



Could you help lead the NHS in your area?

**South West London and St George's
Mental Health NHS Trust**

Non-executive Director

Candidate information pack

Reference: L2510



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 (NED) at South West London and St George's Mental Health 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.

We are looking for someone with the knowledge, skills and experience to Chair the Board's Quality and Safety Assurance Committee. This Committee has been established to ensure, on behalf of the Board, that there are effective mechanisms, controls and systems in place to:

- Promote safety and high quality patient care;
- Identify and manage risk arising from clinical care;
- Reflect and be responsive to the views of patients and carers;
- Ensure the effective and efficient use of resources through evidence based clinical practice;
- Keep abreast of key staffing issues which may impact on the quality of the service provided.

The successful candidate will also be able to demonstrate an ability to operate as a strategic non-executive director promoting patient interests in Trust decision making.

You will have senior or board level experience in the leadership of public services. A good knowledge of mental health services will be an advantage.

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](#).

Applicants should live in or have strong connections with South West London.

- 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 £13,000 (standard rate for all NEDs) 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 England / 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](http://www.swlstg.nhs.uk). www.swlstg.nhs.uk

3. About South West London and St George’s Mental Health NHS Trust

South West London and St George’s Mental Health NHS Trust is the leading provider of mental health services across south west London. They deliver services to people of all ages and serve a population of more than 1,120,000 people in the boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth. They are also proud to provide some national, specialist and forensic services.

At any given moment their 2,800 staff are providing care and treatment or supporting the recovery of more than 20,000 people. Together their 100+ clinical teams work to make sure that high quality, patient centred care is their priority and that they achieve their vision of Making Life Better Together.

The trust has a turnover of £220 million and they provide acute and community care from three sites: Springfield University Hospital (Tooting), Tolworth Hospital (Kingston), and Queen Mary’s Hospital (Roehampton) - which have a total of 378 inpatient beds – and from GP surgeries, community and social care locations, and in people’s homes.

The major Estate Modernisation Programme will see the transformation of their sites at Springfield and Tolworth, providing high quality environments that are designed to deliver the most modern mental health care in the country; giving people the best chance to recover in the best environment, and supporting staff to deliver the outstanding care their service users deserve from them.

Collaboration and partnership working are crucial to how they work and together with South London and Maudsley NHS Foundation Trust and Oxleas NHS Foundation Trust, are part of the South London Partnership. They also play an active role in the South West London Integrated Care System and work at borough levels with many local community organisations. As a teaching trust, they also provide education, training and research in partnership with a number of universities

The trust strives to ensure that co-production is at the heart of what they do, working with patients and carers to hear their voices in everything they do. Their underlying emphasis is on helping people to get on with their lives and focusing on the things which are important to them.

OUR VALUES

Our values outline how we work with others and behave towards one another.



Respectful

We are **respectful** so you feel appreciated and included



Open

We are **open** so you feel **informed** and **involved**



Collaborative

We expect teamwork so you feel connected and supported



Compassionate

We are **compassionate** and **kind** so you feel **valued** and **cared** for



Consistent

We are **consistent** in our quality of care so you feel safe and reassured

4. London Leadership Values

Core values

Their core values right now are:

- **Courage**, passion and decisiveness
- **Compassion** (which they define as being open, fair, generous, enabling and responsive)
- **Integrity** (behaving with consistency and doing what they say)

Aspirational values

Over the next 12 months the trust would also like to demonstrate that they are:

- Consistently hard on the problems but **generous** with people

This will mean they are supportive and selfless and show respect to one another in public and in private

- Effortlessly **inclusive**

Accidental values and behaviours

The most common or most destructive accidental behaviours/values that they see in the system right now and which they would like to eradicate include:

- Putting **institutions** and staff ahead of patients and citizens
- Using power to obstruct or for 'gaming', point scoring, personal attacks and bullying
- Using information and knowledge as a 'bargaining chip' or to shame colleagues instead of sharing information openly and creating opportunities to learn
- Failing to be open and honest not saying things 'in the room'
- Learned helplessness and 'playing safe'

Permission to play values

Alongside honesty and integrity, they expect leaders in the London NHS to be:

- Working collaboratively, and
- Taking accountability for the mandate

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:

- **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**

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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: 21 January 2022 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 2 February 2022**
- **proposed start date: February 2022 tbc**

Getting in touch

- We strongly recommend an informal and confidential discussion with Ann Beasley, the Chair of the trust. Please contact Nicola Mladenovic by emailing Nicola.mladenovic@swlstg.nhs.uk
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing helen.barlow2@nhs.net

NHS England / NHS Improvement

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk


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NHS Trust

**NHS England
NHS Improvement**

