

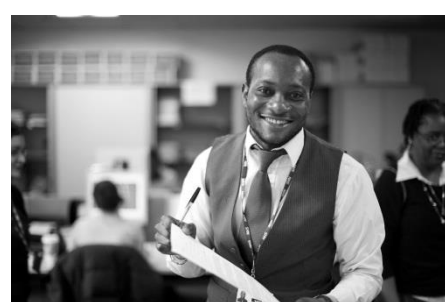
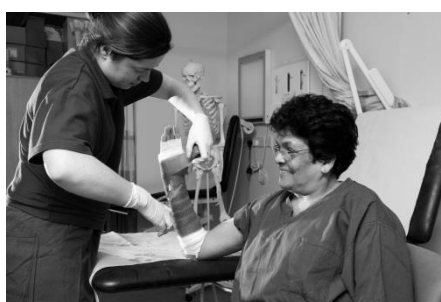
# Could you help lead the NHS in your area?

**Coventry and Warwickshire  
Partnership NHS Trust**

**2 Non-executive Directors**

**Candidate information pack**

**Reference: M1898**



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

We are recruiting two Non-executive Directors to join the board of Coventry and Warwickshire Partnership NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people living 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 services. You will have senior or Board level experience in at least **one of the following** areas:

- Recent, relevant finance experience in a large and complex organisation with the capacity to Chair the Audit Committee, preferably, with a financial qualification; **or**
- Commercial experience gained at a senior level, in a customer focussed environment with experience of working in partnership and collaboration and potentially with some estates/ property management experience.

You will 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
- demonstrate a focus on patient care and reducing inequalities

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 an 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 Coventry and Warwickshire and the surrounding counties.

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

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](#).

One of these two NED roles will be required to chair the Audit Committee which has a specific set of responsibilities as outlined below.

### **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 Coventry and Warwickshire Partnership NHS Trust**

Coventry and Warwickshire Partnership Trust (CWPT) provides inpatient, community and day clinics, as well as specialist services, to a population of about 1 million people living in Coventry, Warwickshire and Solihull. Specialist services are provided to a wider geographical area.

CWPT provides a wide range of mental health and learning disability services for people of all ages and a wide range of community physical health services. The Trust has recently been inspected by the CQC and rated as 'Good'

CWPT was formed in 2006 and integrated with community services from NHS Coventry in April 2011. The organisation now provides services from more than 60 locations with an income of about £200 million and employs more than 4,000 dedicated staff.



## VISION AND VALUES

CWPT's vision is to be first and foremost "A Great Place for Care". It believes that this can be achieved by also being a "Great Place to Care" and "A Great Place to Work".

The Trust has been collectively developing its strategy over the past couple of years and have identified the key actions needed to complete, to achieve the ambitions of the strategy and the outcomes that it would want to occur as a result of these actions.

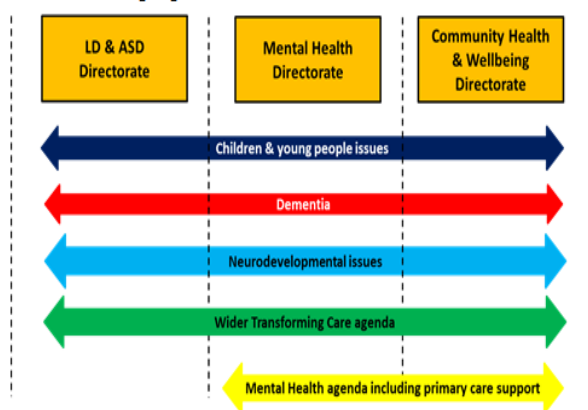
Whilst the vision and strategic ambitions have evolved, they are aligned to the Trust values that underpin its strategy and are used as the benchmark for all plans and actions:



CWPT has three operational directorates;

- Mental Health Services (Secondary Care Inpatient and Community based services);
- Community Health and Wellbeing Services (including Improving Access to Psychological Therapies(IAPT) and any Primary Care Mental Health service developments to support mental health and physical health integration);
- Learning Disability services and any Autistic Spectrum Disorder services (Inpatient and Community)

The structure reflects a primary focus on specialities which reflect the lives of people who need our care and support.



## OTHER SERVICES

The Trust ensures its services maintain the high standards expected of NHS care through a range of support services that are essential to the day to day provision of care. Safeguarding vulnerable people is a key priority for the Trust, and a feature of all of the care provided. The Safeguarding team coordinate training and information for all staff, aiming to prevent and identify any abuse of children, young people and adults. The Medicines Management service maintains all efforts to provide specialist pharmaceutical support to clinicians, service users and carers. The Counter Fraud team exist to deter, prevent and detect fraud in the NHS. Every health body in the NHS has to appoint a local counter fraud specialist.

## SUSTAINABILITY AND TRANSFORMATION PARTNERSHIP

In 2016 the NHS and local councils came together in 44 areas covering all of England to develop proposals to improve health and care. They formed new partnerships – known as sustainability and transformation partnerships (STP) – to run services in a more coordinated way, to agree system-wide priorities, and to plan collectively how to improve residents' day-to-day health.

In Coventry and Warwickshire the STP has identified that its key priorities are to improve the care pathways for people who require services for mental health, frailty

and musculoskeletal (MSK) needs in addition to ensuring the sustainability of the overall health and care system.

On 18 June 2018, the Prime Minister set out a funding settlement for the NHS in England for the next five years equating to an average increase of 3.4% per year. The NHS was instructed by the Government to develop a 10 year strategy (the NHS Long Term Plan) that sets out a range of improvement ambitions and a plan to meet these over the five years of the funding settlement. A key part of the NHS Long Term Plan is the ambition for local systems to become more integrated. This means that by 2020/21 all STP areas will have developed into Integrated Care Systems (ICS). The ICS will be built on strong and effective providers and commissioners, underpinned by clear accountabilities. Through working collaboratively, trusts and commissioners will agree the services that each organisation will provide and the cost they will reasonably incur in providing those services – ensuring these are affordable within the system's collective financial budgets.

This will be supported by a system oversight approach which reviews organisational and system objectives alongside the performance of individual organisations, whereby regions seek to understand the drivers of challenges facing organisations and ensure that solutions reflect the wider system changes required.



## 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 may 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:** **Monday 25 February at 11am.**  
Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- The CWPT Committee day is scheduled to meet on 12 February 2019, you are invited to join Board members for lunch. For further information or to confirm your attendance please contact Emma Denis on 02476 536673
- **interview date: 18 March 2019**
- **proposed start date:** TBC

## Getting in touch

- For an informal and confidential discussion with Jagtar Singh, the Chair of the trust, please contact Emma Denis on 02476 536673
- **NHS Improvement** – for general enquiries contact Joe Porter on 0300 123 2908 or by emailing [joe.porter@nhs.net](mailto:joe.porter@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.

## Contact us

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