



Recruitment Pack

Non-executive Directors



Gloucestershire Health and Care
NHS Foundation Trust



Welcome

Dear Applicant

Thank you for your interest in joining the Board of Gloucestershire Health & Care NHS Foundation Trust.

We're transforming our services by co-producing what we do with the people and communities we serve, building on their strengths and using their insights to drive change.

We have a clear focus on tackling inequalities and promoting inclusion.

Forward thinking and ambitious, we are using quality improvement methodology and the best available technology to provide excellent quality services that enhance access and choice.

We take our position as an anchor institution seriously and have clear ambitions to be sustainable and to contribute to the wellbeing of our vibrant local economy.

As we enter the next crucial phase of development, we're looking for two experienced Non-Executive Directors to join our Board.

You will share our passion for community health services, and our vision and values, and bring the specific skills and perspectives we need to keep moving forward. One of our new NEDs will also bring a strong track record within commercially-focused roles, ideally including experience of leading innovative digital and organisational transformation.

You'll be joining a strong and diverse team of people who will welcome your perspective and insight. Who you are and how you think will matter most of all.

Applications are welcome from all sections of the community, particularly people from ethnic minorities, women, people with a disability or long-term condition, and LGBTQ+ communities who are underrepresented at senior levels within the organisation.

If you believe you have the skills and qualities we are looking for, we'd very much like to hear from you.

Graham Russell
Trust Chair



About us

The Trust provides community and inpatient physical health, mental health and learning disability services for the people of Gloucestershire of all ages. It was created in 2019 as the result of two good trusts coming together as equal partners.

We have recently reviewed and refreshed our Trust strategy to ensure it reflects the current local and national landscape. We engaged with our communities, our partners, our colleagues and the people we serve to devise a new Purpose - Helping you live your best life by delivering great healthcare. We have also reaffirmed our four overarching goals – Better Health, High Quality Care, Great Place to Work and Sustainable Services and introduced five new 'focus areas' and new 'ways of working' to guide us over the coming years.

We were rated "Good" overall by the CQC – with two Outstanding service lines – following inspection in May 2022; we also have a strong financial record (in 2024/25 our budget was £339m). Our Colleagues Survey results said 71.5% of colleagues recommended our Trust as a place to work, the top ranked score in the south west region, and 76.3% would recommend our care provision.

We pay close attention to our culture, values and engagement with Trust colleagues and stakeholders. Our vision and values were created with the participation of over 2,000 people and define how we are with people who use our services, families, carers, partners and each other.

You can find out more about the Trust by visiting <https://www.ghc.nhs.uk/>

Values and behaviours



Dimensions

The Trust provides physical community health and care, mental health, and specialist learning disabilities services for Gloucestershire.

2024/25
407,720
REFERRALS

2024/25
1,072,352
CONTACTS

2024/25
6,295
COLLEAGUES

2024/25
3,224
PUBLIC MEMBERS

BUDGET
£339
MILLION

RATED
 **GOOD**
BY THE CQC

County and system

Our county is as fascinating as it is beautiful.

Historically and culturally Gloucestershire has a lot going for it, from the roar of the crowds at Kingsholm Stadium and Cheltenham Racecourse to the tranquillity of the Cotswolds and the Forest of Dean, to castles, cathedrals, the Gloucester History Festival and the cultural significance of the Cheltenham Jazz, Literature and Science Festivals.

It has large rural areas as well as two urban centres and, whilst mainly affluent, it also has areas of significant deprivation.

Following a national change of direction for Integrated Care Systems, we are now part of the Gloucestershire ICB and Bristol, North Somerset and South Gloucestershire ICB cluster. Our system, One Gloucestershire, ensures we work alongside our six district and borough councils and health and social care partners at locality level in multi-agency Integrated Locality Partnerships.

Our Trust has a seat on the Integrated Care Board and there is a high level of collaboration between the ICS and the Trust at Board and clinical leadership levels.

We have been working with our colleagues in the One Gloucestershire Integrated Care System, to develop an approach which will transform health and social care provision in the years to come.

The plans involve not only NHS Trusts and local authorities, but voluntary sector organisations, communities, colleagues, and the public.

These plans will enable our Trust and our partners to meet the increasing demands placed upon us and provide a responsive, high quality and equitable service to our communities that is sustainable for the future. You can find out more about the Gloucestershire ICS by visiting: www.nhsglos.nhs.uk

Role Description

Our Trust's Board of Directors is legally responsible for the strategic day-to-day operational management of the Trust, its policies and its services, and also holds the Executive Directors to account.

You can meet our current Board at <https://www.ghc.nhs.uk/who-we-are/board-and-governors/>. All board members share corporate responsibility for formulating strategy, ensuring accountability for delivery and shaping culture. They also share responsibility for ensuring that the Board operates as effectively as possible.

Our colleagues, governors and the public are invited to attend all six public board meetings each year; the Board is supported by governance committees and establishes short-life board committees from time to time.

The specific role of the Non-Executive Directors (NEDs) is to:

- Bring independence, external perspectives, skills, and challenge to strategy development.
- Hold the executive to account for the delivery of strategy.
- Offer purposeful, constructive scrutiny and challenge.
- Chair or participate as a member of key committees that support accountability.
- Account individually and collectively to the Council of Governors for the effectiveness of the Board.
- Actively support and promote a healthy culture for the organisation and reflect this in their own behaviours.
- Provide visible leadership in developing a healthy culture so that our colleagues believe NEDs provide a safe point of access to the board for raising concerns.
- Mentor less experienced NEDs where relevant.
- Satisfy themselves of the integrity of financial and quality intelligence including triangulating with direct experience by getting out and about, observing and talking to services users, carers and staff.
- Ensure the board acts in the best interests of service users and the public.
- Show commitment to supporting the work of the Council of Governors.
- To be aware of and contribute to system wide collaboration and strategic thinking.

Applications to join us are welcome from all sections of the community, particularly people from ethnic minorities, women, people with a disability or long-term condition, and LGBTQ+ communities who are underrepresented at senior levels within the organisation.



Who we're looking for

NEDs are expected to draw on a reasonable mix of skills, experience and attributes in fulfilling the role.

We are primarily looking for experienced NEDs who can fulfil and demonstrate all of the key criteria of what it is to be a NED:

Your knowledge and experience

- For these positions we would welcome applications from individuals with experience in either:
 - Population health, or Community or neighbourhood health or
 - Strategic commercial / business / digital roles, ideally with a track record of leading innovative organisational change.
- It's likely that you will bring board-level experience gained within an organisation of scale and complexity.
- You will appreciate the Board's role in providing robust governance and oversight and understand what this means in practice.
- It's likely that you will have a strong connection with Gloucestershire; you will live or have lived in the county or in a neighbouring county.

Your skills and behaviours

- You will be someone who can think analytically and draw out key themes from different information sources.
- You will see the bigger picture.
- You will have sound judgement and be someone who builds trust quickly.
- We're looking for a respected and influential communicator with personal credibility.
- Comfortable with your own accountability, and with the Board's collective accountability.
- Focused on the people who use our services – and on the quality of service they receive.
- Strong believer in the value of team and partnership working.
- Committed to equality, diversity and social inclusion.



Terms of appointment

Remuneration

The current annual rate of remuneration for Non-Executive Directors is £14,770 per annum.

Appointees are also eligible to claim allowances, at rates determined by the Trust, for travel and subsistence costs necessarily incurred in the performance of the role.

Time commitment and location

The time commitment for NEDs averages five days per month; however, a degree of personal flexibility is important. You will also need to be prepared to stay in regular contact and to be responsive via email when needed.

We anticipate that NEDs live relatively close to the communities served by the Trust; if this isn't the case for you personally, you can apply but must be able to evidence a strong personal connection with, or commitment to, the area and population the Trust serves.

Length of appointment

The appointment is made for an initial term of up to three years.

The Council of Governors may agree to further terms up to three years (six years in total). Appointments may be terminated at any time by the passing of a motion by three quarters of the Council of Governors. The appointment of Non-Executive Directors is made by the Council of Governors.

ED&I

The Trust values difference and diversity and is an equal opportunities employer. Applications are welcome from all sections of the community, particularly people from ethnic minorities, women, people with a disability or long-term condition, and LGBTQ+ communities who are underrepresented at senior levels within the organisation.

Our standards

All Board members (including our NEDs) are expected to:

- Behave in a way consistent with and be a role model for the organisation's values and behaviours framework.
- Behave in a way consistent with the Nolan Principles for public leadership roles.
- Fulfil the seven statutory duties of a director as set out in the Companies Act 2006.
- Fulfil the NHS/CQC fit and proper person test requirements.

Eligibility/disqualification

NEDs must also be [registered](#) as a Public Member of the Foundation Trust.

To be eligible for appointment, candidates are required to reside within a certain area relevant to the Trust's public constituency. *For the purposes of this recruitment, we are specifically looking for people who reside in Gloucestershire, or in a neighbouring county.*

Candidates must not be disqualified from holding office. If a serving Non-Executive Director ceases to be eligible to hold office, the appointment is liable to be terminated. (Applicants may not become or continue as a member of the Board of Directors where they are no longer a member of the Public Constituency; an un-discharged bankrupt; been convicted in the British Isles within the last five years with a sentence of imprisonment [whether or not suspended] for a period of not less than three months; has within the preceding two years been dismissed, other than for redundancy or ill health from any paid employment with a health service body; a registered sex offender pursuant to the Sex Offenders Act 2003; or currently a Governor of the Trust.)

Accountability

The Trust's Non-Executive Directors are regulated and governed individually and collectively and held to account by the Council of Governors for the performance of the Board of Directors. The Council of Governors decides the remuneration, allowances, other terms and conditions of office of the Non-Executive Directors.

Fit and Proper Persons Criteria for Directors in the NHS

Since October 2014 NHS organisations are required by law to assess that all new and existing directors are fit to be appointed/employed. In addition to the usual requirements of good character, health, qualifications, skills and experience, the regulation goes further by barring individuals who are prevented from holding the office (for example, under a directors' disqualification order) and significantly, excluding from office people who: *"have been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether unlawful or not) in the course of carrying on a regulated activity, or discharging any functions relating to any office or employment with a service provider"*.

This will be assessed through references, a Disclosure and Barring Service (DBS) check and the disqualified directors register at Companies House.

The successful candidate(s) will also be required to complete a self-declaration that they meet the requirements of the Fit and Proper Person regulations. You will be required to meet these regulations on a continuing basis. Further information can be found at <https://www.cqc.org.uk/guidance-providers/regulations-enforcement/fit-proper-persons-directors>



How to apply

We hope you will consider expressing an interest in becoming one of our Non-Executive Directors. To make an application, please go to <https://starfishsearch.com/jobs/glcnhhs-non-exe-dir/> and click on the apply now button, with the following prepared:

- your CV or equivalent biographical information;
- a covering letter (maximum two sides) that sets out your motivation for applying for this appointment, and why you think your skills and experience make you suitable
- tell us about any dates when you are not available to participate in the selection process (please see the dates below).

We would also be grateful if you would also complete the Equality and Diversity monitoring form provided. This form is for monitoring purposes only and is not treated as part of your application; you can email the form back to us when you apply and our team will collect it.

If you have any specific questions about the appointment or appointments process, please email Szymon.Podgorski@starfishsearch.com

Recruitment timetable

The closing date for applications is **Monday 17th November 2025**.

Candidates will be notified about the longlist in the week commencing 24th November and selected candidates will meet with the team at Starfish Search across the weeks commencing 24th November and 1st December.

Candidates will be notified about the shortlist by the end of the week commencing 8th December. Informal meetings with stakeholders may follow confirmation of the final shortlist, and we will ensure each candidate is fully updated and has everything they need.

Formal interviews for shortlisted candidates are expected to take place on **Wednesday 17th December 2025**.

