



# Could you help lead the NHS in your area?

Coventry and Warwickshire  
Partnership NHS Trust

Non-executive Director & Associate  
Non-executive Director

Candidate information pack

Reference: M2452



**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) and Associate Non-executive Director at Coventry and Warwickshire Partnership NHS Trust (CWPT). 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.

This is an exciting time for Coventry and Warwickshire Partnership NHS Trust. They are a key partner of the Coventry and Warwickshire Integrated Care System (ICS) and also work collaboratively across the Midlands region with providers of Mental Health Services and Learning Disability Services. They pride themselves on their approach to working in collaboration with others to deliver the best health outcomes for the patients.

CWPT has made enormous progress in recent years and has spent the last year reviewing its strategy to ensure that people are at the heart of all they do. They are now ambitious to make the next steps to achieve excellence for patients and a great working environment for staff.

They have a strong and experienced Board and were ranked second in the Country in the latest Workforce Race Equality Standards (WRES) for the diversity of the Board. They are proud of the diversity of the board, ensuring that it is representative of the diversity of the population served.

The Trust is now looking for an outstanding individual to join the Board. With experience of Estates development within either an Executive or Non-Executive capacity, this NED will also be a member of the Finance, Performance and Investment Committee and the Safety and Quality Committee. For this role they are looking for someone who will be able to bring to life the Trust's values in the way in which they live and work.

To support their ongoing board development and succession planning the Trust is also seeking at least one Associate Non-Executive Director who will be able to make a valuable contribution to our work on Health Inequalities. This role will be c1 day per month and paid pro-rata.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board.

The successful candidate for the Associate role will be appointed by the Trust but may also be considered for appointment as a NED of the Board in future, should a vacancy arise and they have the appropriate skills.

## 2. The person specification

### Essential criteria – Non-Executive Director

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have recent senior or board level experience in one of the following areas:

- Leading large programmes of estates developments and/or of managing PFI contracts from either an estates management or legal perspective.
- Clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care in a research, regulatory or clinically focused role with experience of applying this to large-scale estates transformation.

For the Non-Executive Director role 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 ideally live in or have strong connections with Coventry or Warwickshire.

- 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.

- Up to a 4-year term

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](#).

### Essential criteria - Associate Non-executive Director

For the Associate Non-executive Director, the trust is looking to bring additional depth to decision-making and developing their own talent. As an associate Non-executive Director, you will receive all access to Board and committee meetings and papers but will not hold a vote.

After one to two years, it is hoped that the successful candidate(s) will transition into a substantive Non-executive Director role.

For this role applicants **must** live in or have strong connections with Coventry or Warwickshire.

- We are seeking someone who can make a valuable contribution to our work on health inequalities, with proven experience in this area.
- On average this role will require the equivalent to 1 day a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £6000 per annum.
- A 1-2 year term

### 3. About Coventry and Warwickshire Partnership NHS Trust

Coventry and Warwickshire Partnership NHS Trust (CWPT) provides mental health, learning disability and community health services to the people of Coventry. They also provide mental health and learning disability services in Warwickshire and Solihull; and a range of specialist health services to people across the West Midlands and the rest of the UK. Services are provided to a population of over one million people living in Coventry and Warwickshire and also a wider geographical area in some of their specialist services, and they see on average around 5,000 patients every day.

CWPT plays an important role in helping to prevent ill-health and addressing health inequalities, both within services and through partnerships with health and care organisations across the local health and care system. Making a positive difference to the health and wellbeing of service users and those in the community is their core

purpose. The Trust's services have an overall rating of Good by the CQC and an Outstanding for care and compassion, of which they are very proud.

The Trust has three directorates, each of which is quite distinct in offering different types of services to various groups of people:

- Mental Health Services
  - Adult Mental Health Services
  - Children and Young People's Mental Health Services
- Learning Disability and Autism
- Community Services

## Key Facts



The Trust forms part of the Coventry & Warwickshire Health and Care Partnership which is made up of the NHS, local government and the third sector to

integrate care and better meet health and care needs now and in the future. Over the past year, Trust leaders have been working closely with system partners to build an Integrated Care System (ICS).

Over the last year the Trust has reviewed and refreshed its vision, values and strategic priorities and the new strategy 'People at Our Heart' was launched in May 2022.



### Our Vision

Becoming an **innovative, forward-thinking, and inclusive teaching organisation**, enabling us to provide consistently high quality, safe, and compassionate care.

### Our Core Purpose

**Making a positive difference to the health and wellbeing** of people and communities who need our services.

### Our Values

Our values underpin everything we do and how we do it. They reflect the behaviours our service users, colleagues, partners and others can expect from us all.



#### Compassion

We are compassionate, kind and caring to everyone, including people who use our services and people we work with.



#### Respect

We are civil and respectful. We celebrate diversity and always appreciate the views of other people.



#### Excellence

We always do our best and seek to achieve excellence in all we do. We innovate and try out new things, and when things don't go to plan we embrace this as an opportunity to learn and improve.

#### Collaboration

We take pride in involving people and working together as an inclusive team, both within our organisation, and in co-production with people who use our services, carers, partners, local community groups and others.



#### Integrity

We do the right thing and people can trust us. We are open, honest and transparent, even when things go wrong.



## Strategic Priorities



## 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: 22 June 2022 at 12noon.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 21 July 2022** face to face in Coventry (venue TBC)
- **proposed start date: TBC**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Jagtar Singh, the Chair of the trust. Please contact Emma Denis at [Emma.Denis@covwarkpt.nhs.uk](mailto:Emma.Denis@covwarkpt.nhs.uk).
- Adecco Health & Care are helping us to identify potential candidates. They can be contacted as follows:
  - [sam.cresswell@adecco.com](mailto:sam.cresswell@adecco.com) /07973741661
  - [david.hunter@adecco.co.uk](mailto:david.hunter@adecco.co.uk) /07889202229
  - [james.mcleod@adecco.co.uk](mailto:james.mcleod@adecco.co.uk) /07523 044455
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

### NHS England / NHS Improvement

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

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



**NHS England NHS Improvement**

