76.2% of the borough, 5.9% of residents are unemployed, and 58.6% of residents have achieved NVQ4 and above. 51.8% of households in Royal Greenwich are classified as being deprived in one or more of the following: employment, education, health and disability and housing.



Healthier Greenwich Partnership

Healthier Greenwich Partnership is a collective of organisations in the Royal Borough of Greenwich working together to support the health, care and wellbeing needs of local residents. It includes partners from the NHS, council, social care, and the community and voluntary sector. The partnership's strategy describes how partners will work together with the people who live, work or study in Royal Greenwich to create a happier, healthier place to be.



Using our combined strengths, skills and local knowledge, we work for - and with - our communities, with a common goal to make the Royal Borough of Greenwich a place where people are supported to live healthy and fulfilling lives at every stage of life.

Our priorities for the next five years are built on our understandings of the things that matter most to our residents. Through various engagement processes, we have heard from residents about the things that support and enable them to live their best lives from childhood to older age.

We've built our strategy around five key aims: start well, be well, feel well, stay well and age well.

Lambeth

Lambeth is an inner London borough with 322,000 residents and a registered GP population of 442,286. Over the last two years, there has been a 4% growth of registered patients. The population is set to grow by 2.4% by 2032. Our population is becoming older with 50% growth expected in the over 50s in the next 10 years. The number of births is reducing and has fallen by 26% in the last 10 years.



The population remains highly mobile, with 20% of individuals moving in or out of Lambeth each year. Population density is already twice that experienced in London and nearly 32 times higher than the average for England.

The population is highly diverse with 63% of residents describing their ethnicity as other than White British and with 43% of Lambeth residents identifying as Black, Asian or Multi-Ethnic. We have a sizeable Portuguese speaking community. It is estimated that 10% of the borough's population identifies as Lesbian, gay, bisexual, transgender, queer or questioning and others (LGBTQ+), the highest in London. 70% of the Lambeth population lives in the 40% most deprived areas in England and 16% of our households are in fuel poverty.



Lambeth Together

The Partnership was established in 2017 to improve ways of working across our organisations and with our communities to meet health and care needs across our borough and to plan and coordinate services focused on our local population.

In the summer of 2022, we formally became a part of South East London Integrated Care System (ICS), which has been formed in response to the Government's Health and Social Care Act 2022. This was an important milestone in our evolution as a partnership, as we continue to work together to plan and manage the services for which we are responsible.



**Lambeth
together**

Working together, we coordinate care across our borough to remove unhelpful divides between hospital and community-

based services, physical and mental health, and health and social care. Making services more joined up, easier to access and more consistent will help people get the right care and support in the right setting, as early as possible and help our population achieve better health in the decades to come.

Lambeth Together Care Partnership Board comprises representatives from Age UK Lambeth, Black Thrive Lambeth, Guy's and St Thomas' NHS Foundation Trust, Healthwatch Lambeth, King's College Hospital NHS Foundation Trust, Lambeth Council, Lambeth Healthcare, Lambeth Local Medical Committee, NHS South East London, South London and Maudsley NHS Foundation Trust and Patient and Public Voice Members.

Lambeth Together launched Our Health, Our Lambeth, a five year health and care plan, in 2023.

Lewisham

Lewisham currently has a population of 300,600. It is the 14th largest borough in London by population size and the 6th largest in Inner London. In the next five years our population is likely to rise to over 310,000 and to over 320,000 by 2032. 52.5% of the population are female; 23.5% are 0-19 years of age; 9.5% are aged 65 or over; 67% are 20-64 years of age. The population of very young children aged 0 – 4 is larger in Lewisham than in England.

We have a significantly younger population compared with national averages, with more people aged between 25 and 44. There is a smaller population of those aged 65+. However, it is thought our population growth won't be evenly spread across the ages and we will see an increase in the older population and a slight decrease in the younger population and working age population. Almost half (48.3%) of our population are from an ethnic minority community. Between 2011 and 2031 it has been projected that the size of the population of children and young people 0-19 in ethnic minorities will grow much faster than the rate of children from white ethnic groups.



Lewisham Health and Care Partnership

The partnership aims to achieve a sustainable and accessible health and care system, to support people to maintain and improve their physical and mental wellbeing, to live independently and have access to high-quality care, when they need it.



Health and Care Partners across Lewisham have recognised for many years the need for change within our local health and care system. Lewisham's population is growing, people are living longer – many with a number of long-term health conditions – and the demand for care is

increasing, both in numbers and complexity.

Our priorities are:

- To strengthen the integration of primary and community based care
- To build stronger, healthier families and provide families with integrated, high quality, whole family support services
- To address inequalities throughout Lewisham's health and care system and tackle the impact of disadvantage and discrimination on health and care outcomes
- To maximise our roles as Anchor Organisations, be compassionate employers and build a happier, healthier workforce
- To achieve financial sustainability across the system.

Working together, we want to achieve a sustainable and accessible health and care system to better support people to maintain and improve their physical and mental wellbeing, to live independently and to have access to high-quality care when needed.

Southwark

Southwark has 307,000 residents. Our population is comparatively young, with the average age (32.4 years) almost two years younger than London, and almost seven years younger than England. 39% of residents are aged 20-39, compared to 26% in England. We have a large Lesbian, gay, bisexual, transgender, queer or questioning and others (LGBTQ+) population – over 8% of our adults compared to 4% in London and 3% nationally.



Latest estimates indicate that 51% of people living in Southwark have a white ethnic background compared to 81% nationally. Our diversity is greater among our children and young people, with roughly equal proportions of young people from white and black ethnic backgrounds.

The latest population projections suggest that the population will continue to grow, with over 17,000 additional people living in the borough by 2030. Population growth is set to take place across almost all parts of the borough, but the largest increases are expected in redevelopment areas around Old Kent Road, Canada Water, and Elephant and Castle.



Partnership Southwark

Our partnership brings together local health, care, and voluntary sector organisations to integrate primary and community-based services and establish a different way of working within and across communities ('neighbourhoods') that will:

- Improve population health outcomes and reducing inequalities
- Enhance people's experience of care services and reducing unwarranted variation
- Secure a financially sustainable health and care economy
- Enable compassionate care and supporting the health and wellbeing of our staff.

Between 2020 and 2023, our partnership focused on responding to the COVID-19 pandemic, which has further exposed the health, social and economic inequalities that exist within the borough – often between communities that are only a few miles apart.

Partnership
Southwark



We know that to tackle inequalities we need to target those populations where there is greatest inequality in experience and outcomes and explore new ways of working across partner organisations.

We have therefore been coordinating delivery through targeted work in three population-based workstreams – Start Well (children and young people and keeping families strong), Live Well (working age adults), and Age (older people and frailty) and Care Well (people in care and residential settings) with strategic direction and oversight via our Partnership Southwark Strategic Board.



The role

Experience / background required

Personally, you will bring a range of professional expertise, with a particular focus on strategy and finance/economics. We are interested in your personal experiences, insights and motivations that might have been gained through being a patient, carer, or service user.

Priorities

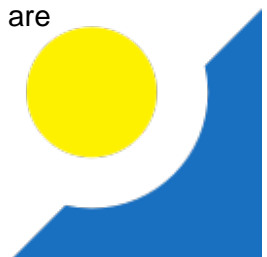
The independent Non-Executive Members will:

- Work collaboratively to shape the long-term, viable plan for the delivery of the functions, duties and objectives of the ICB and for the stewardship of public money.
- Ensure that the Board is effective in all aspects of its role and appropriately focused on the four core purposes, to: improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and value for money and help the NHS support broader social and economic development.
- Be champions of governance arrangements (including with the ICP), collaborative leadership and effective partnership working, including with local government, NHS bodies and the voluntary sector.
- Support the Chair and the wider Board on issues that impact organisations and workforce across the ICS, such as integration, the People agenda, Digital transformation, Emergency Preparedness, Resilience and Response (EPRR) and Covid-19 challenges.
- Play a key role in statutory arrangements for the ICS to ensure that the ICB meets its statutory duties, building strong partnerships and governance arrangements with system partners, including the ability to take on commissioning functions from NHS England.
- Act as our lead non-executive on our Integrated Care Strategy and our Medium Term Financial Strategy.
- Act as our lead non-executive for the London Borough of Bromley.

Accountabilities

The independent Non-Executive Members:

- Are accountable to the ICB Chair.
- Have designated areas of responsibilities as agreed with the ICB Chair.
- Have a collective responsibility with the other members of the ICB to ensure corporate accountability for the performance of the organisation, ensuring its functions are effectively and efficiently discharged and its financial obligations are met.



Role responsibilities and competencies

You will work alongside the Chair, other non-executives, executive directors and partner members and as equal members of a unitary board.

Personally, you will bring a range of professional expertise as well as community understanding and experience to the work of the Board. We are interested in your life experience and personal motivations that will add valuable personal insights.

As an NHS leader, you will demonstrate a range of leadership competencies outlined below. Corporately, as members of a unitary board, you will contribute to a wide range of areas, including:

Strategy and transformation

- Setting the vision, strategy and clear objectives for the ICB in delivering on the four core purposes of the ICS, the triple aim of improved population health, quality of care and cost-control.
- Aligning partners in transforming the Long Term Plan, Joint Forward Plan and the People Plan into real progress.

Partnerships and communities

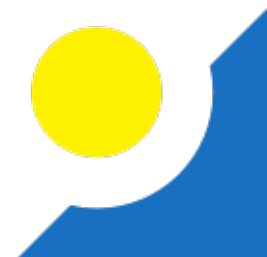
- Promoting dialogue and consensus with local government and broader partners, to ensure effective joint planning and delivery for system working and mutual accountability.
- Support the ICP, developing strong relationships between the ICB Board and the ICP.
- Supporting the success of the ICP in shared strategic priorities within the NHS, in partnership with local government, to tackle population health challenges and enhance services across health and social care.

Social justice and health equalities

- Advocating diversity, health equality and social justice to close the gap on health inequalities and achieve the service changes that are needed to improve population health.
- Ensuring the ICB is responsive to people and communities and that public, patient and carer voices are embedded in all of the ICB's plans and activities.
- Promoting the values of the NHS Constitution and modelling the behaviours embodied in Our People Promise and forthcoming Leadership Way to ensure a collaborative, inclusive and productive approach across the system.

Sustainable outcomes

- Oversight of purposeful arrangements for effective leadership of clinical and professional care throughout the ICB and the ICS.



- Fostering a culture of research, innovation, learning and continuous improvement to support the delivery of high-quality services for all.
- Ensuring the NHS plays its part in social and economic development and achieving environmental sustainability, including the Carbon Net Zero commitment.

People and culture

- Supporting the development of other board members to maximise their contribution.
- Providing visible leadership in developing a healthy and inclusive culture for the organisation, which promotes diversity, encourages and enables system working and which is reflected and modelled in their own and the Board's behaviour and decision-making.
- Ensuring the Board acts in accordance with the highest ethical standards of public service and that any conflicts are appropriately resolved.

Governance and Assurance

- Maintaining oversight of the delivery of SEL ICB plans, ensuring expected outcomes are delivered in a timely manner through the proportionate management of risks.
- Ensuring that SEL ICB operates to deliver its functions in line with all of its statutory duties, and that compliance with the expected standards of the regulatory bodies is maintained.
- Collectively ensuring that SEL ICB is compliant with its constitution and contractual obligations, holding other members of SEL ICB and the ICS to account through constructive, independent, and respectful challenge.
- In order to complement the skill sets of our existing NEMs for this role we are specifically looking for someone with a background in and understanding of strategy and finance or economics.

Person specification

Eligibility

You will be required to demonstrate that you meet the requirements of the fit and proper person test and that you have no substantial conflicts of interests that would interfere with your ability to be independent and offer an impartial perspective.

The successful applicant will not have an ongoing leadership role (hold positions or offices) at an organisation within the same ICS footprint. You will need to stand down from such a role if appointed to the ICB independent Non-Executive Member role.

Elected officials including MPs and members of councils are excluded from the ICB independent Non-Executive Member role.

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. We



will undertake 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 here: [Non-executive opportunities in the NHS » Fit and proper persons requirements \(england.nhs.uk\)](#)

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and competence have been demonstrated in previous/other roles, to satisfy the experience, skills and values being sought.

We value and promote diversity and are committed to equality of opportunity for all. We believe that the best boards are those that reflect the communities they serve and that exists across the health and care workforce that constitutes our staff.

We want to increase the diversity of our NHS leadership and encourage applications from groups we know are all under-represented. The ICB plays a key role in promoting equality, diversity and inclusion within our organisation; and promotes the positive health and wellbeing of our staff and demonstrate a kindness towards colleagues and patients. We regard these traits as an integral part of our leadership culture. The successful applicants will contribute to the further development of our leadership culture in line with the role priorities as outlined above.

Terms of appointment

- The remuneration: £16 000 per annum
- Initial term of appointment will be for 3 years.
- You will have flexibility to decide how you manage the time needed to undertake this role. On average, it will require a minimum 2 - 3 days a month, including preparation time, the occasional evening engagement
- All NHS board members are required to comply with the [Nolan Principles of Public Life](#) and meet the [Fit and Proper Persons requirements](#).

More information

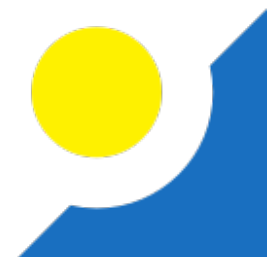
- [Support in preparing your application](#)
- [Onboarding support, sources of information, useful reading](#)
- [Sign up to receive email alerts on the latest vacancies](#)

Making an application

For more information, you can contact us by emailing recruitment-SouthLondonICBs@selondonics.nhs.uk

If you wish to be considered for this exciting role, please provide:

- A CV that includes your address and preferred contact details, highlighting and explaining any gaps in your employment history



- A supporting statement that highlights your skills and experience and allows insights on your values and motivations for applying for the role. You should outline your personal responsibility and achievement within previous roles that demonstrates you have the knowledge, skills and competencies to deliver this role, as outlined in the person specification
- The names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity (or senior stakeholders), and cover your most recent roles and employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references will be taken prior to interview and may be shared with the selection panel
- A completed monitoring information form which accompanies this pack
- A completed self-declaration form confirming that you do not meet any of the criteria that would disqualify you from appointment
- Tell us about any dates when you will not be available for the selection process.

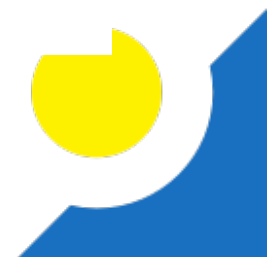
Preliminary selection: information provided by applicants will be relied on to assess whether sufficient personal responsibility and competence have been demonstrated in previous/other roles, to satisfy the experience, skills and values outlined in the person specification. Long-listed applicants may be invited for a preliminary interview. Feedback from any preliminary assessment will be given to the selection panel who will agree the applicants invited to interview.

Shortlisting: the selection panel will use the information provided by the applicants and feedback from any preliminary assessment to agree applicants invited to interview. Assessment will be based on merit against the competencies experience, skills and values outlined in the person specification.

Interviews: applicants may be asked to make a 5 – 10 minute non visual presentation to help the selection panel draw out the competencies, experience, skills and values outlined in the person specification. The formal interview will be 45 mins to an hour of open questions from the selection panel to showcase past experience and explore applicant's values, motivations, creativity and ability.

Appointment: Selection panels will identify the appointable candidate based on merit against the competencies experience, skills and values outlined in the person specification. The preferred candidate will be referred to the NHS England and Improvement Regional Team for approval before final appointment.

Use of data: SEL ICB respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.



How to apply

The closing date for applications is **30 September 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 role. Along with your application, please include:

- Contact details of up to four references (who will not be contacted without your permission)
- A contact email address and telephone number
- Any relevant notice period
- A completed Equal Opportunities Monitoring Form and Fit and Proper Person Monitoring Form (see attachments on advert for templates)

All applications should be sent to:-

- recruitment-SouthLondonICBs@selondonics.nhs.uk

All applications will be acknowledged.

- For an informal conversation about the post, please contact Tosca Fairchild, Chief of Staff
- Email tosca.fairchild@seldonics.nhs.uk
- Phone: 07808 847043

Key dates:

- Application deadline: **30/09/2024**
- Longlisting: 1st week of October 2024
- Shortlisting: 2nd week of October 2024
- Interviews: **31 October 2024**

