

Could you help lead the NHS in your area?

Non-executive director

**Avon and Wiltshire Mental Health
Partnership NHS Trust**

Candidate information pack

Reference: S1787



collaboration trust respect innovation courage compassion

We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.

We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.

Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed

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1. The opportunity

There is a vacancy for a Non-executive director at Avon and Wiltshire Mental Health Partnership NHS Trust. We are looking for a strong team player with excellent interpersonal skills, and the ability to bring challenge and support to the board and its committees. The successful candidate will chair the Trust's Audit and Risk Committee. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care, particularly mental health and learning disability services. You will have recent and relevant financial experience gained in a complex organisation. This will include board or very senior level experience, ideally with a recognised financial qualification, and experience of audit or risk gained in a governance setting. You will also need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the Board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the trust

All non-executive directors must **champion the standards of public life** – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. These are outlined in the NHS Leadership Academy's [Healthcare Leadership Model](#).

Applicants should live in or have strong connections with the area served by the Trust.

- On average this role will require the equivalent to 2 to 3 days a month.
- The remuneration payable for this role is £6,157 per annum.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS Improvement makes 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 our [website](#).

Responsibilities of audit committee chairs

Audit committee chairs should have recent and relevant financial experience. They share the functions of the other non-executives, and in addition have responsibilities to:

- bring independent financial acumen to the work of the audit committee across its governance, risk management, assurance and internal control functions
- provide leadership to the audit committee to ensure that it is effective in its role and that internal control systems are in place and operating
- ensure that the audit committee is well informed and has timely access to all the information it requires
- facilitate the contribution of all members of the audit committee, auditors and other invited participants
- ensure that the board receives sound advice, assurance and useful and timely reports from the committee

3. About Avon and Wiltshire Mental Health Partnership NHS Trust

Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides specialist mental health services to children, adults and older people in Bath and North East Somerset (BANES), Bristol, North Somerset, South Gloucestershire, Wiltshire and Swindon. It also provides specialist drug and alcohol services and secure mental health services to people living across a wider area.

AWP’s purpose is ‘working together, living our best lives’. The Trust has defined their values as “PRIDE”; Passion, Respect, Integrity, Diversity and Excellence. Specifically, the Trust provides services for people with mental health needs, with needs relating to drug or alcohol dependency and mental health services for people with learning disabilities. The Trust also provides secure mental health services and works closely with the criminal justice system for prison mental health services.

As a partnership Trust it also has important responsibilities to work together at a local level with other public bodies, such as local authorities, the police and the criminal justice system including prisons and also with the voluntary sector to ensure that services are joined up.

With over 4,000 staff distributed across such a large area, the Trust employs a range of traditional and innovative communication methods. Key to this is the way the Trust encourages staff engagement and Board members play a visible and important role in this regard.

The Trust is committed to providing person-centred services that are high quality and recovery focused. To achieve this, the Trust supports a range of innovation and improvement programmes that help continually to improve and make a difference to the services they provide. Increasingly the Trust provides treatment and care in people's own homes and other community settings, reflecting the preferences of their service users. The Trust's community services are supported by high quality inpatient services that provide short term assessment, treatment and care.

The Trust supports high quality research into the prevention, treatment and management of mental health conditions, addictions and dementia.

The Trust wants to give everyone who uses its services, their carers and families and Trust staff the chance to find out about research they might take part in. This forms the Trust's pledge of 'Everyone Included'. This means that the Trust will send people who use AWP services information about suitable research opportunities.

3.1. The Trust's purpose, vision, values and priorities:

Our Purpose

Working together, living our best lives.

Vision

To give you the best possible care in the right place, at the right time, to help you recover, and live your best life.

Strategic priorities

We will support our service users and carers:

building innovative, integrated care pathways designed to enhance the whole service user experience.

We will engage our staff:

offering real opportunities at all levels to innovate and contribute to the delivery of our transformation plans.

We will be sustainable:

securing the future clinical and financial viability of the organisation.

Values

P	Passion	Doing our best, all of the time
R	Respect	Listening, understanding and valuing what you tell us
I	Integrity	Being open, honest, straightforward and reliable
D	Diversity	Relating to everyone as an individual
E	Excellence	Striving to provide the highest quality support

3.2. Challenges and opportunities:

The Five Year Forward View envisages the breaking down of boundaries between primary care and hospitals, between physical and mental health, and between health and social care. It means developing models of care built around the needs of patients rather than on historical or professional divides. The Trust is developing innovative models of care as part of its transformation programme, redesigning how care can be provided. This transformation will be the corner stone of the long term sustainability of the Trust.

The NHS Shared Planning Guidance asked every local health and care system in England to come together to create their own ambitious local plan for accelerating the implementation of the Five Year Forward View. The resulting Sustainability and Transformation Partnerships (STPs) are place-based, multi-year plans built around the needs of local populations. To deliver these plans NHS providers, CCGs, local authorities, and other health and care services have come together to develop robust plans to transform the way that health and care is planned and delivered for their populations.

The Trust has contracting arrangements across four CCGs, and with NHS England as Specialised Commissioner, as well as a number of complex partnership arrangements, with a diversity of providers. These relationships are important as Avon and Wiltshire Mental Health Partnership is engaged in two STP “footprints”: Bristol, North Somerset and South Gloucestershire and Bath, Swindon and Wiltshire. The Trust is ensuring the needs of mental health service users are fully represented in the strategies and plans of both STPs.

The Trust values the hard work of its staff and their dedication to providing high quality mental health care that promotes recovery and hope. The Trust has committed to supporting and developing staff as a strategic priority. It undertakes regular ‘temperature checks’ on staff experience and wellbeing and in 2017 joined a national ‘listening into action’ programme to help empower staff to make positive change to improve services. Throughout the year every member of staff is invited to complete the Staff Friends and Family Test in addition to the NHS Staff Survey.

Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#).

Follow the links for more information about:

- [Become a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
 - Building your application
 - Sources of information and useful reading
 - Eligibility and disqualification criteria
 - Terms and conditions of chair and non-executive director appointments

NHS Improvement respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

Appendix 2: Making an application

If you wish to be considered for this role please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references will be taken prior to interview and may be shared with the selection panel
- please complete and return the monitoring information form which accompanies this pack and is available for download
- tell us about any dates when you will not be available

Appendix 3: Key dates

- **closing date for receipt of applications: 8 October 2018 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 25 October 2018**
- **proposed start date: To be agreed with the successful candidate**

Getting in touch

- For an informal and confidential discussion with Charlotte Hitchings, the Chair of the Trust, please contact Sue Cook on 01225 362923.
- **NHS Improvement** – for general enquiries contact Leslie Horn on 0300 123 2057 or by emailing leslie.horn@nhs.net



About NHS Improvement

NHS Improvement is responsible for overseeing Foundation Trusts, NHS Trusts and independent providers. We offer the support these providers need to give patients consistently safe, high quality, compassionate care within local health systems that are financially sustainable. By holding providers to account and, where necessary, intervening, we help the NHS to meet its short-term challenges and secure its future.

NHS Improvement is the operational name for the organisation that brings together Monitor, NHS Trust Development Authority, Patient Safety, the National Reporting and Learning System, the Advancing Change team and the Intensive Support Teams.

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