



# Could you help lead the NHS in your area?

**Coventry and Warwickshire  
Partnership NHS Trust**

**Non-executive director**

**Candidate information pack**

**Reference: M1977**



**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 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 served by the Trust.

## 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 meet at least two of the following essential criteria:

- Board level experience
- Experience of board level Safety and Quality Committee or significant clinical experience
- Experience of working at a strategic level in a higher education institution / university with experience of working in partnership and collaboration with other organisations;

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 strong 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 the Coventry and/or Warwickshire area.

- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £10,000 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and non-executive directors. On this basis the successful candidate will receive future increases, as follows:

<b>Effective Date</b>	<b>Annual Remuneration</b>
1 April 2020	£11,500
1 April 2021	£13,000 (standard rate for all NEDs)

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](#).

### **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 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.

## **Coventry and Warwickshire Health and Care 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. Locally this has not been developed into the Coventry and Warwickshire Health and Care Partnership, of which Coventry and Warwickshire Partnership NHS Trust is a partner. More details can be found at <https://www.bettercarecovwarks.org.uk/about-us/>

Vision – the trusts vision is ***'We will do everything in our power to enable people across Coventry and Warwickshire to pursue happy, healthy lives and put people at the heart of everything we do.'***

"We believe that each of our residents deserves to:

- Lead a healthy independent and fulfilled life
- Be part of a strong community
- Experience effective and sustainable health and care services when they need them."

To achieve this vision and deliver the NHS Long Term Plan (LTP) commitments, additional money will be coming into the system over the next five years. This additional money existing resources will be used to respond appropriately to rising demand for health and care services from the growing and ageing population.

## 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:

- [Becoming 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: 11am on 12 February 2020.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- The CWPT Trust Board meets in public on **28 January 2020**. You are invited to attend to observe and join board members for lunch. For further information or to confirm your attendance please contact Emma Denis on 02476 536673 or at [Emma.Denis@covwarkpt.nhs.uk](mailto:Emma.Denis@covwarkpt.nhs.uk)
- **interview date: 2 March 2020**
- **proposed start date: 1 April 2020**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Jagtar Singh, the Chair of the trust. Please contact Emma Denis on 02476 536673 or at [Emma.Denis@covwarkpt.nhs.uk](mailto:Emma.Denis@covwarkpt.nhs.uk)
- **NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing [miriam.walker@nhs.net](mailto:miriam.walker@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.

## Contact us

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