NHS
King's College Hospital
NHS Foundation Trust

Hunter Healthcare

Candidate Pack

Non-Executive Director

January 2024

Welcome

Dear candidate

Thank you for taking the time to find out more about the NED role at King's College Hospitals NHS Foundation Trust.

The Trust is one of the biggest and busiest Trusts in the country. As well as having an international reputation for its specialty services, we host pioneering medical research. Patients from throughout the UK and beyond come to us for our world-renowned specialist services such as liver, neurosciences, haematology and fetal medicine.

King's College Hospital is a major trauma centre for the south of England and part of the South East London Integrated Care System. The Trust provides a range of services to local residents of south east London and beyond.

We are now looking for an outstanding leader to join our Board as a non-executive director. As a member of our Board, you will be responsible for King's performance, and for setting the strategy and values of the organisation. This is an exciting opportunity to join a high-performing Trust and Board, and have a positive impact on the patients and communities we serve.

I look forward to receiving your application.

Jane Bailey
Deputy Chair, King's College NHS Foundation Trust
(Chair in Common with Guy's and St Thomas' NHS Foundation Trust)

About us

King's College Hospital (KCH)

King's College Hospital NHS Foundation Trust (King's) is one of the biggest and busiest Trusts in the country, primarily serving the London Boroughs of Southwark, Lambeth, and Bromley, with a population of one million people and acting as a tertiary referral centre for millions more. We provide services from King's College Hospital, Denmark Hill; Princess Royal University Hospital; Orpington Hospital; Queen Mary's Hospital, Sidcup; and Beckenham Beacon.

We are proud to provide excellent local services to the people of South East London. On top of being a local provider of healthcare services, people from throughout the UK and beyond also come to us for our world-renowned specialist services such as liver, neurosciences, haematology and fetal medicine. We are a world-class teaching and research centre and we are a home to a set of highly specialised diagnostic and emergency care services including one of London's leading trauma centres, a high-volume heart attack centre, and two hyper-acute stroke units.

King's is a pioneer in medical research, with an outstanding record of innovation. We are a founding member of King's Health Partners (KHP) – one of the UK's accredited UK Academic Health Sciences Centres (AHSC), committed to delivering better health for all through high impact innovation. King's is home to a number of leading clinical units and research centres, such as the Clinical Age Research Unit, the HIV Research Centre, the Cicely Saunders Institute, the Tessa Jowell Health Centre and the Harris Birthright Centre. Our 13,500 exceptionally talented and motivated staff are working hard to build a clinically-led organisation that delivers some of the best clinical outcomes in the country. We work together as Team King's – delivering our best for our patients.

King's by numbers

LOCAL POPULATION ACROSS LAMBETH, SOUTHWARK, BROMLEY

1,008,700

13,496

NUMBER OF STAFF AT KING'S

439

NUMBER OF VOLUNTEERS AT KING'S

ACROSS THE TRUST EVERY DAY, ON AVERAGE WE SEE:

1,673

NUMBER OF BEDS

46

NUMBER OF OPERATING THEATRES

663

AVERAGE BIRTHS PER MONTH

784

PEOPLE IN OUR EMERGENCY DEPARTMENTS AND WALK-IN CENTRES

152,021

NUMBER OF VIDEO APPOINTMENTS IN 2020/21

NUMBER OF RADIOLOGY IMAGES AND SCANS IN 2020/21

496,836

1,006

TOTAL NUMBER OF HELICOPTER LANDINGS

174

PATIENTS ADMITTED TO HOSPITAL

NUMBER OF PARTICIPANTS IN RESEARCH STUDIES IN 2020

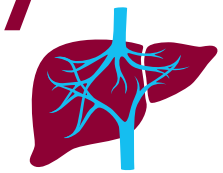
19,675

835

NUMBER OF RESEARCH STUDIES IN 2020

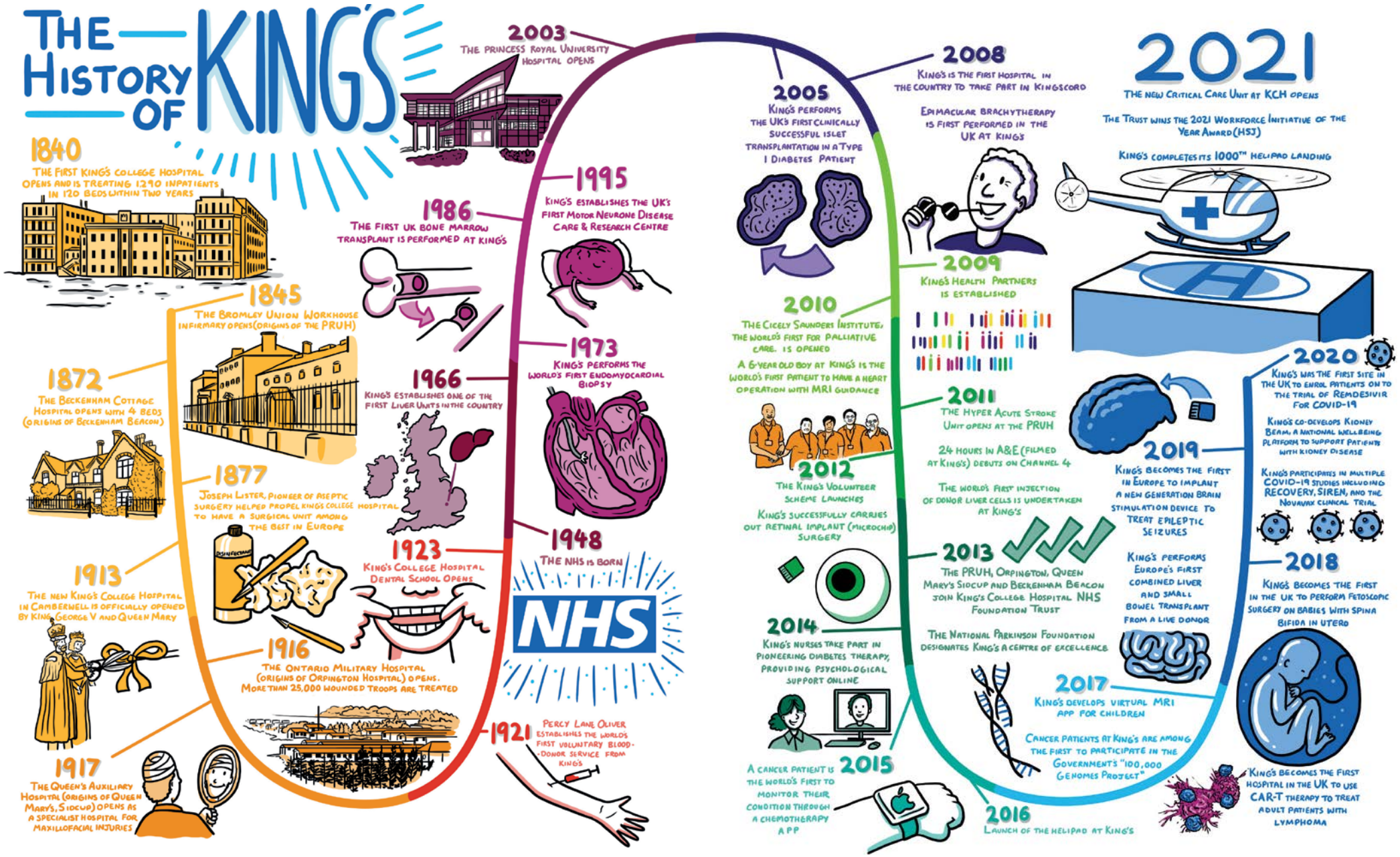
6,057

TOTAL NUMBER OF LIVER TRANSPLANTS



83

OPERATIONS PERFORMED


THE HISTORY OF KINGS
1840
THE FIRST KING'S COLLEGE HOSPITAL OPENS AND IS TREATING 1,290 INPATIENTS IN 120 BEDS WITHIN TWO YEARS
1845
THE BROMLEY UNION WORKHOUSE INFIRMARY OPENS (ORIGINS OF THE PRUH)
1872
THE BECKENHAM COTTAGE HOSPITAL OPENS WITH 4 BEDS (ORIGINS OF BECKENHAM BEACON)
1877
JOSEPH LISTER, PIONEER OF ASEPTIC SURGERY HELPED PROPEL KING'S COLLEGE HOSPITAL TO HAVE A SURGICAL UNIT AMONG THE BEST IN EUROPE
1913
THE NEW KING'S COLLEGE HOSPITAL IN CAMBERWELL IS OFFICIALLY OPENED BY KING GEORGE V AND QUEEN MARY
1916
THE ONTARIO MILITARY HOSPITAL (ORIGINS OF ORPINGTON HOSPITAL) OPENS. MORE THAN 25,000 WOUNDED TROOPS ARE TREATED
1917
THE QUEEN'S AUXILIARY HOSPITAL (ORIGINS OF QUEEN MARY'S, SIDCUP) OPENS AS A SPECIALIST HOSPITAL FOR MAXILLOFACIAL INJURIES
1921
PERCY LANE OLIVER ESTABLISHES THE WORLD'S FIRST VOLUNTARY BLOOD-DONOR SERVICE FROM KING'S
1923
KING'S COLLEGE HOSPITAL DENTAL SCHOOL OPENS
1948
THE NHS IS BORN
NHS
1966
KING'S ESTABLISHES ONE OF THE FIRST LIVER UNITS IN THE COUNTRY
1973
KING'S PERFORMS THE WORLD'S FIRST ENDOMYOCARDIAL BIOPSY
1986
THE FIRST UK BONE MARROW TRANSPLANT IS PERFORMED AT KING'S
1995
KING'S ESTABLISHES THE UK'S FIRST MOTOR NEURONE DISEASE CARE & RESEARCH CENTRE
2003
THE PRINCESS ROYAL UNIVERSITY HOSPITAL OPENS
2005
KING'S PERFORMS THE UK'S FIRST CLINICALLY SUCCESSFUL ISLET TRANSPLANTATION IN A TYPE 1 DIABETES PATIENT
2008
KING'S IS THE FIRST HOSPITAL IN THE COUNTRY TO TAKE PART IN KINGSCORD
EPIMACULAR BRACHYTHERAPY IS FIRST PERFORMED IN THE UK AT KING'S
2009
KING'S HEALTH PARTNERS IS ESTABLISHED
2010
THE CICELY SAUNDERS INSTITUTE, THE WORLD'S FIRST FOR PALLIATIVE CARE, IS OPENED
A 6-YEAR OLD BOY AT KING'S IS THE WORLD'S FIRST PATIENT TO HAVE A HEART OPERATION WITH MRI GUIDANCE
2011
THE HYPER ACUTE STROKE UNIT OPENS AT THE PRUH
24 HOURS IN A&E (FILMED AT KING'S) DEBUTS ON CHANNEL 4
THE WORLD'S FIRST INJECTION OF DONOR LIVER CELLS IS UNDERTAKEN AT KING'S
2012
THE KING'S VOLUNTEER SCHEME LAUNCHES
KING'S SUCCESSFULLY CARRIES OUT RETINAL IMPLANT (MICROCHIP) SURGERY
2013
THE PRUH, ORPINGTON, QUEEN MARY'S SIDCUP AND BECKENHAM BEACON JOIN KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST
THE NATIONAL PARKINSON FOUNDATION DESIGNATES KING'S A CENTRE OF EXCELLENCE
2014
KING'S NURSES TAKE PART IN PIONEERING DIABETES THERAPY, PROVIDING PSYCHOLOGICAL SUPPORT ONLINE
2015
A CANCER PATIENT IS THE WORLD'S FIRST TO MONITOR THEIR CONDITION THROUGH A CHEMOTHERAPY APP
2016
LAUNCH OF THE HELIPAD AT KING'S
2017
KING'S DEVELOPS VIRTUAL MRI APP FOR CHILDREN
CANCER PATIENTS AT KING'S ARE AMONG THE FIRST TO PARTICIPATE IN THE GOVERNMENT'S "100,000 GENOMES PROJECT"
2018
KING'S BECOMES THE FIRST IN THE UK TO PERFORM FETOSCOPIC SURGERY ON BABIES WITH SPINA BIFIDA IN UTERO
KING'S BECOMES THE FIRST HOSPITAL IN THE UK TO USE CAR-T THERAPY TO TREAT ADULT PATIENTS WITH LYMPHOMA
2019
KING'S BECOMES THE FIRST IN EUROPE TO IMPLANT A NEW GENERATION BRAIN STIMULATION DEVICE TO TREAT EPILEPTIC SEIZURES
KING'S PERFORMS EUROPE'S FIRST COMBINED LIVER AND SMALL BOWEL TRANSPLANT FROM A LIVE DONOR
2020
KING'S WAS THE FIRST SITE IN THE UK TO ENROL PATIENTS ON TO THE TRIAL OF REMDESIVIR FOR COVID-19
KING'S CO-DEVELOPS KIDNEY BEAM, A NATIONAL WELLBEING PLATFORM TO SUPPORT PATIENTS WITH KIDNEY DISEASE
KING'S PARTICIPATES IN MULTIPLE COVID-19 STUDIES INCLUDING RECOVERY, SIREN, AND THE NOVAVAX CLINICAL TRIAL
2021
THE NEW CRITICAL CARE UNIT AT KCH OPENS
THE TRUST WINS THE 2021 WORKFORCE INITIATIVE OF THE YEAR AWARD (HSJ)
KING'S COMPLETES ITS 1000TH HELIPAD LANDING

Our values

At King's, we are a kind, respectful team. These are the King's values. They have been developed along with our strategy with input from over 4,500 staff, patients and other members of our community and we thank everyone who contributed.

These values are the threads that hold us together. They are the values we live by and the ethos which underpins how we care for each other. They are the foundations for building a culture which will help us deliver our Trust vision and strategy.

We want everyone who works for KCH and Essentia to treat people in ways which reflect our values. They set a clear standard of what you can expect while you are cared for by King's. We have developed a behaviour framework which articulates what is expected from every member of staff. Being a kind, respectful team will only be a reality if we all behave in this way. To learn more, please see:

- **KCH Values**
- **Guys and St Thomas' Vision and Values**
- Watch our '**Together We Care**' summary video

AT KING'S WE ARE A KIND, RESPECTFUL TEAM

KIND

WE SHOW COMPASSION + UNDERSTANDING + BRING A POSITIVE ATTITUDE TO OUR WORK

RESPECTFUL

WE PROMOTE EQUALITY, ARE INCLUSIVE + HONEST, SPEAKING UP WHEN NEEDED

TEAM

WE SUPPORT EACH OTHER, COMMUNICATE OPENLY + PUT OUR PATIENTS AT THE CENTRE

Our strategy

Strong roots, global reach

We've built **King's strategy** from the ground up, listening to what you have to say about the priorities for our Trust. We've heard from more than 4,500 staff, patients and other members of our community to find out what is important and what we should focus on in the future. Using this feedback, our **vision is to be BOLD**:

- **B**rilliant people
- **O**utstanding care
- **L**eaders in research, innovation and education
- **D**iversity, equality and inclusion at the heart of everything we do

Having a strategy is critical. It helps us to plan for the future. It helps everyone feel part of one team. The challenges from COVID-19, as well as a rapidly changing NHS, mean we need to identify our priorities so that we are always doing our best for the people we care for and our staff.

The golden threads – which will help us achieve our ambitions – are weaved through our strategy. We will be: person-centred, digitally-enabled, focused on **sustainability**, and one Team King's.

We must do all this while embodying **King's values** as a kind, respectful team. Below we set out our ambitions for 2021-26:

- **B**rilliant people – We attract, retain and develop passionate and talented people, creating an environment where they can thrive. Find out more in our **People and Culture Plan** and watch our **Brilliant People video series**.
- **O**utstanding care – We deliver excellent health outcomes for our patients, and they always feel safe, cared for and listened to.
- **L**eaders in research, innovation and education – We will continue to develop and deliver **world-class research, innovation and education** – providing the best teaching, and bringing new treatments and technologies to patients.
- **D**iversity, equality and inclusion at the heart of everything we do – We will proudly champion diversity and inclusion at King's, and act decisively to deliver more equitable experiences and outcomes for our patients and people. Find out more in our **Roadmap to Inclusion 2022-24** and our **Tackling Health Inequalities** brochure.

Our vision

Our vision is for King's to be BOLD

O – Outstanding Care

We deliver excellent health outcomes for our patients, and they always feel safe, cared for and listened to

Actions

Putting patients first: We will provide effective, person-centred care – improving patient outcomes and experience.

Providing the best services: We will build on our clinical strengths and focus investment on the areas that will have the biggest impact on our communities and populations.

Improving population health by working together: We will work with health system partners to improve the health of our communities.

Delivering sustainable care: We will achieve financial stability and sustainability, maximising productivity and efficiency to deliver the best care.

Being a listening and learning organisation: We will embed improvement in everything we do, delivering safe and effective care.

L – Leaders in Research, Innovation and Education

We continue to develop and deliver world-class research, innovation and education - providing the best teaching, and bringing new treatments and technologies to patients

Actions

Investing in digital transformation: We will invest in digital and data innovation to improve patient care and deliver better services.

Making our research more inclusive to improve population health: We will increase participation of our diverse South East London communities and populations in research, contributing to better health outcomes.

Building partnerships and networks: We will grow our industry partnerships and academic networks.

Being future-focused and growing our innovation culture: We will be at the forefront of research and innovation – understanding what works, and adopting and spreading it.

Teaching the leaders of tomorrow and supporting lifelong learning: We will deliver high quality education and training throughout our people's careers.

Golden threads – our cross-cutting strategic themes

Person-centred – listening to and learning from all of our people (staff and patients) to create a positive environment and deliver the best care

Digitally-enabled – embracing and integrating digital technology and clinical data to improve the quality of care we deliver, and make our services more accessible

Sustainability – maintaining our focus on financial stability and sustainability through more efficient and productive services and building a new focus on becoming more environmentally sustainable through delivering our 'Green Plan'

Team King's– working as 'one Trust' across our sites, and as a good partner in our local integrated care system and beyond

B – Brilliant People

We attract, retain and develop passionate and talented people, creating an environment where they can thrive

Actions

Belonging to King's: We will be an inclusive organisation where everyone feels welcome and part of Team King's. We will embrace diversity, value difference and ensure equity of opportunity for everyone.

Being our best: We will strive to be our best, demonstrating our values in everything we do.

Looking after our people: We will be kind and caring, we will prioritise and invest in the holistic health and wellbeing of our people.

Inspiring leadership: We will be a clinically-led organisation with visible and high quality leadership.

Ensuring our people thrive: We will support the personal growth, education and development of our current and future teams to meet our people's and patients' needs.

D – Diversity, Equality and Inclusion at the heart of everything we do

We proudly champion diversity and inclusion at King's, and act decisively to deliver more equitable experiences and outcomes for our patients and people

Actions

Leading the way by developing our culture and skill: We will build a culture that champions diversity, equality and inclusion. Supporting and developing our people to provide compassionate and culturally competent care to our patients and each other.

Tackling health inequalities: We will be proactive in anticipating the diversity of our patient needs and will respond to them to ensure we achieve the best outcomes.

Being an anchor in the community: We will take our social and environmental responsibility seriously, addressing the socioeconomic determinants of health.

Building community partnerships: We will improve the reach of our organisation and grow our standing in the community through local partnerships.

Strong Roots, Global Reach

Action Plan for 2023/24

The Trust's **Action Plan for 2023/24** sets out 19 of the key projects, initiatives and actions that we believe will make King's a better place for patients to receive care and for staff to build their careers.

You can also read at a glance some of the key developments and big steps forward we have taken as an organisation over the past year.

People and Culture Plan

Our **People and Culture Plan** has a real emphasis on personal and professional growth, a focus on continuous improvement and a commitment to ensuring the needs of King's people are a priority. We want our people to feel a real part of King's, where they can lead on, and input into, the development of their careers and the way the Trust delivers our services, and where their voice is heard regardless of their role.

Roadmap to Inclusion

Our **Roadmap to Inclusion 2022-24** will shape the strategic direction of the Trust's **equality, diversity and inclusion (EDI)** function over the next three years. It will ensure we turn our ambitions into real, meaningful improvements for colleagues, patients, and everyone connected to King's. It sets out the tangible and practical steps we will take to achieve our ambition to put diversity, equality and inclusion at the heart of everything we do. An **easy read version of the Roadmap** is also available.

Governance

The Board of King's comprises a Non-Executive Chair, eight Non-Executive Directors, the Chief Executive and seven Executive Directors, two of whom are non-voting. Our Chair, Charles Alexander, has recently been appointed as Chair in Common of King's and of Guy's and St Thomas' NHS Foundation Trust.

It is a unitary Board, which has collective responsibility for the direction and performance of the Trust. The Executive Directors are appointed by the Non-Executive Directors.

As a Foundation Trust, the hospital has a Council of Governors comprising of Governors representing the different membership constituencies. Elected Governors represent patients, the public and staff, as well as appointed representatives from stakeholder organisations. The Council of Governors appoints the Chair and the Non-Executives and ratifies the appointment of the Chief Executive.

For further information about King's please see:

- **Our latest Annual Report**
- **Our latest CQC Report**
- **Our Plan for Action 2022/23**
- **Delivering our BOLD vision: our plan for action – 2023/24**
- **Our Board**
- **Our latest news**

Job description

Led by the Chair, the Board is collectively responsible and accountable for the performance of King's College Hospital NHS Foundation Trust, and for setting the strategy and values of the organisation, maintaining compliance with regulatory requirements, ensuring high levels of accountability, probity and value for money, and delivering high standards of clinical and corporate governance.

All of the Board members are required to work collaboratively and also to provide constructive challenge as necessary. The Directors must satisfy themselves as to the appropriateness and integrity of the information that comes to the Board and the efficacy of the controls and systems in place to ensure the good governance of the Trust.

Non-Executive Directors are expected to bring fresh perspectives to governance, to reflect their wider experience and skill-sets acquired outside the Trust.

Non-Executive Directors must demonstrate the highest standards of corporate conduct and personal probity, and adhere to the Code of Conduct for the Board, and the seven **Nolan Principles of Public Life**.

Remuneration & Time Commitment

It is anticipated the time requirement will be at least three days per month. Non-executive directors are remunerated at £13,800

Key Responsibilities:

- To contribute to the development of Trust strategy and to the establishment of challenging objectives and performance targets;
- To monitor the performance of the Trust and its Executive team;
- To be assured that the necessary resources are in place for the Trust to meet its objectives and plans;
- To be assured that controls and information systems are in place to provide reliable and timely information to the Board about both the management and clinical performance of the Trust;
- To chair or participate in Committees of the Board as required;
- To chair Appointment Committees for Medical and Dental Consultant appointments as appropriate;
- To be assured that the Trust works within the terms of its authorisation and constitution;
- To uphold and foster the values of the Trust, and to promote equality and diversity for the Trust's patients, staff and other stakeholders;
- To be an effective advocate and ambassador for the Trust with external stakeholders, partners and future partners, as appropriate;
- To ensure effective communication with patients, members, clients, staff and other stakeholders, and, articulating and communicating a clear and compelling vision for the Trust, and acting as its ambassador and advocate externally;
- To keep abreast of the changing academic and service context, both internally and external to the Trust.

Candidate Profile

The candidate should have Board level experience, strong strategic skills and be a clinician/medic with a background in the delivery of healthcare, clinical research or academia. They will have a track record of excellence, and have the stature, intellect and strategic ability to contribute actively to the Board of a large, complex organisation whose role is to serve the public, as well as play a major role in the Kings Health Partners Academic Health Science Centre.

Candidates for the post of Non-executive Directors of King's College Hospital must either be or willing to become a Member of the Hospital. Membership eligibility for this purpose means either having been a patient of the hospital in the last six years or a London resident. They must also be demonstrably independent. A list of relationships or circumstances that would call into question this independent is given below as are the circumstances in which individuals are eligible to become Members of the Trust. The successful candidate for the role will have:

- A demonstrable record of achievement, combined with integrity;
- An understanding of governance including of finance, risk assessment and management, performance management and quality governance;
- The ability to work collaboratively, questioning and challenging as required;
- Networking and communications skills and experience of fostering relationships/partnerships, influencing all levels of individuals in different environments;
- The ability to establish relationships quickly and to build the confidence of the Trust's many stakeholders and the ability to influence and persuade at all levels of an organisation;
- Political awareness and an ability to think strategically, to understand and absorb complex data and information and to reach an informed judgement;
- A strong empathy with and commitment to the values of the NHS and the needs of patients;
- A commitment to diversity and equality of opportunity and also to the local community served by the Trust.

- An enthusiasm for encouraging partners and stakeholders across the health and social care sectors in South London and beyond to work collaboratively to improve health and wellbeing in the face of an ageing population, and constraints on resource.
- Strong commitment to King's values, patient experience and safety and the diverse communities served by King's;
- Independence of mind and a willingness to challenge the status quo.
- A strong commitment to corporate governance and public service values as enshrined in the Nolan principles and the NHS Foundation Trust Code of Conduct.
- Commitment to public service ethos and willingness and ability to dedicate sufficient time to the role.

Independence

Factors that could call into question the 'independence' of a prospective Non-Executive and would disqualify them from consideration, are:

- has been an employee of King's College Hospital within the last five years;
- has or has had within the last three years, a material business relationship with King's College Hospital, either directly or as a partner, shareholder, director or senior employee of a body that has such a relationship with King's;
- has close family ties or has significant links with any of King's College Hospital's advisers, Directors, or senior employees;
- is a Director who has served on the Board for more than nine years from the date of his/her first election.
- In addition, individuals may not be appointed a Director whilst at the same time a member of the Council of Governors.

Termination of Tenure and Disqualification

Circumstances in which termination and/or disqualification of a directors' tenure can occur are prescribed in **King's College Hospital NHS Foundation Trust's Constitution** [para 19.9-19.10].

How to apply

All applications must be received by **26 February 2024**

For a confidential discussion please contact our recruitment partner, Lauren Virot, at Hunter Healthcare on 07525 861044 or by email at **lvirot@hunter-healthcare.com**

All applications must quote the reference **KCH/NED** and include:

- A full curriculum vitae
- A covering letter (no more than two pages) indicating how you meet the selection criteria and articulating why you are interested in the role
- Contact details for four referees (who will not be contacted without your permission)
- A contact email address and telephone no.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**.

Please send all documentation by email to Lauren Virot at Hunter Healthcare on: **applications@hunter-healthcare.com**

EVENT	DATE
Application closing date	26 February 2024
Longlisting	4 March 2024
Shortlisting	w/c 18 March 2024
Interviews	w/c 25 March 2024

NHS

King's College Hospital
NHS Foundation Trust

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