



# Could you help lead the NHS in your area?

**Leicestershire Partnership NHS  
Trust**

**Non-executive Director x 2**

**Candidate information pack**

**Reference: M2590**



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.



## Contents

- |   |     |
|---|-----|
| 1. The opportunity                                      | 4   |
| 2. Required values, competencies, skills and experience | 5   |
| 3. About the Trust and Message from the Chair           | 7/8 |

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

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## 1. The opportunity

There are two Non-executive Director vacancies at Leicestershire Partnership NHS Trust (LPT), one to chair the Finance & Performance Committee and one to chair the Audit Committee. We are keen to recruit local candidates who live in the Leicester, Leicestershire or Rutland area to share their talents and commercial / financial expertise in order 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. LPT and its partners in the Integrated Care System are working 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 proud to be an ethnically diverse city with around half of the population identifying as from an ethnic minority group. 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, which presents additional challenges to the health system in tackling multi-morbidities. (This information is taken from the Public Health England Local Authority Health Profiles 2018/20)

LPT reflect some of these diverse communities' populations in their boardroom and they want to increase that representation to ensure that the voices of all their diverse communities are heard. Of their Board members, 11% are BAME, 5% mixed race, 5% have a disability and 56% are female.

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

**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. You will need to have a genuine commitment to patients and the promotion of excellent health care services. It is important to have a strong local connection with the area served by the Trust so that non-executives understand the local health needs of the population and the diverse communities.

## 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.

## Essential skills

- You will have recent, relevant financial or commercial expertise gained at a senior strategic level in a large, complex organisation
- Ideally, you will be a qualified accountant or hold a financial/business qualification
- You will demonstrate the ability to chair a large meeting of either the Finance & Performance Committee or Audit Committee dealing with complex issues of risk and assurance.
- You will have an understanding of good governance in a large, complex organisation

## Lived experience

Personally, you will bring your professional expertise as well as community understanding and life 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.

## Time commitment and remuneration

The non-executive role is part-time to ensure independence and objectivity is maintained. The time commitment will include attendance at all board meetings and board development sessions, committee meetings and enough preparation time to ensure you are well briefed on the internal and external context of LPT. A minimum of 2-3 days a month would be expected to attend meetings with additional time for reading and preparation.

The remuneration payable for this role is £13,000 per annum. The remuneration will be applied in line with the national framework for chairs and NEDs.

## Eligibility

Preference will be given to candidates who have a strong affinity and connections within the regional areas 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 the 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 improvements and tackling some of the issues highlighted in our 2021 CQC report, we continue 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 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 Group 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 the Leicester, Leicestershire and Rutland Integrated Care System. We have formed collaborative working relationships with other mental health providers across the East Midlands and we have strong links with the University of Leicester and De Montfort University. 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 enables us to continue to deliver quality care for all those we serve and for those who care for them.

I am looking for two individuals with financial / commercial experience at a senior strategic level who can work as part of our Trust Board team. The Board meets on a monthly basis for six public Board meetings, and for six Board development sessions per year. The successful non-executive directors will make a significant leadership contribution by chairing one of our key Board sub-committees, either the Finance & Performance Committee which meets six times a year, or the Audit Committee which meets four times per year. The roles involve setting agendas and workplans for the committee, ensuring good governance of decisions and escalation of risk through to the Board. There is an expectation that non-executives will be visible within LPT: attending key events and meeting our staff and patients through monthly visits to our frontline services.

I hope that you will be inspired to make an application and if you believe you have the necessary financial / commercial experience and personal 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 in over 100 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.

# Our vision, values and strategy



November 2021

## 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.



## 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**

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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, 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 for interview

### Appendix 3: Key dates

- **closing date for receipt of applications: Friday 18 March 2022 12noon**  
Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: April 2022 (TBC)**
- **proposed start date: May 2022**

### Getting in touch

- We strongly recommend an informal and confidential discussion with Cathy Ellis, the Chair of the trust prior to submitting an application. Please contact Sonja Whelan on 07342 068 826 or email [Sonja.whelan@leicspart.nhs.uk](mailto:Sonja.whelan@leicspart.nhs.uk) to arrange a time.
- **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

Room 1W06

Quarry House

Leeds LS2 7UE

E: [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)

**NHS England  
NHS Improvement**

