



# Could you help lead the NHS in your area?

**Leicestershire Partnership NHS  
Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: M2328**



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 Leicestershire Partnership NHS Trust (LPT). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of the one million people served by the Trust.

There is emphatic evidence that diverse boards make the best decisions. LPT want to take positive action to increase the diversity of their board team. In non-executive roles nationally, it is known that people from the local Black Asian and Minority Ethnic communities, LGBT communities, younger people and those with lived experience of disability are all under-represented. They want a change.

The health of people across Leicester, Leicestershire and Rutland varies considerably and presents a number of challenges to the health system, and to their efforts to improve the health and wellbeing of the population. Leicester City is one of the 20% most deprived districts/unitary authorities in England and about 23% (17,100) of children live in low income families. Leicester is an ethnically diverse city with 48.6% of the population from an ethnic minority group, compared to 13.6% nationally. The health of people in Leicestershire and Rutland is generally better than the England average. Both Leicestershire and Rutland have populations older than the national average. For instance, in Rutland, 24.2% of the population is aged 65 or over, compared to a national average of 17.9%.The ageing population, particularly in Leicestershire and Rutland, presents additional challenges to the health system in tackling multi-morbidities. (This information is taken from the Public Health England Local Authority Health Profiles 2018)

LPT don't reflect these diverse communities' populations in their boardroom and they want that to change to ensure that the voices of all their diverse communities are heard. Of their Board members, 12% are BME, 6% have a disability and 53% are female (43% of their Non-Executive Directors and 60% Executive Directors are women).

We are really interested in receiving applications from people with different backgrounds and experience, particularly from local BAME communities with senior level experience.

**The NHS is founded on principles and values that bind together the diverse communities and people it serves – patients and public – and the staff who work for it.**

## 2. Required values, competencies, skills and experience

We are looking for candidates who want to use their energy, skills and experience to help drive the delivery of sustainable healthcare services for the people of Leicester, Leicestershire and Rutland.

### Values

You must demonstrate a clear commitment to the trust's values and the NHS values and principles outlined in the [NHS Constitution](#) and 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**.

### Core competencies

You will work alongside other non-executives and executive colleagues as an equal member of the board. The Trust need diverse, inclusive and compassionate leaders who not only reflect the community they serve and the staff employed but have the leadership style and breadth of perspective to make good collective decisions. As an NHS leader, you will be able to demonstrate the **five core competencies** required to contribute effectively in the NHS non-executive director's role. You will need to be able to demonstrate you can use your experience to:

- bring independence, external perspectives, skills and challenge to **strategy development**
- shape and support an inclusive, compassionate, person-centred **culture** for the trust, encouraging diversity, change and innovation
- close the gap on **health inequalities**, and achieve the service changes that are needed to improve population health
- use personal knowledge and experience to hold the executive to account by providing **purposeful, constructive scrutiny and challenge**
- achieve the **best sustainable outcomes** for patients and service users by encouraging continuous improvement, clinical excellence and value for money
- balance organisational governance priorities with **system collaboration**; prioritising population health in line with the NHS Long Term Plan.

## Lived experience

Personally, you will bring a range of professional expertise as well as community understanding and experience to the work of the board. We are interested in your life experience and personal motivation that will add valuable personal insights such as: a patient or carer of a service user; experience of gender and women's issues; engaging with diverse social, economic and cultural groups and communities; experiences and challenges of younger people; and those with lived experience of mental health issues and/or living with physical disability.

## Additional criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have recent, relevant commercial expertise gained at a strategic level in a large, complex organisation with the ability to Chair the Finance and Performance Committee.

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

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](#).

## Time commitment and remuneration

The non-executive role is part-time to ensure independence and objectivity is maintained. The time commitment will therefore depend on local circumstances but

should include attendance at all board meetings and board development sessions, some committee work and enough preparation time to ensure you are well briefed on internal and external context. A minimum of 2-3 days a month would be expected to undertake the role successfully.

The remuneration payable for this role is £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard rate for all NEDs) per annum.

### **Eligibility**

Preference will be given to candidates who have a strong affinity and connections within the regional area(s) served by the trust and an understanding of the diverse communities it serves. 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. As part of the assurance work for all board members under the fit and proper requirements, you will be asked to address questions relating to topics including misconduct or mismanagement, bankruptcy and convictions and we will make a number of specific background checks. More information can be found on our [website](#).

### **Improving diversity**

We value and promote diversity and are committed to equality of opportunity for all. The best boards are those that reflect the communities we serve and therefore applications from all backgrounds are welcomed. We want to increase the diversity of our board and particularly encourage applications from women, people from the local Black Asian and Minority Ethnic communities, LGBT communities, younger candidates and from people with lived experience of disability, who we know are all under-represented in these important roles.

### 3. About Leicestershire Partnership NHS Trust

#### Message from the Chair

Thank you for expressing an interest in joining Leicestershire Partnership NHS Trust (LPT). This is a crucial time for the NHS and the Trust and a particularly exciting time to join our Board of Directors.

As Chair, I am working with our Chief Executive, Angela Hillery, to build a Board that can lead LPT in these most demanding of times. As a trust we are on a journey of improvement. Having focused considerable time and effort on delivering some immediate improvements and tackling some of our most urgent quality and safety issues highlighted in our 2019 CQC report, we are now seeking to move to a more comprehensive, strategic approach.

This approach is outlined in our Strategy 'STEP up to GREAT', our ambitious plan to deliver long term sustainability that makes sense to the front line staff and helps to deliver improvements in our priority areas. We are confident this will make a positive difference for our patients and support our staff in their efforts to deliver the high standards of care to which they aspire. This will be reflected within our CQC ratings at our next inspection.

We want our patients, service users, carers and staff to recommend LPT as a place to receive care and we want to give everyone who works for us, and with us, a reason to feel proud of the services we provide.

LPT is committed to continuous improvement, sharing learning and adopting best practice. This is the basis of our formal buddy relationship with Northamptonshire Healthcare NHS Foundation Trust (NHFT). We are keen to bring some of the thinking and best practice that has made NHFT a CQC 'Outstanding' Trust. This sharing of best practice works both ways and it is good to see the many benefits NHFT has gained by working more closely with colleagues at LPT.

We also have an important role to play across the wider system, with our partners in Leicester, Leicestershire and Rutland, as part of an emerging Integrated Care System. We have formed good working relationships with other mental health providers across the East Midlands and we have strong links with the University of Leicester. Through the relationships we create with our stakeholders, the work we do with our partners to identify and deliver new models of care, through the constant drive for innovation and through the engagement of our staff, it is clear what needs to be done. We are excited

by the possibilities this presents and how this might enable us to continue to deliver quality care for all those we serve and for those who care for them.

I am looking for an individual with experience at senior level who can work as part of our Trust Board and make a significant leadership contribution by chairing one of our key Board sub-committees, the Finance & Performance Committee. This role involves setting agendas and workplans for the committee, ensuring good governance of decisions and escalation of risk through to the Board.

I hope that you will be inspired to make an application and if you believe you have the necessary experience and qualities, I very much look forward to receiving your application.

**Cathy Ellis, Chair**



## **About LPT**

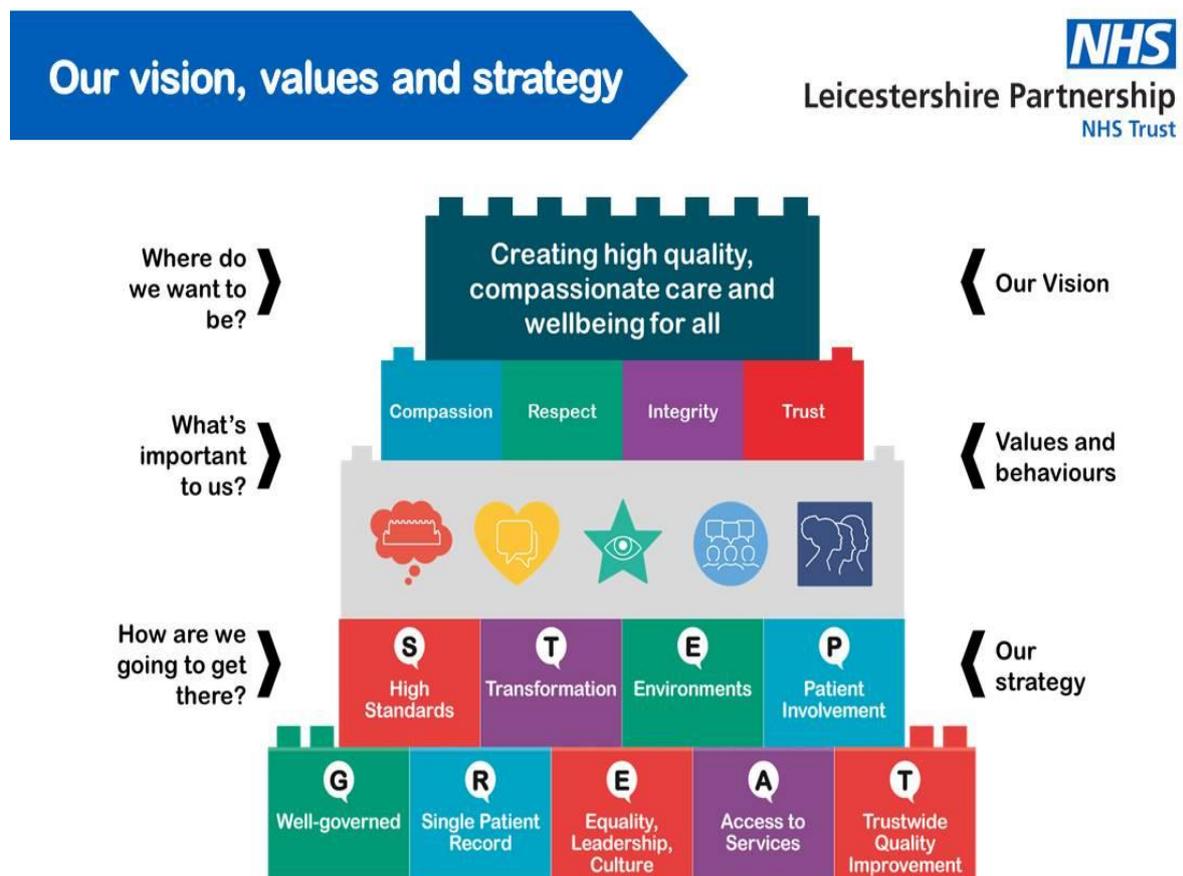
LPT is an integrated mental health, community health and learning disability services provider for all ages. Their 6,500 staff and volunteers provide services through 125 in-patient and community settings, as well as in people's homes, across Leicester, Leicestershire and Rutland. LPT have an annual budget of approximately £300 million.

## **LPT's strategy: Step up to Great**

Quality and safety for all is LPT's number one priority. The Trust has strengthened their vision and strategy, to make their direction of travel as clear as possible for everyone. This has been brought together using feedback from staff, service users and stakeholders to evolve their work so far into a clearer trust-wide strategy for all areas: Step Up to Great.

Through Step Up to Great LPT has identified 9 key priority areas to focus on together (each priority is represented by a strategy brick in the diagram below).

Their Step up to Great Mental Health plan for adult and older people’s services is one of these priority areas of transformation. It will be shaped by operational and clinical leaders, in collaboration with their staff, supported by the transformation team to ensure that they put these service improvements into practice over the coming few years. And they are clear that by doing this it will help them achieve improvements in the quality and safety of their services. It is about making a real and sustainable difference for their patients and supporting their staff to deliver high standards of care every day.



### LPT’s leadership behaviours: it starts with me

The Trust’s leadership behaviours framework set the standards of expectation they aspire to in their daily work. Meeting these standards and developing the capability to exceed them, will not only ensure that they continue to improve and respond flexibly to changing needs as an organisation, but will also help their staff

to fulfil their potential, both in terms of personal achievement and career advancement.

## Behaviours



**Valuing one another**



**Recognising and valuing  
people's differences**



**Working together**



**Taking personal  
responsibility**



**Always learning and  
improving**

## Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit [www.leicspart.nhs.uk](http://www.leicspart.nhs.uk). Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments
  - How we will handle your application and information
- **View all current chair and non-executive vacancies**
- **Sign up to receive email alerts on the latest vacancies**
- **Contact details for the Non-executive Appointments Team**

*NHS England / 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, this should be no more than 3 pages
- 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, this should be no more than one page
- 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: 5 March 2021 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 31 March 2021**
- **proposed start date: May / June 2021**

### Getting in touch

- We strongly recommend an informal and confidential discussion with Cathy Ellis, the Chair of the trust. Please contact Sonja Whelan on 07525 723336 or email [Sonja.whelan@leicspart.nhs.uk](mailto:Sonja.whelan@leicspart.nhs.uk)
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

#### **NHS England / NHS Improvement**

Non-executive Appointments Team

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**NHS England  
NHS Improvement**

