



Candidate brief for the position of Chair Royal Berkshire NHS Foundation Trust

September 2024



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About us

The Royal Berkshire NHS Foundation Trust is the main provider of hospital services for the people of Reading, Newbury, Henley, Wokingham and the surrounding villages of Berkshire West and South Oxfordshire.

At our heart we are a local hospital that works with NHS and social care partners to provide excellent healthcare services for those who live in our communities and beyond. We provide a full range of services serving a catchment area of just over 500,000 people. In addition, we provide specialist Cancer, Cardiology and Renal services that serve a wider population of over a million.

We employ more than 7,000 staff from 89 different nationalities, and each year we are responsible for over £600m of NHS resources. We deliver care from a network of facilities across the area including facilities in Bracknell, Henley-on-Thames, Thatcham and Windsor.

Royal Berkshire NHS Foundation Trust operates across seven sites: Royal Berkshire Hospital, University of Reading, Whiteknights Campus, Townlands Memorial Hospital in Henley; West Berkshire Community Hospital in Thatcham; Bracknell Healthspace in Bracknell; Prince Charles Eye Unit and Windsor Dialysis Unit in Windsor.

Site	Services
Royal Berkshire Hospital	<ul style="list-style-type: none"> ■ A&E ■ Inpatient services ■ Outpatient services
University of Reading, Whiteknights Site	<ul style="list-style-type: none"> ■ Pathology ■ Community Paediatrics
Townlands Memorial Hospital	<ul style="list-style-type: none"> ■ Outpatient services
West Berkshire Community Hospital	<ul style="list-style-type: none"> ■ Outpatient services ■ X-ray ■ Day surgery (incl. endoscopy) ■ Chemotherapy ■ Dialysis
Bracknell Healthspace	<ul style="list-style-type: none"> ■ Outpatient services ■ Radiotherapy ■ Chemotherapy ■ Renal dialysis ■ Diagnostic Imaging (x-ray, ultrasound)
Prince Charles Eye Unit, King Edward Hospital	<ul style="list-style-type: none"> ■ Ophthalmology services incl. eye casualty, day surgery and outpatients
Windsor Dialysis Unit	<ul style="list-style-type: none"> ■ Haemodialysis ■ Outpatient services for dialysis patients



Our Vision

We are an ambitious and progressive organisation that is focused on improving the health of our communities. Our vision is:

'Working together to provide outstanding care for our community'

Our Values

Our Trust values reflect the behaviours and attitudes we seek to foster across all parts of our organisation and in how we deliver services to our communities:

- **Compassionate:** All our relationships are based on empathy, respect, integrity and dignity. In every interaction and communication, we treat colleagues, patients and their 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:** We live within our means. We respond 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.

Recent Highlights and Achievements

We are proud to be a successful and high-achieving organisation. Our key outcomes include:

- **Patient feedback:** In recent weeks, the CQC released their annual Inpatient Survey results, looking at how patients experience care while staying in hospital. Based on the responses returned by patients who stayed with us, out of the 131 NHS acute trusts in England, Royal Berkshire NHS Foundation Trust ranked fourth. The Trust was also ranked joint most improved Trust based off last year's results.
- **Investing in services:** Work has now started on a new surgical unit meaning more procedures can be carried out in a bid to cut elective waiting times for local people. The new unit, which will be based in the South Block area of the hospital in Addington/Craven Road, will be used by the hospital's Urology, Surgical and Outpatients teams and is due to be completed by Summer 2025.
- **Pioneering innovation:** Research at Royal Berkshire NHS Foundation Trust has been recognised as 'world-class' after becoming the first NHS Trust to receive full GCSA certification. GCSA (Global Clinical Site Accreditation) the global quality standard for clinical research sites is awarded by the International Accrediting Organisation for Clinical Research. Accredited organisations are recognised as world-leading, providing innovative new treatment for patients, carrying out research safely, and providing opportunities for commercial clinical research. The Trust currently runs more than 200 research studies per year.
- **Staff experience:** We have once again been rated as one of the best acute trusts to work for in England, according to the results of the latest NHS Staff Survey. More than 3,800 Trust staff took part in the survey– the organisation's highest ever response rate. Based on the feedback of more than 60% of staff, the trust is among the top performing nationally for staff experience.
- **Regulatory outcomes:** We improved and maintained our CQC rating from "Requires Improvement" to "Good" and all our core services are now ranked either "Good" or "Outstanding" We consistently rank as one of the highest performing



Trust's against core access and satisfaction standards including patient experience surveys, friends and families tests and waiting time standards.

- **Financial sustainability:** We have consistently delivered on our financial targets as a Trust, which has allowed us to generate cash surpluses to support the renewal of our infrastructure and equipment. We have invested over £100m of capital.
- **Driving digital:** Our digital hospital programme has transformed the way we operate, enhancing safety, quality and productivity.

Our Board

The Trust has benefited from the strength and stability of its Board of Directors. The current Chair, Graham Sims, is coming to the end of his term as Chair having served three terms in office.



Graham Sims, Chair

Graham Sims, joined the Trust as Chair in August 2015, bringing a wealth of chair and corporate experience and knowledge in Board governance, strategy, investment, operations and leadership.

He has held roles as Chairman and Directorships within large and small organisations including BP, Mobil, Compass, the Home Office and a number of PE backed businesses currently in the UK and internationally. Graham is also involved with charity boards.



Steve McManus, Chief Executive

Steve joined the Trust in January 2017 having previously occupied Board level roles as Chief Operating Officer (COO) at University Hospital Southampton, COO/Deputy CEO at Imperial Healthcare and Managing Director at Basildon and Thurrock University Teaching Hospital. In 2016 Steve was selected as part of the first cohort on the NHS Leadership Academy's national Aspiring Chief Executive Programme.

In August 2020 Steve was seconded to NHS Test & Trace taking on key national roles during the Covid pandemic leading the Contain and Trace services.

In 2022 Steve took on an 8 month role leading the Buckinghamshire, Oxfordshire, Berkshire West Integrated Care system as interim Chief Executive returning to the Trust in 2023. Steve regularly contributes across a range of healthcare topics both nationally and internationally particularly regarding patient safety, healthcare technology and leadership development.

Our strategy

We have developed two strategies in recent years that underpin our vision and values. Our core strategy of 'Improving Together' <https://www.royalberkshire.nhs.uk/media/ttnnosjl/our-strategy-improving-together-smaller.pdf> focuses on the transformation in the way we develop and deliver care. Much is changing quickly in the NHS driven by higher levels of demand and increasing levels of digitalisation. We want to maintain this momentum by accelerating our use of technology



and nurturing the extraordinary talent of our people which has shone through the last couple of years. We also want to provide them with the best possible environment in which to deliver a modern healthcare service, and the Strategy helps us set the direction of travel towards a new hospital and a very much improved physical infrastructure. But it is vital that as we tackle the complexities and pace of this healthcare revolution, that we do not lose sight of the individual needs of the patient, and our Strategy ensures that they stay at the heart of everything we do.

We have also further developed our Clinical Services Strategy and this commits us to delivering outstanding, flexible and inclusive care in partnership with a range of health and social care agencies.

We have identified five strategic priorities:

- 1 Provide the highest quality care and ensure that safety and quality for every patient is our top priority and all our services are outstanding every day of the week.
- 2 Invest in our staff and live out our values to ensure that we can recruit, support, motivate, develop and reward the highest calibre staff.
- 3 Drive the development of integrated services by working with our system partners and harnessing modern technology to deliver more care closer to home, provide a seamless service for patients and support improvements in wellness and prevention.
- 4 Cultivate innovation and transformation to make the most from advancements in medical practice and technology.
- 5 Achieve long-term financial sustainability which will allow the Trust to invest in developing and improving services for patients and renewing the buildings from which we operate.

Building Berkshire Together – New Hospital Programme

Our ageing estate makes it difficult for us to deliver modern healthcare in the way we would like – our buildings were designed at a different time to care for fewer patients with different needs than those of today. Through Building Berkshire Together we have a once in a lifetime opportunity to address those issues. We want to give people of all ages and communities equal access to the best facilities.

The Trust is part of the government's New Hospital Programme (NHP) and significant work has taken place behind the scenes to put us in a strong position once funding and a start date is confirmed. Our Building Berkshire Together (BBT) team have been developing the business case for redevelopment or relocation of Royal Berkshire Hospital so that we are ready and can accelerate activity when there is an opportunity to take this forward.

Our System Partners

We sit within the Buckinghamshire, Oxfordshire and Berkshire West (BOB) ICS. We also play a key role in our place and we are a founder member of the Berkshire West Integrated Care System. We are also one of NHS England's demonstrator sites for integration between primary, community, mental health, and acute healthcare services. We support and play a key role in the opportunities offered by the ICB and we hope working at scale, in a more collaborative manner and with access to a wealth of wider expertise, will bring benefits to patients and offer them a truly integrated local health and social care system.



Through the establishment of our Acute Provider Collaborative, we work together with Oxford University Hospitals (OUH) and Buckinghamshire Healthcare NHS Trust (BHT) for the betterment of patient care in the populations we collectively serve.

Our proximity to the University of Reading (UoR) enables a close working collaboration with some of our services located on the Universities Whiteknights campus. This opportunity has been formalised through the creation of a Health Innovation Partnership which has funded over £1.5 million research collaborations and multiple teaching opportunities including a co-owned high fidelity simulation suite for training university and trust healthcare students and staff. As well as the University of Reading we work with Oxford, Southampton and Brunel Universities providing clinical placements for their Medical and Physician Associate (UoR) students; and the University of West London for nursing students.

Our pathology collaboration, Berkshire Surrey Pathology Services, provides pathology services to 5 acute provider NHS Trusts and their surrounding primary care communities; serving a population of more than 2 million. This unique NHS collaboration is clinically led and provides a high standard of regulatory compliant services; including a highly regarded national covid testing laboratory during the pandemic.

Key links

<https://www.cqc.org.uk/location/RHW01?referer=widget3>



Job Description

Accountable to:	Council of Governors
Key Relationships:	Trust Board Chief Executive Council of Governors Key internal and external stakeholders

Purpose of the role of Chair

The Chair's main role is to provide clear leadership of the unitary Board, and create the development conditions for the Board to work effectively to deliver its unitary functions, demonstrate an ability to set the Board Agenda and lead the other Non-Executive Directors in supporting and holding the Executive to account for the satisfactory operation and management of the Foundation Trust whilst at the same time ensuring the Board plays a full role in the determination and development of the organisation's strategy. The Chair will lead both the Board of Directors and the Council of Governors and is the Trust's representative within the local community. The Chair will demonstrate and ensure high standards of probity and governance prevail and that the Trust remains within the terms of its Provider Licence.

The Board of Directors collectively are responsible for the success of the Trust, by directing and supervising its affairs. This includes responsibility to maintain financial viability, using resources effectively within appropriate financial controls, ensuring high levels of probity and value for money and to deliver high standards of clinical governance, ensuring that all relevant health standards are met.

Main duties and responsibilities

Strategies

- Establishing clear objectives to deliver the agreed plans and strategy to meet the terms of its Provider Licence and regularly review performance against those objectives.
- Holding the Chief Executive accountable for the effective management and delivery of the organisation's strategic aims and objectives.
- Ensuring the long term sustainability of the Trust.
- Ensuring the effective implementation of Board of Director decisions by the Chief Executive, the Executive Management Team.
- Developing a close and constructive relationship with the Chief Executive, providing support and guidance while respecting executive responsibility including conducting a performance appraisal of the Chief Executive at least annually.
- Running the Board of Directors and ensuring their effectiveness in all aspects of its role, including regularity and frequency of meetings.



- Setting the Board Agenda, taking into account the issues and concerns of all Directors, as appropriate. The Agenda should be forward looking, concentrating on strategic and quality matters.
- Managing the Board of Directors to allow sufficient time for the discussion of complex or contentious issues, ensuring that Directors have appropriate time to consider critical issues, obtain answers to any questions or concerns they may have and are not faced with unrealistic deadlines for decision-making.
- Ensuring that all Directors receive accurate, timely and clear information, including that on the Trust's current performance, to enable the Board of Directors to make sound decisions, monitor effectively and provide advice to promote the success of the Trust.
- Ensuring that Directors are fully informed about all the issues on which the Board will have to make a decision.
- Facilitating the effective contribution of Non-Executive Directors at Board and Committee Meetings and encouraging active engagement by all Board Members.
- Ensuring that there is appropriate delegation of authority from the Board of Directors to the Executive and Senior Management Team.
- Ensuring effective and constructive relations are established and maintained between Executive Directors, Non-Executive Directors and Governors in furtherance of the goals of the Trust.
- Implementing and maintaining effective communications strategy between the Board of Directors, Governors, Members, the media and wider stakeholders.

Compliance

- Ensuring that the Trust complies with its Provider Licence, the Constitution and any other applicable legislation and regulations.
- Maintaining mandatory services and retaining protected property as defined in the Provider Licence.
- Maintaining financial viability, using resources effectively, controlling and reporting on financial affairs in accordance with the requirements set out by the Independent Regulator of NHS Foundation Trusts (NHS England).
- With the assistance of the Trust Secretary, promoting the highest standards of corporate and clinical governance in compliance with regulatory requirements and best practice.
- Upholding the values of the Trust by example, and ensuring that the organisation promotes equality and diversity for all its patients, staff and other stakeholders.
- Establishing and maintaining the highest standards of clinical environmental hygiene to assure robust infection control standards.
- Establishing and building a constructive relationship with NHS England, and other healthcare inspectorates and regulators.
- Ensure the Trust's compliance with the new Fit and Proper Persons Test.

Board Leadership – Board

- Providing leadership to the Board of Directors in setting the strategic direction of the Trust and ensuring their effectiveness in all aspects of their role.
- Leading the Board of Directors in setting the Trust's vision, values, standards and culture ensuring the Board is focussed on strategy, assurance and culture.



- Lead the Board so that the Board give their best in delivering vision, strategic objectives, values & culture.
- Chairing Board of Directors, Committee and other meetings of the Trust.
- Setting the Agenda, style and tone of Board discussions to promote effective decision-making and constructive debate.
- Provide clarity and direction to the Board on their role and relationship with the Council of Governors and Deputy Chair and the Chief Executive.
- Promote and support the development of the Board as a critical part of the way the Board operates.
- Ensuring, in conjunction with the Trust Secretary, that the development needs of individual Directors are identified and met.
- Ensuring the performance of the Board of Directors, its Committees and individual Directors is evaluated at least annually, and acting on the results of such evaluation by recognising the strengths and addressing the development needs of the Board of Directors.
- Develop a constructive, frank and open relationship with the Chief Executive and other Directors of the Trust Board, providing support, challenge and advice, while respecting executive responsibility.
- Promote and lead by example a culture of openness and transparency.
- Promote the Trust's commitment to equality, diversity and inclusivity at all times.
- Building an effective and complementary Board of Directors, and with the Nominations & Remunerations Committee, initiate change and succession planning for Non-Executive Director appointments, subject to Governor approval, that can meet the needs of the Trust.
- Lead a formal and rigorous annual evaluation by the Trust Board and the Council of Governors. This will include assessing the skills, behaviour and experience of members of the Boards against the strategic and operational requirements of the Trust.
- Agree with the Chief Executive and the other Executive Directors a process for evaluating their performance; conduct a formal performance appraisal of the Chief Executive at least annually; and ensure the Chief Executive conducts annual appraisals of the other Executive Directors.
- As Chair of the Board of a clinically led organisation 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 vision, values and objectives and seeing this translate into day to day action and behaviour.
- As Chair of the Board ensure that the Board is connected with the whole organisation.

Board Leadership - Council of Governors

- Providing leadership to the Council of Governors in holding the Board of Directors to account in its development of the strategic direction of the Trust and ensuring their effectiveness in all aspects of their role.
- To lead the Council of Governors so that the Council give their best in delivering vision, strategic objectives, values and culture.
- Provide clarity and direction to the Council of Governors on their role and relationship with the Board of Directors and the Chief Executive.
- Chairing Council of Governors, other ad hoc meetings as required and the Annual General Meetings of the Trust.



- Running the Council of Governors and ensuring their effectiveness in all aspects of its role, including regularity and frequency of meetings.
- Ensuring a clear structure for, and effective running of, Council of Governor Meetings, and any Committees.
- Steering the Council's Agenda, taking into account the issues and concerns of all Governors, as appropriate. The agenda should be forward looking, concentrating on strategic matters.
- Ensuring that all Governors receive accurate, timely and clear information, including that on the Trust's current performance, to enable the Council of Governors to make monitor progress effectively and provide advice to promote the success of the Trust.
- Facilitating the effective contribution of Governors at Board and Committee Meetings, and encouraging active engagement by all members.
- Ensuring effective and constructive relations based on candour, trust and mutual respect are established and maintained between Governors, Non-Executive Directors and Executive Directors in furtherance of the goals of the Trust and taking due regard for the views of the Council of Governors.
- Ensuring, in conjunction with the Trust Secretary, that the development needs of individual Governors are identified and met.
- Setting the agenda, style and tone of Council of Governor discussions to promote effective decision-making and constructive debate.
- Ensuring the Council of Governors reviews its performance, and acting on the results of such evaluation by recognising the strengths and addressing the weaknesses of the Council of Governors.

Relationship with Trust Secretary

- The Chair will be responsible for line managing the Trust Secretary in their role in supporting the Boards of Directors and Governors. For all other Trust Secretary responsibilities, they are accountable to the Chief Executive.

External Relationships

- Develop and ensure the implementation of an effective stakeholder strategy with the Chief Executive.
- Develop and ensure key working relationships with Chair of ICB.
- Ensuring effective communications with members and other key stakeholders, locally, regionally and nationally.
- Maintaining constructive and appropriate relations with NHS England, the Care Quality Commission, other regulatory or inspection regimes, and NHS organisations.
- Ensure that the Trust co-operates with other NHS bodies, local authorities and other relevant organisations with an interest in the local health economy.
- Notwithstanding the complementary role of the Council of Governors, ensure that the Trust Board appropriately consult and involve members, patients, clients and the local community.
- Commitment to system wide working through structures such as the Integrated Care System/Integrated Care Board, Place partnerships, Acute Provider Collaborative and Berkshire Surrey Pathology Services as well as the wider system.



Supplementary notes

The Chair is a Director and Office holder of the Foundation Trust, and is not an employee of the Trust.

Policies and Procedures

The post is subject to the policies, practices, procedures and conditions of service determined by the Trust.

Confidentiality

Your attention is drawn to the confidential aspects of this post. Any matters of a confidential nature, including information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms must under no circumstances be divulged to any unauthorised person or persons. Breaches of confidence will result in disciplinary action which may result in dismissal.

You should also be aware that regardless of any disciplinary action taken, a breach of confidence could also result in a civil action for damage.

Equality of Opportunity and Diversity

The Royal Berkshire NHS Foundation Trust operates an Equality of Opportunity and Diversity policy. The policy aims to ensure that no job applicant, employee or former employee suffers direct unlawful or unfair discrimination or is disadvantaged by any conditions or requirements which cannot be justified.

Fire

You are required to comply with the agreed fire procedures, taking the appropriate action if the fire alarm sounds, and to attend relevant training programmes as required.

Health and Safety at Work Act

You are required to take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions at work and to co-operate with the Trust to ensure that statutory and departmental safety regulations are followed.

Medical Questionnaire

The appointment is subject to the completion of a satisfactory medical questionnaire which may involve a medical examination. You may also be required to undergo medical examinations in the future and/or at intervals stipulated by the employing Trust.

Smoking Policy

The Royal Berkshire NHS Foundation Trust has a *Smoke Free* policy. Smoking is not permitted in any of the Trust's properties or in Trust grounds.



Infection Control

The Trust has designated the prevention and control of infection and the full implementation of the Health Act (2006) as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to: -

Follow consistently high standards of infection control practice, especially with reference to hand decontamination, adherence to dress/ uniform code, and for clinical staff, aseptic technique.

Be aware of and follow all Trust infection control guidelines and procedures relevant to their work.

Participate in mandatory training and annual updates.

August 2024



Person Specification

Essential requirements

- Previous experience at Board level in a large/complex/changing organisation.
- Experience of leading boards to deliver high quality service, in a challenging financial environment which is complex and regulated.
- Experience of Chairing formally constituted meetings & boards/committees with effective chairing skills.
- Recent experience of working at a senior level in a large service organisation (private, public or third sector) with complex regulatory structures & multiple stakeholders, where the need to influence is critical to success.
- Ability to adapt current knowledge and skills to apply these in the context of the NHS and acute sector culture and operating environment.
- Experience of developing and implementing business/organisational strategy with an in depth understanding and experience of strategic planning techniques.
- First class leadership skills with a strong team ethos and the ability to lead a team of directors, ensuring their skills and contribution are used effectively.
- The skills to lead the Board and Council of Governors to deliver the Trust vision.
- People orientated leader, with well developed emotional intelligence and a track record of leading/developing and engaging people.
- Strong business and financial knowledge.
- Ability to understand complex strategic issues, analyse and resolve difficult problems.
- Excellent communication skills, with ability to undertake public speaking and communicate with the media.
- A commitment to NHS values and principles of NHS foundation trusts, including public membership principles.
- Politically astute with the ability to develop strong relationships with various key stakeholders, articulate and convincing style and able to deploy influencing strategies to suit the situation.
- The knowledge, skills and ability to 'open doors' for the trust enabling the development of opportunities that benefit the trust.
- Accustomed to a high level of accountability and comfortable operating in a complex environment.
- The ability to analyse information/data and use this to form sound judgements, bringing independent judgement to debates and influence thinking.
- Qualified to be a member of the Foundation Trust and a Board Director.
- Sufficient time and commitment to fulfil the role.



Desirable Requirements

- Broad understanding of the NHS and other health and social care providers.
- Demonstrable interest in local healthcare issues.
- Clear understanding and acceptance of the legal duties, liabilities & responsibilities of non-executive directors.
- Sound knowledge of corporate governance.
- Good understanding of the current dynamics in the national health economy with the ability to take a leadership role in the shaping of the local health economy.



Eligibility and Terms

To be able to take up appointment, the successful candidate must be a public member of Royal Berkshire NHS Foundation Trust. Details of how to become a member can be found on our website:

<https://www.royalberkshire.nhs.uk/about-us/governance/membership>

- The Chair of Royal Berkshire NHS Foundation Trust must devote sufficient time to ensure satisfactory discharge of their duties. This will be on average 3 days per week. This will comprise a mixture of set commitments (such as a board meetings and committee meetings) and more flexible arrangements for ad hoc events, reading and preparation. Most of the time commitment will be during the working day. However, some evening work will be required.
- This appointment will be for up to three years and will be subject to annual performance review.
- A second three year term can be considered at the end of the first period of office subject to consistently good performance and the needs of the organisation. A degree of change is often sought on boards and there should therefore be no expectation of automatic re-appointment.
- You should also note that this post is a public appointment or statutory office rather than a job and is therefore not subject to the provisions of employment law. To ensure that public service values are maintained at the heart of the National Health Service, Chairs are required to subscribe to the Code of Conduct and Standing Orders and Standing Financial instructions for the Foundation Trust.
- Remuneration is taxable and subject to National Insurance Contributions. It is not pensionable.
- The Chair is also eligible to claim allowances, at rates set by the Foundation Trust for travel and subsistence costs necessarily incurred on Trust business.
- As Chair you must demonstrate high standards of corporate and personal conduct. You will be required to declare any conflict of interest that arises in the course of Board business and also declare any relevant business interests, positions of authority or with other connections with commercial, public or voluntary bodies. These will be published in the annual report with details of all Board members' remuneration from NHS sources.
- There are five public constituencies corresponding to the five areas of the Trust specified below. Individuals may become or continue as a member of a public constituency:
 - who live in the relevant area of the Trust;
 - who are not a member of another public constituency; and
 - who are not eligible to be members of any of the classes of the staff constituency.

Areas of the Trust

1 Reading

All the electoral wards in Reading Borough Council (unitary authority) area

2 Wokingham

All the electoral wards in Wokingham District Council (unitary authority) area



3 West Berkshire and Borders

- a All the electoral wards in West Berkshire District Council
- b The following electoral wards from Basingstoke and Deane Borough Council area of north Hampshire:
 - Baughurst
 - Burghclere
 - Calleva
 - East Woodhay
 - Highclere and Bourne
 - Kingsclere
 - Pamber
 - Tadley North
 - Tadley South

- c The following electoral ward from the Test Valley Borough Council area of north Hampshire:
 - Bourne Valley

4 East Berkshire and Borders

- a All the electoral wards in Bracknell Forest Borough Council (unitary authority)
- b All the electoral wards in Slough Borough Council (unitary authority)
- c All the electoral wards in the Royal Borough of Windsor and Maidenhead (unitary authority)
- d The following electoral wards from South Buckinghamshire District Council:
 - Burnham Beeches
 - Burnham Church
 - Burnham Lent Rise
 - Dorney and Burnham South
 - Farnham Royal
 - Iver Heath
 - Iver Village and Rickings Park
 - Stoke Pogies
 - Taplow
 - Wexham and Iver West



5 South Oxfordshire

a The following electoral wards from South Oxfordshire District Council:

- Chiltern Woods
- Cholsey and Wallingford South
- Crowmarsh
- Didcot All Saints
- Didcot Ladygrove
- Didcot Northbourne
- Didcot Park
- Goring
- Hagbourne
- Henley North
- Henley South
- Shiplake
- Sonning Common
- Wallingford North
- Woodcote



How to Apply

Key Dates

Closing date for applications – Monday 21st October 2024

Selected candidates will be invited to attend stakeholder meetings and a final interview with Royal Berkshire NHS Foundation Trust **on Friday 6th December 2024**.

How to apply

The preferred method of application is online at: www.odgers.com/92232

If you are unable to apply online please email: 92232@odgersberndtson.com

All applications will receive an automated response.

Any postal applications should be sent direct to Carmel Gibbons, 20 Cannon Street, London, EC4M 6XD.

Applications Should Include:

- In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.
- The names and contact details of referees covering your most recent six years of employment. Referees will not be approached until the final stages and not without prior permission from candidates.
- All candidates are also requested to complete an Equal Opportunities Monitoring Form which will be available upon submission of your online application. If you submit your application via email you will receive the Equal Opportunities Monitoring Form via email link during the process. This will assist Royal Berkshire NHS Foundation Trust in monitoring their selection decisions to assess whether equality of opportunity is being achieved. The information you give us will be treated as confidential and is for monitoring purposes only; it will not form part of the application process.
- The successful applicant will be subject to Occupational Health, qualifications and Disclosure and Barring Service checks and is subject to the Fit and Proper Persons Requirement (FPPR). All organisations regulated by the Care Quality Commission need to ensure that successful candidates meet the Fit and Proper Persons Requirement. Please see this link for more information on NHS England's fit and proper person test framework for board members <https://www.england.nhs.uk/publication/nhs-england-fit-and-proper-person-test-framework-for-board-members/>

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.



Contact details

For a conversation in confidence, please contact:

Carmel Gibbons – carmel.gibbons@odgersberndtson.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact donna.fendick@odgersberndtson.com.

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us response.manager@odgersberndtson.com





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