



Appointment of

Chair of Audit and Risk Committee

June 2025 Ref AAHOD

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About Homerton Healthcare NHS Foundation Trust

Homerton Healthcare NHS Foundation Trust is an integrated care trust which provides hospital and community health services for Hackney, the City and surrounding communities. The Trust comprises of Homerton Hospital in Hackney, Mary Seacole Continuing Care Nursing Home in Shoreditch and community and homecare services across Hackney and the City.

We provide hospital services from our main site in Homerton, and a full range of community services in people's homes and at locations across City and Hackney. Homerton University Hospital delivers general hospital and specialist services and has over 500 beds across 11 adult inpatient wards, an intensive care unit, and maternity, paediatric and neonatal wards. We have three day-surgery theatres and six main operating theatres, and perform a range of surgery including general surgery, trauma, orthopaedics, gynaecology, maxillofacial, urology and ear nose and throat (ENT). We offer a range of specialist care in obstetrics and neonatology, foetal medicine, HIV and sexual health, asthma and allergies, bariatric surgery and neurorehabilitation across east London and beyond. Community services operate from over 60 partner sites in Hackney and the City of London, and include sexual health, locomotor rehabilitation services, school nursing and diabetic eye screening. The Trust also provides continuing healthcare at the Mary Seacole Nursing Home in Hoxton, east London.

Our 4,000+ exceptionally talented and motivated staff (our people) have built an organisation which offers outstanding care and has a reputation for kindness, safety and responsiveness. We are known for the quality of training offered, and are recognised as one of the top recruiters to high quality research studies in the UK, with particular interest in neonatology, sexual health and respiratory medicine. We are also recognised as first adopters of methods and systems that promise better and safer integrated patient care.

As is the case for the NHS at a national level, the Trust is operating in a tough financial environment. Whilst this presents challenges in terms of how we operate and meet the needs of those we serve, it also offers an opportunity for us to think innovatively about how and where we deliver care across the Trust, and in how we build even closer collaboration with partners across the health and social care ecosystem.



A Year in the Life of Homerton Healthcare (2023/24)

13,752

operations
performed



5,834

babies
born

446,330

outpatient
appointments



4,040

members
of staff



500

beds



77,945

admissions



366

patients seen
in A&E per day

17,021

ambulance
handovers



35 community
services across

11 sites



£460m

income



Homerton Healthcare Strategy – Our Future Together 2023 - 2028

Our 2023-2028 organisational strategy aims to build on our strengths, fully develop the scope of working with our partners, and set out how Homerton Healthcare can best contribute to improving health and care over the next five years, in a changing society and a new NHS structure. Our future, together. We have a vision for 2028, that everyone in City and Hackney will have access to outstanding care, delivered jointly with local partners and continually improved through innovation.

[You can read more about our strategy here.](#)



1. Improve the health & wellbeing of our communities



2. Deliver outstanding, equitable care



3. Develop happy, healthy & heard staff



4. Strengthen partnerships



5. Secure our future



6. Foster innovation, improvement & learning



Living Our Values – How We at the Homerton Work

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff

Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsible

We will take responsibility for our actions and any problems that we come across – we will lead by example.

We will:

- be open and transparent about our performance and our ambitious continuous improvement targets
- think differently and look for new and innovative ways of working
- ensure our care is evidence based and follows best practice
- do the right thing, even when it is difficult



Trust Governance

The Trust is governed by a Board of Directors comprising executive and non-executive directors. The Board provides leadership to the Trust and sets the strategic direction of the organisation. The Board decides upon matters of operational performance, risk, quality assurance and governance, and it monitors the delivery of strategic aims and operational objectives.

As a Foundation Trust, the Homerton is accountable to the local population and members of the public who may become members of the Trust. The Board is supported by the Council of Governors which is made up of 14 public governors, 6 staff governors (of which currently we have 5 appointed) and 5 appointed governors nominated from partnership organisations such as the London Borough of Hackney. The Governors are elected by members of the Trust and they represent the constituents of Hackney and neighbouring boroughs or in relation to the workforce, both clinical and non-clinical staff are represented.

[You can read more about the Trust's governance here.](#)

Equality and Diversity

We are committed to achieving equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust. We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

Achieving equality and inclusion for all our people

Our Homerton People plan sets out to make the Trust the best place to work in the NHS, and one of our key ambitions to make this possible is to achieve equality and inclusion for all our people.

Our equality objectives for 2022-25

Building on *Our Homerton People* plan, we have set ourselves ambitious objectives over the next four years to achieve equality and inclusion for our people. These objectives have been developed through analysing the latest data available and in collaboration with our four staff networks and staff-side representatives:

- work as part of the Integrated Care System (ICS) to design, implement and embed an anti-racist approach in the organisation
- empower our Staff networks to ensure all staff feel psychologically safe to bring their whole self to work
- review Trust processes in line with just culture principles and are fair and equitable.
 - these will include HR processes (including recruitment, conduct etc.) and organisational change (including Equality Impact Assessments)
- reduce the experiences of discrimination, harassment, bullying or abuse
- increase the self-declaration rates of staff for: ethnicity, gender, disability, sexual orientation, religion and belief
- continue to ensure education, development and career progression opportunities are inclusive and accessible to all

Public Sector Equality Duty (PSED)

The public sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires NHS organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The PSED requires that the Trust must provide evidence that we have given 'due regard' to the three aims of the General Duty across all nine protected characteristics:

- to eliminate unlawful discrimination, harassment & victimisation;
- to advance equality of opportunity;
- to foster good relations.

[You can read more about Our Homerton People and EDI strategy here.](#)

Job Description

Post title: Chair of Audit and Risk Committee

Accountable to: Trust Chair

Workbase: Trust Headquarters

Time Commitment: approximately 3 days a month (including preparation and attendance at meetings)

Term of Office: Initial term of 3 years, subject to annual performance review and reappointment

Role summary

Homerton Healthcare NHS Foundation Trust is seeking to appoint a Non-Executive Director to the Board who will also serve as the Chair of the Audit and Risk Committee. This is a pivotal role within the Trust's governance framework, providing independent oversight of audit, financial reporting, and risk management processes to ensure that the Trust operates with transparency, accountability, and in accordance with its statutory obligations.

The successful candidate will bring a strong track record in governance, financial oversight, and risk assurance. They will support the Board in providing effective challenge to the executive team, ensuring that the Trust's internal control systems are robust, and that risk is appropriately identified, assessed, and managed.

Key responsibilities

1) People and Leadership

- Monitor appropriate governance of the Trust to ensure it complies with the right laws and regulations, that its strategies are robust, its business plans are achieved, and stakeholder and patient interests are protected.
- Be independent minded, have integrity and gain the respect of other Board members.
- Have the ability to analyse Board papers and other statistics and elicit the knowledge needed to perform the role effectively while respecting executive operational responsibility and authority.
- Establish and maintain structured contact with fellow Non-Executive Directors to share best practice between meetings.
- Model the Trust values, both in yourself and the wider team.
- Promote high standards of corporate governance and personal integrity.
- Work effectively with stakeholders, including Council of Governors and public membership through a programme of engagement events and activities.
- Provide independent scrutiny ensuring excellence in management.
- Attend and contribute to Board of Directors' meetings and Board development activities.
- Attend the annual members' meeting and meetings with the Council of Governors and its subgroups, as appropriate.
- Chair all meetings of the Audit and Risk Committee.
- Provide leadership to the Audit and Risk Committee to ensure that it is effective in its role and that internal control systems are in place and operating.
- Work with Executive Leads to ensure that they provide the Audit and Risk Committee with timely access to all the information it requires.
- Facilitate the contribution of all members of the Audit and Risk Committee, auditors and other invited participants.
- Provide the board with sound advice, assurance and useful and timely reports from the committee.
- Bring independent financial acumen to the work of the Audit and Risk Committee across its governance, risk management, assurance and internal control functions.
- Act as an ambassador for the Trust in the wider health and care environment through meetings and events attendance and networking opportunities.

2) Strategy

- As a member of the Board of Directors contribute to the setting of the Trust's strategic vision, aims and objectives ensuring the necessary resources are in place.
- Monitor delivery of the Annual Plan.

3) Performance

- Seek assurance that the Trust operates effectively, efficiently and economically.
- Support the continued financial viability and long-term sustainability.
- Monitor the achievement of financial and quality targets and the requirements of stakeholders within available resources.
- Undertake such training as is necessary to fulfil the role, including any mandatory training requirements.
- Participate in an annual review and appraisal with the Chair

4) Governance

- Monitor and seek assurance on the comprehensive framework of governance and system of internal control established across the Trust so that risks are effectively managed.
- Support compliance with regulatory standards.
- Promote the systematic delivery of excellent, safe, compassionate care that is patient and family centred.
- Actively support the Board of Directors working in conjunction with the Council of Governors to promote the interests of Foundation Trust members.
- As Chair and members of committees of the Board of Directors ensure information flows are timely and appropriate, and the necessary assurances are sought and reported effectively.
- Effectively engage with key stakeholders.



Person Specification

The ideal candidate will bring senior or board-level finance experience in a large, complex organisation, with strong financial acumen, strategic judgement, political awareness, and excellent communication skills. You will have the capacity to Chair the Audit and Risk Committee, bringing excellent risk management understanding and commercial skills. An understanding of public service values a deep commitment to the Trust's values, including equality, diversity, and inclusion, are essential.

Experience	
Essential	Desirable
<ul style="list-style-type: none"> Senior or board level experience and recent, relevant finance experience gained in a large and complex organisation with the capacity to Chair the Audit and Risk Committee Working in a pressured and challenging environment Experience of working in partnership with a range of different organisations and stakeholders A record of achieving positive organisational change 	<ul style="list-style-type: none"> Relevant experience to be able to contribute to the overall vision and strategic direction of the organisation Experience as a Non-Executive Director or equivalent in the commercial, voluntary or public sector

Skills	
Essential	Desirable
<ul style="list-style-type: none"> Ability to work as an effective member of the Board Excellent interpersonal and communication skills A good understanding of risk management A good understanding of finance, budgeting and control The ability to understand and absorb complex data and information and reach informed judgment. Well-developed political awareness High level of personal and business integrity High level commercial skills Ability to Chair meetings effectively 	

Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> An understanding of public service values and a deep commitment to the Trust's values, including equality, diversity, and inclusion 	<ul style="list-style-type: none"> An understanding of the NHS and the external environment in which it operates Understanding of Foundation Trust status and Governor responsibilities. An understanding of the health needs of the population served by Homerton Healthcare NHS Foundation Trust

Trust Values, Equal Opportunities & Other Requirements	
Essential	Desirable
<ul style="list-style-type: none"> Understanding and demonstration of the Trust Values Commitment and adherence to equality, diversity and inclusion 	

Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> Relevant finance Qualification 	

Candidates should be able to demonstrate their ability to meet the criteria and skills as outlined in the person specification.

Key responsibilities

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#). We are proud to be in one of the most diverse locations in the country, with nearly 90 different

languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Terms of Appointment

Remuneration

Remuneration, as determined by the Governors' Remuneration Committee and approved by the Council of Governors, is £13,650 per annum. Remuneration is taxable under Schedule E and subject to Class I National Insurance contributions. It is not pensionable.

The Non-Executive Director is also eligible to claim allowances, currently in line with rates set nationally, for travel and subsistence costs necessarily incurred on Trust business.

The Governors' Remuneration Committee will review and recommend levels of future remuneration, subject to the Council of Governors' approval.

Appointment, tenure and termination of office

The Non-Executive Director is appointed by the Council of Governors for an initial period of three years, subject to satisfactory appraisal. In accordance with the current Constitution, the appointment may be renewed for subsequent terms of up to three-years each, up to a maximum cumulative term of nine years. The Non-Executive Director may be removed from office by NHS England or the Council of Governors, in accordance with the Trust's Constitution. This post is a public appointment or statutory office and is not subject to the provisions of employment law. The Non-Executive Director is an appointee not an employee. To ensure that public service values are maintained at the heart of the NHS, all Directors are required to agree to and abide by the Code of Conduct for the Trust's Board of Directors and to comply with the statutory Fit and Proper Persons Requirements.

Time commitment

Non-Executive Directors of the Homerton must devote sufficient time to ensure satisfactory discharge of their duties. This will be, on average, around three days per month. This will comprise a mixture of set commitments (such as Board meetings and Committee meetings and Council of Governors' meetings) and more flexible arrangements for ad hoc events, visits, reading and preparation. Most of the time commitment will be during the work day. However, some evening work will be required. Our Board meetings are usually on the fourth Wednesday of the month.

Eligibility

Non-Executive Directors of the Homerton must be eligible to become a member of the Foundation Trust. Please note, as per our Constitution, we can only accept applications from members of one of the Public Constituencies, or those who are a part of the Trust's medical or dental school:

13.6 A person may be appointed as a Non-Executive director only if they are a member of one of the Public Constituencies or an individual who exercises functions for the Trust's university medical or dental school.

Please see overleaf for a map showing the areas in which one would meet the geographical criteria.

Terms

You should note that this 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 NHS, Non-Executive Directors are required to subscribe to the Code of Conduct and Standing Orders and Standing Financial instructions for the Foundation Trust.

Conduct

As a non-executive director, you must demonstrate high standards of corporate and personal conduct. Details of what is required of you and the NHS Board on which you serve are set out in the Codes of Conduct as outlined above.

Conflict of interest

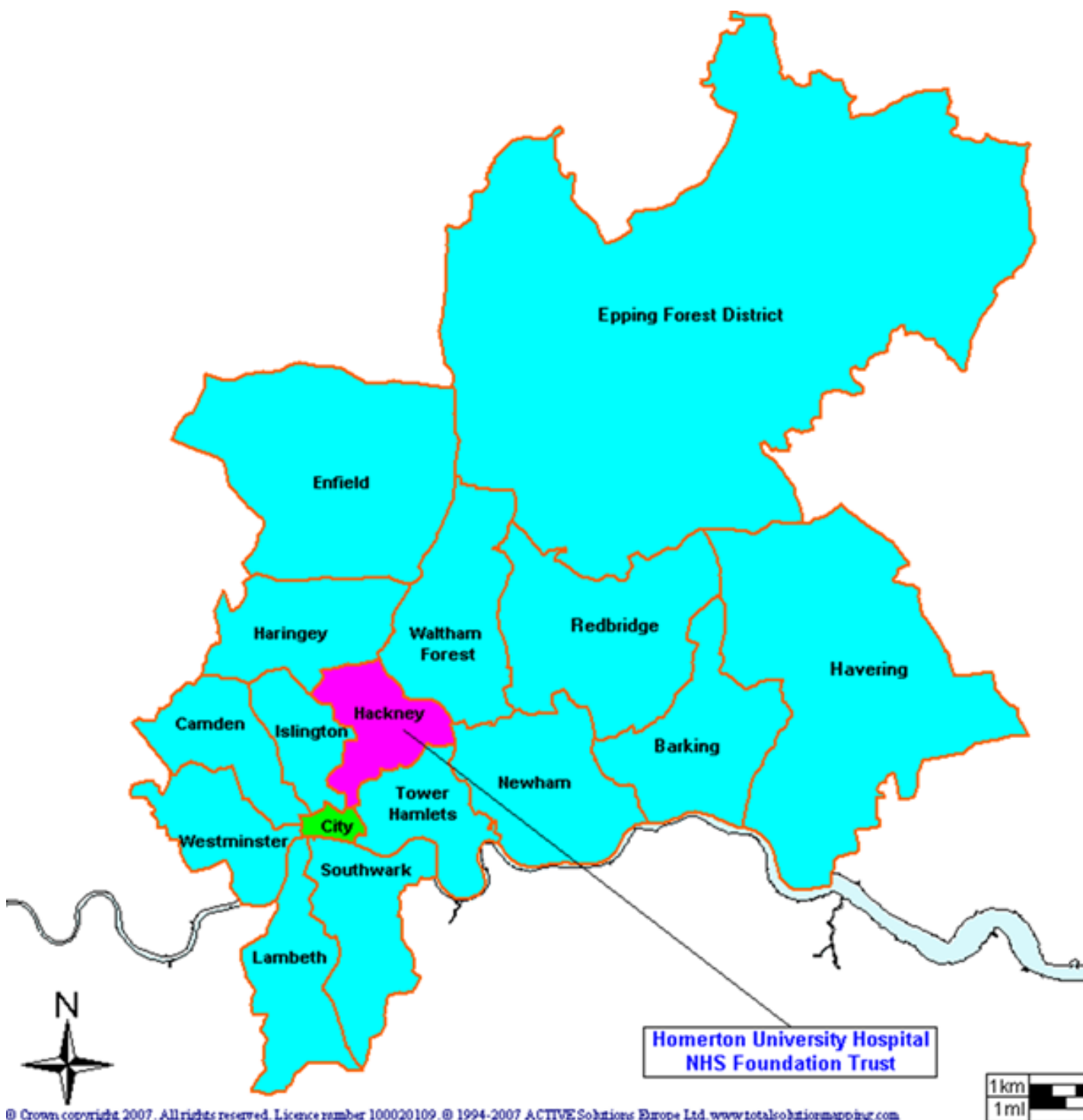
You will be required to declare any conflict of interest that arises in the course of Board business and also declare any relevant business interests, positions of authority or with other connections with commercial, public or voluntary bodies. These will be published in the annual report with details of all Board members' remuneration from NHS sources.

Fit and Proper Person

NHS England require a number of specific background checks to ensure that those we appoint are "fit and proper" people to hold these important roles. More information can be found on the NHS England [website](#).

Geographical Eligibility

13.6 A person may be appointed as a Non-Executive director only if they are a member of one of the Public Constituencies or an individual who exercises functions for the Trust's university medical or dental school.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Homerton Healthcare NHS Foundation Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code AAHOD.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on 26th June 2025.

Interviews will take place on 23rd July.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



The background of the page features several overlapping, semi-transparent blue geometric shapes, including rectangles and parallelograms, creating a modern, layered effect. The colors range from a light sky blue to a deep navy blue.

Saxton Bampfylde

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