



Non Executive Director

Candidate information pack

November 2021



HUNTER
Executive talent for the healthcare sector



Welcome

Hello and thank you for your interest in Sussex Partnerships and our Non-Executive Director role.

For all of us, the last 18 months has been difficult, and for some of us it has been devastating. For the NHS, while we have been fortunate secure a significant increase in investment, Covid-19 has exposed some fundamental weaknesses in our infrastructure and those of us who work in mental health have seen a huge increase in demand for our services, which will have significant implications for how we design and deliver those services, and for how we see our future role.

The pandemic has also shone a stark light on the inherent inequality in our world and highlighted how those wider determinants of health such as poverty, food insecurity, poor housing, poor childhood experience and racial and economic oppression, continue to undermine our collective ability to improve the mental and physical health and well-being and life chances of our population.

As a specialist provider of mental health services we need to ensure that the services we provide are co-produced with those who are experts in local need - expertise that may be clinical or experiential. We need to share skills and build capacity across our community, focusing on prevention and promotion and on building resilience and reducing over-medication.

We know we have set ourselves a significant challenge and it will not be easy to get this right, but if we do, it will mean a very real and tangible improvement to our populations' long-term health and wellbeing.

So there has never been a better or more exciting time to join us as a Non-Executive Director. We are looking for someone with first-hand knowledge of mental health and/or mental health services. You will have a real commitment to working in partnership to tackle health inequalities – and you will be able to demonstrate that commitment with a track record of delivering real, tangible improvement in reducing inequalities. You will be joining a team – and an organisation – where integrity, compassion, intellect and drive are all standard entry requirements so we will be looking for evidence that you can match their passion and commitment.

If that sounds like a challenge you are up for, then we would love to hear from you. Please contact our recruitment partners Rhiannon Smith or Jenny Adrian at Hunter Healthcare on 07939 250362 or by email at jadrian@hunter-healthcare.com

Peter Molyneux
Chair



About us

We provide NHS care and treatment for people living in south east England. We are rated 'good' overall by the Care Quality Commission and 'outstanding' for caring.

Our mental health services provide care and treatment for people with conditions such as psychosis, depression, anxiety, dementia and personality disorder. Our specialist learning disability services provide community and inpatient care for people with complex health needs which can't be met by other services. We have a number of services that provide very specialist care for people with complex health conditions and social care needs.

We provide care in people's homes, in specialist clinics, hospitals and GP surgeries. Our services are aimed at children, young people and adults of all ages and many are provided in partnership.



i We are committed to making sure that people feel valued, supported and cared for. This includes people who use our services and their families, who work in partnership with us and work within our organisation.

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The trust in numbers



AROUND
2,800

PEOPLE ARE
ADMITTED TO
ONE OF OUR

13 INPATIENT
SERVICES

EVERY YEAR

WE HAVE ABOUT
9,000
MEMBERS
INCLUDING
PEOPLE WHO USE
OUR SERVICES,
CARERS AND STAFF



OUR LEARNING
DISABILITY
SERVICE PROVIDES
SPECIALIST HEALTH
INTERVENTIONS TO
AROUND

2,000
PEOPLE

EACH YEAR



MORE THAN

72,000

ADULTS AND CHILDREN
RECEIVE SUPPORT
AND TREATMENT IN
THEIR OWN HOMES
OR ANOTHER
COMMUNITY SETTING



MORE THAN **20,000**
ADULTS ATTEND OUTPATIENT
APPOINTMENTS EACH YEAR



In 2017 we had

320

entries for our
Positive Practice Awards



UP
FROM

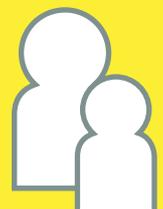
160



AROUND **16,000**

PEOPLE RECEIVE CARE
FROM OUR DEMENTIA AND
MEMORY ASSESSMENT TEAMS
EVERY YEAR

Around 4,000 children
and young people
start treatment with
us every year in
Hampshire and nearly
6,000 in Sussex



Our strategy:

People, Prevention and Partnerships

Our organisational strategy describes how we plan to improve the experience, wellbeing and health of people who use our services, their families and carers, our staff and the communities we serve.

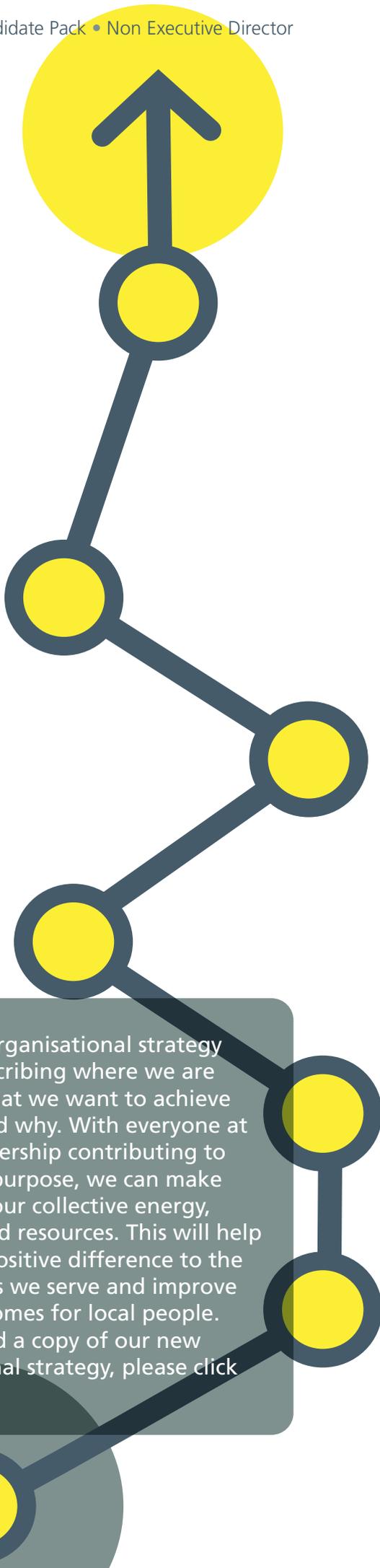
The strategy responds to local needs and national priorities, including the NHS Long Term Plan. It is based on needing to do things differently – both in terms of how we work and how we work with others – and informed by feedback about what we do well and where we need to improve.

Our strategy priorities are:

- Joining up services in partnership across health, social care, housing, employment and education
- Creating and sustaining a collaborative, compassionate and caring organisational culture which promotes inclusion
- Using our resources wisely, which includes using research, innovation and learning to develop new treatments and develop our workforce
- Promoting health, wellbeing and resilience within the communities we serve.

We will champion the needs of people who use mental health and learning disability services. This includes doing all we can to eliminate discrimination and address the social factors that affect people's health.

Our strategy underpins the annual objectives we agree each April regarding the specific actions we focus on over the following year. It will also help create the conditions for us to continue delivering our clinical strategy, which describes in detail the type and range of services we believe we need to provide in future.



Having an organisational strategy is about describing where we are heading, what we want to achieve in future and why. With everyone at Sussex Partnership contributing to this shared purpose, we can make best use of our collective energy, expertise and resources. This will help us make a positive difference to the communities we serve and improve health outcomes for local people. To download a copy of our new organisational strategy, please click [here](#)

Our values

Our values are designed to guide the way we behave and how we want people to experience Sussex Partnership, whether as someone who uses our services, works with us or works here.



People first

People are at the heart of what we do.



Embracing change

We are bold, innovative and disciplined about making use of our resources to continuously improve.



Future focused

We are optimistic, we learn and we always try to improve.



Working together

We provide services in partnership with patients, families and others.

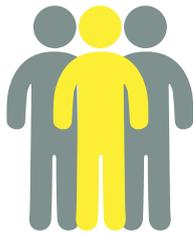


Everyone counts

We value, appreciate and respect each other.

Our mission and vision

Our **mission** is to champion the rights of people with mental health problems and learning disabilities. We will work with our partners to bring health and care services together for their benefit.



People will feel valued, supported and cared for

This applies to people who use our services, their families and our staff. It's an approach based on working with people as equal partners.

Our **vision** is to improve the quality of life for the communities we serve.



Prevention of ill health will promote community wellbeing

We will use population data to understand and anticipate the needs of our local communities and improve population health. We will challenge stigma, encourage people to seek help early and provide help to people earlier if they are at risk of ill health.



Partnerships will provide people with services to help them thrive

We will take a leading role in bringing partners together across health, housing, education, employment and social care to address the social factors which affect people's health. We will play a leadership role in shaping how the whole health and social care system works with other sectors.

Our culture, values and behaviour

People will want to work here, and work with us, because we live our values. Our staff will recommend us as an employer, feel well treated, engaged and enabled to do their jobs well. They will also be clear about their responsibilities to each other and to the people we serve.

Effective, efficient use of resources

This enables us to live within our means, make best use of public money, reduce unwanted variation and invest in innovation to improve individual health and care outcomes. In our role as a University Teaching Trust we will help train the future workforce and advance patient treatment through ground-breaking research. This will help develop the resources to continue improving NHS services

The role

The Trust Board is collectively responsible for ensuring the success of Sussex Partnership Foundation Trust by directing and supervising its affairs. Non-Executive Directors are appointed to the Trust Board to bring independent assessment and scrutiny of strategy, performance and governance whilst ensuring accountability to our patients, our commissioners and the communities we serve.

Non-Executive Directors provide oversight of key elements of governance on the Trust Board, bringing a strategic and impartial focus and an external view of the work of the Trust that is removed from the day-to-day running of the organisation.

As a member of the Trust Board, Non-Executive Directors have a shared responsibility to ensure that the Trust exercises its functions effectively, efficiently, economically, with good governance and in accordance with the terms of the NHS Constitution.

Alongside their Executive colleagues, Non-Executive Directors play a key role in ensuring that Sussex Partnership Foundation Trust is responsive to local circumstances and needs and makes decisions which are clinically led, patient focused, in line with good governance and secure the best use of public money.

Principle Duties and Responsibilities

The duties of Non-Executive Directors are to:

- Contribute to the development of strategy, set organisational aims and ensure that financial and human resources are sufficient to enable business objectives to be achieved
- Create and protect opportunities for patient and public empowerment in the work of the Trust
- Demonstrate commitment to continuously improving outcomes, tackling health inequalities and securing the best use of public money

- Embrace effective governance, accountability and stewardship of public money and demonstrate an understanding of the principles of good scrutiny
- Demonstrate commitment to our patients, the Trust and to the wider interests of the health services
- Provide appropriate challenge across the Trust Board
- Give an unbiased view on possible conflicts of interest
- Contribute to ensure that the Trust Board remains “in tune” with the needs of our services and in the development of a culture where the interests of our patients and the community remain at the heart of discussions and decisions
- Represent and uphold the values of the Trust and be an appropriate role model, promoting equality and diversity for all our patients, staff and other stakeholders
- Uphold the values set out in the NHS Constitution demonstrating them in personal conduct and in the development of the culture of the Trust
- Consider social care principles and promote health and social care integration where this is in patients’ best interests

Time commitment

This is currently 2½ days per month (on average). This may be during the working day or in the evening. All members of the Board of Directors are required to attend the bi-monthly meetings of the Board.

Eligibility

NEDs must be a member of the public or service user constituency of the Trust, and must not be disqualified from being a NED by virtue of any of the criteria in paragraph 26 of the Constitution.

Person Specification

We want Non-Executive Directors with experience of working at, or close to, Board level in the public, private or third sector and who can work closely with the Chair to provide the necessary support, guidance and challenge to the Executive team.

We are seeking individuals with knowledge and understanding of mental health and/or mental health services and a strong focus on partnership working and how this can be leveraged to best effect to tackle health inequalities: we are looking for more than just a commitment to the agenda – **we want candidates who have a track record of working in partnership to deliver real, tangible improvements in reducing inequalities.**

In addition, candidates for the role will be expected to demonstrate that they behave at all times in accordance with the Trust's values and their associated behaviours.

Beyond this, candidates must be able to demonstrate that they have:

- The ability to work effectively in a leadership role with a range of internal and external stakeholders, using strong people management and communication skills to secure the best outcomes for the population we serve
- The ability to provide strong challenge and be demanding on pace and sustainability in holding executives to account
- Proven governance, organisational and financial skills, including those relating to strategic planning, risk management and organisation-wide performance management.
- An understanding of the challenges facing healthcare providers and Sussex Partnership NHS Foundation Trust in particular, in delivering high quality, safe services to patients that are clinically and financially sustainable.
- A commitment to equality, diversity and inclusion: we are committed to having a diverse board and we would particularly welcome applications from people from groups that are currently under-represented at Board level.



How to apply

The closing date for applications is 3 December 2021. Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A **Curriculum Vitae (CV)** with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and e-mail addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**. Please note that the information you provide will be treated as confidential, and is for monitoring purposes only. It will not form part of the application process.

All applications should be sent to: **applications@hunter-healthcare.com**. All applications will be acknowledged.

For an informal conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: **jadrian@hunter-healthcare.com** or phone: 07939 250362

KEY DATES:

Application Deadline	3 Dec 2021
Shortlisting	w/c 13 Jan 2022
Interview and Focus Groups	w/c 24 Jan 2022



Sussex Partnership
NHS Foundation Trust

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HUNTER
Executive talent for the healthcare sector