

Thurrock Council

Job profile

Directorate	Adults, Housing & Health
Job title	Director of Public Health
Position Number	POS_01089
Grade	Director 2
Responsible to	<p>The post holder will be dually accountable:</p> <ul style="list-style-type: none"> • Professionally accountable to the employing Authority, Thurrock Council (and Secretary of State for Public Health through Public Health England) and the Chief Executive. • Managerially to Thurrock Council to the Corporate Director of Adults, Housing & Health
Responsible for	Assistant Director and Consultant in Public Health x 2 Strategic Lead for Public Health x 4
Key liaison with	<p>Council's Senior Management Team Cabinet Members of Public Health Team Other Officers in Thurrock Council Elected Members of Thurrock Council Health Watch Thurrock Public Health England East of England Health Protection Team Mid and South Essex Health and Care Partnership NHS Thurrock Clinical Commissioning Group and MSE Joint Clinical Commissioning Group Executive NHS Provider organisations including local GPs and Primary Care Networks Public Health England The Joint Biosecurity Centre The Department of Health and Social Care Voluntary Sector Business Sector</p>

<p>Job purpose</p>	<p>The Director of Public Health is a statutory chief officer of the Council and the principal adviser on all health matters to elected members and officers, with a leadership role spanning all three domains of public health: health improvement, health protection and healthcare public health.</p> <p>Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:</p> <ul style="list-style-type: none"> • all of the Council’s duties to take steps to improve public health • any of the Secretary of State’s public health protection or health improvement functions that s/he delegates to local authorities, either by arrangement or under regulations – these include services mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act • exercising the Council’s functions in planning for, and responding to, emergencies that present a risk to public health • the Council’s role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders • such other public health functions as the Secretary of State specifies in regulations <p>The Director of Public Health will provide strategic oversight of the continued integration of public health into all aspects of the Council’s work. Public health will also have an integral part in the delivery of the positive health impacts from the Council’s ambitious regeneration programme to drive growth and economic prosperity across the borough.</p>
<p>Job profile last reviewed</p>	<p>December 2020</p>

Description of the LA and the Public Health Department

Thurrock is a unitary local authority located on the north side of the River Thames, immediately to the east of London. Geographically it covers 165 square kilometres, has 18 miles of riverfront and 70% Green Belt land. It has an increasingly diverse population increasing over 10% every decade. Thurrock’s vision is to be *‘an ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future.’* Our priorities are **People** – a borough where people of all ages are proud to work and play, live and stay; **Place** – a heritage-rich borough which is ambitious for its future; and **Prosperity** – a borough which enables everyone to achieve their aspirations.

Thurrock’s Public Health department is a successful and influential team within the wider Adults, Housing and Health directorate. The team has a substantive headcount of 39 staff members and is growing. Public health is the cornerstone of our commitment to reduce inequalities across the borough.

Key corporate accountabilities:

1. Advise and support Director's Board members, Cabinet and portfolio holders in shaping services
2. Develop effective relationships with residents and ensure that the services provided reflect their needs
3. Influence and steer the planning of services
4. Prepare, manage and monitor the service's budget
5. Ensure effective leadership, motivation and development of the service's staff
6. Regularly review resources, services and partnership arrangements in order to identify opportunities to improve service delivery
7. Take a lead role in furthering the Council's commitment to promote diversity and oppose discrimination in the provision of services and as an employer
8. Ensure full compliance with all legislative and statutory requirements including Health and Safety at Work, and the local policy framework.

Key service related accountabilities

Job Summary

The Director of Public Health post will understand and enhance the health of the people of Thurrock and adopt an approach which:

1. Understands the link between economic success and good health and takes a long term approach to strategic improvement in both
2. Develops a clear, targeted long term strategy that ensures health and social care, education, housing, jobs and economic policies and infrastructure, and communities, community assets and the third sector are shaped in ways which deliver maximum improvements in health and wellbeing
3. Minimises the adverse effects of demographic change and potential threats from poor health on the long term competitiveness of the Local Authority. The challenges of a growth in numbers of older people and people with disabilities will require a medium term strategy.

These roles are derived from Government policy and clearly identify the unique contribution which local authorities can make to improve the health and wellbeing of communities through:

1. Their statutory responsibilities and powers with respect to health protection and health scrutiny
2. The level, distribution and quality of services they directly commission or provide
3. Strategic leadership-promoting and supporting partnership working by public and private sector agencies on key priorities such as community safety, alcohol and drugs prevention and treatment
4. Community leadership-enabling Members to engage effectively with their communities with respect to health and intelligently holds the NHS and the local authority to account
5. Advocacy and influence-national and local policy development.

The Director of Public Health is appointed according to procedures that replicate the statutory process for senior appointments to the NHS, including an Advisory Appointment Committee.

The Director of Public Health is a registered public health specialist (i.e. included in the GMC Specialist Register/GDC Specialist List or UK Public Health Register (UKPHR)).

The Director of Public Health is a statutory member and main source of health advice to the Health and Wellbeing Board. S/he has a statutory responsibility to produce an independent annual report on the health of the population, progress on improving health and reducing inequalities and making recommendations.

Job Purpose

The Director of Public Health leads a team within the local authority responsible for the development of a strategic needs assessment for the local population and for the delivery of:

Health Improvement

1. Developing healthy, sustainable and cohesive communities through Health and Wellbeing Board and the wider Council and partners
2. Developing healthy lifestyles programmes for individuals and communities
3. Tackling specific issues based on local needs assessment such as childhood obesity, smoking
4. Developing strategies to reduce health inequalities.

Health Protection

1. Dealing with infectious disease threats including leading the council's COVID-19 Public Health response, food and water borne disease supported by local Public Health England
2. Preparing for emergencies including pandemic influenza
3. Providing advice and challenge, especially advising on environmental threats including pollution, noise and contaminated land
4. Co-chairing the Local Health Resilience Partnership when applicable.

Health services public health

1. Population health care, including oversight and promoting population coverage of immunisation and screening programmes
2. Supporting the commissioning of appropriate, effective, and equitable health care from the NHS locally
3. Leading the integration and transformation of health, social care and other services that impact on wellbeing including leading Population Health Management on behalf of the MSE Health and Care Partnership.

Key Responsibilities:

1. Producing an independent annual report on the health of the population, progress on improving health and reducing inequalities and making recommendations
2. Being principal adviser to Health and Wellbeing Board in developing a Health and Wellbeing Strategy based on the assessed needs of the population and proven interventions to improve health
3. Providing specialist public health advice to commissioners on priorities for health and social care spending and the appropriate configuration of services within and between local authorities
4. Supporting Local Resilience Forum in developing comprehensive multi agency plans for the anticipated threats to public health

5. Having full access to the papers and other information that they need to inform and support their activity, and day to day responsibility for their authority's ring-fenced public health budget
6. Being Principal Advisor on all health matters to members and officers across local government.

Management arrangements

The Director of Public Health will be professionally accountable to Thurrock Council and the Chief Executive (and Secretary of State for Health through Public Health England) and managerially accountable to the Corporate Director of Adults, Housing and Health in Thurrock Council. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post. This job plan will be reviewed as part of the annual job planning process. Professional appraisal and revalidation will also be required in accordance with Public Health England (PHE) requirements for registered Public Health consultants and specialists.

The Director of Public Health will:

1. Manage 6 staff and be responsible for full line management responsibilities including recruitment, annual appraisals and employee relations
2. Manage the Public Health budget
3. Be expected to take part in on call arrangements for communicable disease control/health protection
4. Manage Specialty Registrars in Public Health.

Structure Chart:



Structure.pdf

The Director of Public Health will work across the wider Council, closely with senior management colleagues, and ensure the work of Public Health is strategically linked to the work of all other service areas including corporate services.

Professional obligations

1. Participate in the organisation's staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which s/he is responsible
2. Contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality
3. Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, professional appraisal, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate
4. Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

Personal Qualities

The Director of Public Health is:

1. A visionary and transformational leader with a full understanding of relationships and culture of organisations that impact on the wider determinants of health as well as health services
2. Trustworthy and independent professional accountable to Secretary of State through Public Health England as well as to the local population through the Local Authority
3. Trained and experienced in all areas of public health practice and registered as a public health specialist with the GMC or another appropriate regulatory body and accountable to them for their professional practice including ethical standards
4. Able to demonstrate corporate skills in strategic leadership within Thurrock Council, particularly in working with the Chief Executive and Corporate Director Adults, Housing & Health,
5. An authentic, compassionate and resilient leader able to work across all levels of and as a key part of the wider senior management team at Thurrock Council
6. A skilled and trusted communicator at all times particularly in a crisis and able to work at pace
7. Strongly committed to teaching and research in collaboration with academic departments
8. Able to demonstrate current and continuing professional development through appraisal and revalidation as a specialist with GMC or other regulator
9. Able to demonstrate a good understanding of local government with relevant experience of the sector
10. Highly visible to ensure in-depth knowledge of local communities and better working between the public and local organisations
11. Able to show intellectual rigour and personal credibility to collaborative working and commissioning processes
12. Demonstrably accomplished in improving the health of communities
13. Able to lead across all local authority functions to NHS bodies, the private sector and the third sector indicating the impact of investment on public health and inequalities
14. Able to lead work across the Strategic Coordination Group footprint and with other Directors of Public Health within the region.

Key tasks

The job description will be subject to review in consultation with the post holder in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

Core Competency Areas

These are core national competencies. The post holder is expected to have the competence to implement any of these areas of work as required but exact tasks will be shared and agreed across a wider team.

Surveillance and assessment of the population's health and well-being

1. To ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations.
2. To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS and voluntary organisations.
3. To ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population.
4. To produce an annual report on the health of the population of Thurrock

Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services

1. To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations and others, in potentially contentious and hostile environments where barriers to acceptance may exist.
2. To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries.
3. To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.

Policy and strategy development and implementation

1. To lead on behalf of Thurrock Council on the communication, dissemination and implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets.
2. To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level.
3. To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.
4. To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.

Leadership and collaborative working for health

1. To take the lead role on behalf of Thurrock Council in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work cross-directorate and across other agencies and voluntary organisations.
2. To work with primary care professionals and community staff to raise awareness of their public health role.
3. To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets.
4. To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.

Defined Competency Areas

Health Improvement

1. To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas.
2. To take a leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate.
3. To provide expert knowledge to ensure effective community involvement with regard to all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.

Health Protection

1. To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
2. To take part in local arrangements and contributing to the on call rota for the effective control of communicable disease, environmental hazards to health and emergency planning, as detailed in local health protection agreements.
3. To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

1. To provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health.
2. To be responsible for implementation of NICE and National Service Frameworks or equivalent national standards, guidance and frameworks.
3. To lead the developments of clinical networks, clinical governance and audit.
4. To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

Public Health Intelligence

1. To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts.
2. To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
3. To present, analyze and communicate knowledge in a way that appeals to diverse groups, influences decision-making and supports community engagement.
4. To be responsible for the identification and implementation of appropriate health outcome measures, care pathways, protocols and guidelines for service delivery across patient pathways for the local population.
5. To work with the information and intelligence are of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/ Research and Development

1. To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. This may involve taking the lead on R&D public health and related activities.
2. To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
3. To develop public health capacity through contributing to education and training and development within the Directorate, and within the wider public facing workforce.

General Conditions

Terms and conditions of service

The post is subject to Thurrock Council terms and conditions of employment for Directors and all employment policies of Thurrock Council. The specific policy requirements below are also applicable to the Director of Public Health:

On call arrangements

The post holder will be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements. Suitable training will be provided for those who need it in discussion with the Essex Health Protection Team.

Indemnity

As the post holder will only be indemnified for duties undertaken on behalf of Thurrock Council the post holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of Thurrock Council and for private activity within Thurrock Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements Thurrock Council has confirmed that those organisations will provide indemnity for the post holder.

Flexibility

The post holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet the needs of the council. Thurrock Council is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality

The post holder has an obligation not to disclose any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

Public Interest Disclosure

Should the post holder have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

Health and safety

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional registration

It is the responsibility of the post holder to maintain their professional registration and learning. The post holder must be a member of the Faculty of Public Health.

Ability to drive

The post holder will be required to attend meetings across the East of England on a frequent basis. The ability to drive and access to a car or other appropriate form of their own transport are essential requirements of the post.

Person specification

Job title	Director of Public Health
Directorate	Adults, Housing & Health

Information for applicants

The person specification provides an outline of the experience, skills and abilities we expect the successful applicant to possess. You should match your own skills, experience, and abilities to those listed below. Tell us in what way you have carried out the criteria asked for.

Method of testing:

- A = Application form**
- I = Interview**
- T = Assessment tests**
- O = Other**

Key competencies and other requirements	Recruitment method
Educated to degree level or equivalent	AO
A recognised professional qualification in public health	AO
Significant relevant experience in a senior management position with a record of measureable success	AI
Inclusion in the GMC Full and Specialist Register with a license to practice / GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview)	A
<i>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice</i>	A
Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers	A
If an applicant is UK trained in Public Health, they must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT	A
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	A

Key competencies and other requirements	Recruitment method
MFPH by examination, by exemption or by assessment	A
Full and high level of understanding of epidemiology and statistics, public health practice, health promotion, community development, health economics and health care evaluation. Develops service practices and ensures appropriate application. Provides advice on the more complex instances	AIT
<p>Establishing and promoting a clear public health vision which is coherent with the business strategy and the political vision for Thurrock Council and consistent with Government policy and takes account of social and economic trends. This is about role modelling through their own actions the types of behaviours expected of others in creating a high performing public health culture.</p> <ul style="list-style-type: none"> • Developing an effective PH team with appropriate skill mix to enable the Authority to deliver its full range of PH responsibilities • Developing effective relationships with elected members to ensure a coherent PH vision and operational plan • Work with fellow directors to enable/ensure public health perspective/principles underpin all aspects of LA delivery • Work with communities and media to ensure needs of local communities are made explicit and addressed by the H&WB • Deliver the independent report of the DPH in such a way as to compel all members of the H&WB to take action 	AIT
<p>Community and population focus - working together to a common agenda and objectives with a shared purpose and common values, always looking for ways to improve access to services by communities and individuals. This is seen by:</p> <ul style="list-style-type: none"> • Actively seeking to understand the communities that are served and promoting and demonstrating an active commitment to meet their needs • Setting new standards for innovation in commissioning and delivery of services that anticipate and exceed expectations • Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions • Making timely and where needed, difficult decisions for the benefit of the people of Thurrock 	AIT

Key competencies and other requirements	Recruitment method
<p>Co-development of a model of health with local stakeholders (including local communities) and the metrics to support; taking account of Public Health Outcomes Framework, the NHS Outcomes Framework and the Social Care Outcomes Framework. This is seen by:</p> <ul style="list-style-type: none"> • Acknowledging and working with ambiguity and complexity, making significant decisions where no precedents exist • Ensuring a best practice performance culture is developed and sustained • Setting, communicating and monitoring stretching organisational objectives and objectives • Pro-actively identifying corporate, directorate and service risks, and ensuring action is taken to mitigate them • Formulating risk management plans and creating a positive health and safety culture 	AIT
<p>Developing and sustaining a culture of innovation and creativity underpinned by evaluation, where employees are engaged and have the desire to do things better, more efficiently and effectively to improve performance. This is seen by:</p> <ul style="list-style-type: none"> • Taking risks and moving into uncharted territory while taking accountability for results and failures • Welcoming the inevitable mistakes as part of the creative process • Suggesting the unthinkable to stimulate alternate ways of thinking • Focusing team performance on the achievement of outcomes that will maximise the resources available • Finding new ways of securing or deploying significant amounts of financial resource to meet new objectives • Advocating and role modelling the use of evaluation techniques to support innovation 	AIT
<p>Understanding and experience of NHS and local government cultures, structures and policies</p>	AI
<p>Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice</p>	AIT
<p>Demonstrable success at inter-agency working</p>	AI
<p>Experience of identifying and developing opportunities for innovation, improvement and managing change in a variety of settings</p>	AI
<p>Able to work under sustained pressure</p>	T
<p>A high level of financial awareness and ability to understand the financial implications of strategy and policy</p>	T
<p>Ability to lead and develop innovative solutions to complex problems and manage others to promote a solution-focused approach</p>	AIT
<p>Political awareness</p>	IT

Key competencies and other requirements	Recruitment method
Considerable interpersonal skills including the ability to persuade, negotiate and influence	IT
Strategic thinker with proven leadership skills	AIO
Excellent oral and written communication skills (including dealing with the media)	AI
Effective interpersonal, motivational and influencing skills	AIO
Ability to respond appropriately in unplanned and unforeseen circumstances	AIO
Excellent presentational skills (oral and written)	AITO
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data	AIT
Ability to design, develop, interpret and implement policies	AIO
Demonstrates knowledge of project management tools and techniques. Sufficient skill to develop and implement large scale projects, utilising and leading multi-skilled project teams	AIT
Detailed knowledge of personnel management. Carries out effective performance management of staff and demonstrates understanding of policies related to pay, capability, disciplinary matters and grievances. Plans department activities and use of staff resources effectively. Participates in workforce planning and training needs assessments	AI
<p>Knowing and managing the strategic talent requirements for the organisation. It is about promoting and encouraging a culture where people focus on developing themselves and others to deliver improvement while developing careers. This is seen by:</p> <ul style="list-style-type: none"> • Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development • Articulating the many long-term benefits of talent management and developing the talent pools required for succession • Ensuring comprehensive workforce plans are in place 	AI
Budget management skills	AI
Scientific publications, presentation of papers at conferences, seminars etc.	AIT
Strong commitment to public health principles	IT
Able to prioritise work, and work well against a background of change and uncertainty	IO
Adaptable to situations, able to handle people of all capabilities and attitudes	ITO
Commitment to team-working, and respect and consideration for the skills of other	IO

Key competencies and other requirements	Recruitment method
Self-motivated, pro-active, and innovative	IO
High standards of professional probity	AI
Understanding of social and political environment	AI
Understanding of interfaces between health and social care	AI
Able to exercise satisfactory travel mobility to fulfil obligations of the role	A

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Recruitment safeguarding	Requirement
Will the post holder have substantial unsupervised access to children or vulnerable adults?	No – use standard recruitment process
Is a Disclosure and Barring Service (DBS) check required for this post? Read the Recruitment and Selection Policy for guidance.	Yes – Basic check
Is this position politically restricted?	Yes

