

Great place to work, great place to live



HUNTER
Executive talent for the healthcare sector

Non-Executive Director

Candidate information pack

May 2022



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.

Welcome

Hello and thank you for your interest in Devon Partnership NHS Trust (DPT). We are passionate about promoting good mental health and wellbeing and we are looking for new Non-Executive Directors to support our work.

Currently rated 'Good' by the Care Quality Commission, we aspire to be an 'Outstanding' organisation, providing the very best care to our communities and the very best working environment for our staff. We strive to use the expertise that sits within our own organisation and the resources and skills of our partners across the health and care economy to enable us to deliver high quality services that are safe, focused on people's recovery and driven by the voices of those who use them. Our recent re-positioning as the lead provider in the strategic commissioning arrangements for specialist services across the South West will require us to build even closer and more collaborative relationships across the region to ensure success.

As an organisation we endeavour to be open, responsive and inclusive in our attitude and our practices, engaging internally and externally to ensure we learn from others. As a Board, we are clear that truly outstanding clinical services can only be delivered by an empowered workforce, supported by an innovative digitalisation strategy that ensures care is delivered to the people using our services in a personalised, accessible and responsive way – supported by innovative technological solutions. Our growth trajectory has been significant, in recent years our income for delivering services has increased by about 50%, so we need to look at how we deliver this expansion of services in different ways, working within the envelope of our workforce and focusing on how we up-skill and re-skill our workforce to deal with that expansion.

To ensure that the Board can support the organisation in delivering outstanding care for the people that use our services, we need to have the strongest skills around the Board table and the most effective Board governance – so there has never been a more meaningful time to join us as a Non-Executive Director and bring your support, challenge and insight. We are open to new colleagues from a broad range of professional backgrounds including, but not limited to, finance, commissioning, public health and digitalisation.

While it would be helpful to bring in new team members who already have some familiarity with the roles and responsibilities of Non-Executive Directors, more important to us is our commitment to increasing the diversity of our Board and wider organisation and so we would particularly welcome applications from people from under-represented groups.

To learn more please contact our recruitment partners Hunter Healthcare. If you would like a confidential discussion about the role contact Rhiannon Smith at rsmith@hunter-healthcare.com and Jenny Adrian at jadrian@hunter-healthcare.com or 07939 250362.



Melanie Walker
Chief Executive

Andy Willis
Chair

About us

We provide and commission a range of expert local and specialist mental health, learning disability and neurodiversity services for the people of Devon, the wider South West region and nationally. Last year we received more than 77,000 referrals.

We are passionate about promoting good mental health and wellbeing. Our mission is to become a centre of excellence for mental health, learning disability and neurodiversity. We are national leaders in perinatal, liaison and IAPT (Improving Access to Psychological Therapies) services. We strive to use the expertise and resources within our organisation and, through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our passion and commitment to achieve this shapes our vision, mission and strategy. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of our organisation and our services.

Our aim is to deliver consistently high quality, recovery-focused care and treatment and to ensure our services are driven by the voices of the people who use them.

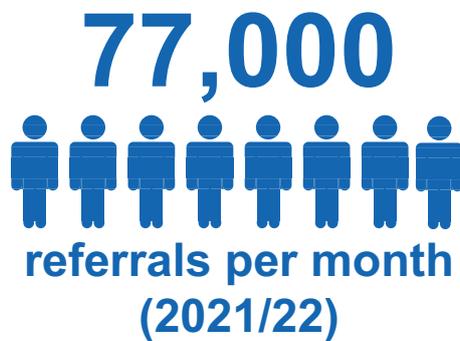
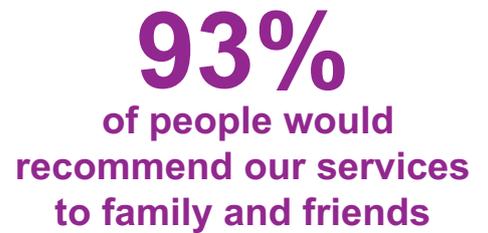
We are an innovative organisation with a strong social purpose and clear commitment to building an inclusive society. We are driven by a passion to improve the lives of those who use our services and their families and supporters.

We will achieve this by promoting good mental health and wellbeing and by delivering high quality mental health, learning disability and neurodiversity services that are driven by the voices of people who use them.

For more information, visit our website [here](#) and view some of our Trust videos on our vision and aims [here](#).



Our organisation at a glance



Equality, diversity and inclusion

We are committed to ensuring a culture of inclusion and respect throughout the organisation towards all people using services, relatives, carers, staff and the wider public. We continue to work together with our partners to tackle health inequalities, championing innovative collaborations in order to understand and address the underlying causes to best meet the needs of disadvantaged groups. We also continue in our commitment to ensuring our workforce is representative of the local population.

Our recent notable achievements include inception and expansion of a new Chaplaincy, Spiritual and Pastoral Care Service, creation of the 'Your Wellbeing' offer for staff ensure access for any personal, psychological, practical or professional help during the pandemic and beyond, and commencement of the People Together Programme in response to the NHS People Plan.

We also have five staff networks – Black, Asian and Minority Ethnicity (BAME); LGBTQI+; Menopause Matters; Staff Carers and Disability and Impairment and Long-term Conditions.

Our networks provide staff with support and engagement opportunities with peer groups that share the same protected characteristics.

We have an exciting range of equality workstreams, including progression of our successful application to participate in the Reciprocal Mentoring Programme, offering a number of internships/supported internship opportunities to individuals from disadvantaged groups and improving LGBTI+ equality and inclusion through two exciting pilot opportunities. Currently, we are a Disability Confident Employer and we are taking action to progress towards achieving Disability Confident Leader status.

We are proud to be a MINDFUL EMPLOYER signatory – an initiative that we created and launched many years ago. It is a national and international scheme, providing employers with easy access to professional workplace mental health training, information and advice. Our goal is to help empower organisations – large or small – to take a lead in supporting the mental wellbeing of their staff.



Our vision, mission, aims and values

Our vision

An inclusive society where the importance of mental health and wellbeing is universally understood and valued.

Our mission

To be a centre of excellence for mental health, learning disability and neurodiversity.

Our strategic aims

Underpinning our vision and mission are six strategic aims:

- Excellent care and treatment
- Create a great place to work
- Collaborate with others
- Make the best use of resources
- Promote social justice and tackle discrimination
- Make a positive contribution to our environment.

Our values

Our organisational values are the values of the NHS and they are:

- Compassion
- Respect and Dignity
- Everyone Counts
- Improving Lives
- Working Together for Patients
- Commitment to Quality of Care



Recent developments & achievements

Performance during the pandemic

Our staff have responded brilliantly since the emergence of COVID-19 and we have maintained the delivery of all our major services. Our staff vaccination rates were very good and our community teams have ensured that people continued to get the support they needed – with many people getting help and staying in touch through the continued use of digital technology.

Provider Collaboratives

Provider Collaboratives are a national initiative designed to encourage different providers within defined geographical areas to design, commission and deliver services more closely together. Five years ago, our organisation piloted and launched the South West Provider Collaborative – one of the first and most successful in the country. We now lead the Collaborative, which designs and commissions secure mental health care across the whole of the region – from Cornwall to Gloucestershire. It has gradually taken on additional responsibilities and its budget has grown from £80m to around £125m.

We have now been asked to become the lead provider in a mental health, learning disability and neurodiversity Provider Collaborative for Devon. We are working closely with our colleagues at Livewell Southwest in Plymouth, the voluntary sector (VCSE), local authorities and other key partners to deliver this very exciting change. Devon's Mental Health, Learning Disability and Neurodiversity (MHLDN) Provider Collaborative will be up and running in the summer of 2022 and this will mark a major milestone in the joining-up of services and the breaking-down of organisational barriers across the county.

New ward at Torbay Hospital

Work is under way to build a new £12m, 16-bed adult mental health ward on the Torbay Hospital site, with the new facility becoming operational in 2022. Salus ward will provide a bright, modern and therapeutic environment for our staff and patients and it will also bring much-needed additional bed capacity for adults who require a stay in hospital.

Awards and recognition

The amazing work of our staff is regularly recognised at a number of prestigious awards ceremonies. With colleagues from neighbouring Royal Devon University Healthcare NHS Foundation Trust, we recently won the Health Service Journal's Mental Health Initiative of the Year award for our ground-breaking work on mental health in the gastroenterology pathway. Our Safe from Suicide and Simulation teams were highly commended in the Patient Safety Education and Training category and our Community Forensic team was shortlisted for its work on service user engagement and co-production.

We also had huge success at the latest national Positive Practice in Mental Health awards. We won the top award in six categories and were highly commended in a further three. It is always a great source of pride when the hard work and innovation of our staff is recognised and appreciated by peers and colleagues.

Devon Wellbeing Hub

The Devon Wellbeing Hub is one of 40 that were set-up across England to support staff with the impact of the COVID-19 pandemic. Our organisation leads the Devon Hub. The Hubs can be accessed by anyone working in the NHS, social care or the police. In the first year of operation we had 400 referrals from individuals as well as many teams wanting support. The Hub supports people with any aspect of their wellbeing and is completely confidential. The Hub also helps teams to think about their collective wellbeing – something which has never been more important than it is now.

Person Specification

We are looking for candidates who want to use their energy, skills and experience to help drive the delivery of sustainable mental health, learning disability and neurodiversity services for the people of Devon and the wider South West.

You will need to have a genuine commitment to the people who use our services and the promotion of excellent mental health and learning disability care services. In terms of your professional expertise, we are open to new colleagues from a broad range of backgrounds including, but not limited to, finance, commissioning, public health and digitalisation.

We know that not everyone will have had the same opportunity to acquire the skills and experience for this role. We are interested in potential as much as current abilities. Therefore, if you are part of our local communities and you are interested in the role but do not have all the experience described below, please do talk to us. We will be able to provide support and training to help you develop your potential.

Background and Experience

- An understanding of local communities including challenges and strengths within those communities and health inequalities
- Experience of building successful alliances and working relationships with a complex range of stakeholders, both across an organisation and externally
- Evidence of providing effective strategic direction supported by knowledge of governance and how boards should add value to organisations
- Understanding and experience of creating a positive culture within complex organisations that delivers high and sustained performance
- Commercially astute with experience of the overview of complex resourcing issues, particularly with a view to achieving value for money
- Evidence of exercising independence of judgement, understanding of risk identification and effective risk management



- Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability and probity
- Experience in the analysis and interpretation of financial information

Skills and Abilities

- Politically astute, able to grasp relevant issues and understand the relationships between interested parties
- Understand the difference between executive and non-executive director roles
- Excellent engagement and communication skills with a wide range of audiences: staff, public, the media and other stakeholders
- Good chairing skills
- Sound knowledge of corporate governance
- Ability to demonstrate an appreciation of service user issues and to maintain a balanced perspective across the organisation
- Strong interpersonal and influencing skills

Personal Attributes

- Demonstrable commitment to the values that Devon Partnerships represents, and to those of the NHS and public service
- Passion for good healthcare and customer experience
- Valuing people, prepared to provide leadership to an organisation that values its staff and focuses strongly on engagement and development
- Impartial, fair and objective
- Able to engender respect from others and ensure board member views are listened to and considered. A good listener and disciplined speaker, able to weigh up arguments and summarise for others.
- Effective team member
- Intellectual calibre to grasp complexity
- Able to demonstrate a high level of commitment to patients, carers, service users and the community

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.

Role description

The Board sets the Trust's vision, values and strategic direction and ensures there is sufficient management capacity and capability to deliver the objectives of the organisation. It also holds the organisation to account and monitors performance, keeping patient safety central to its operation. It ensures that public funds are used efficiently and effectively for the benefit of people using our services, the public and other stakeholders.

Led by an independent Chair, the Executive and Non-Executive members, are collectively responsible for the Board's decisions and the Trust's performance and will constructively advise each other in the development of proposals on strategy, priorities, investments, risk mitigation and standards.

The Executive Directors are responsible for the day to day operational management of the Trust and Non-Executive Directors do not have executive powers.

The Board is comprised of Executive and Non-Executive Directors with different skills, knowledge and expertise from both within and outside of the NHS and the current skills portfolio includes healthcare management, research, accountancy, legal, social care and management consultancy.

The Board has established Committees to help it scrutinise its work in quality, safety and clinical performance, finance and investment and workforce. It also has two statutory Committees covering audit and remuneration. All are chaired by Non-Executive Directors.

Trust Board meetings are held in public unless there is confidential or sensitive information which require discussions to take place in private. Representatives from the Directorates and the Senior Management Team are often invited to attend Board meetings to help inform debate as subject matter experts. At the start of each Board meeting a person who has used services, a carer or a member of staff will share their story about using services or their experience of working in the organisation.

To maintain a focus on quality and experience, a Board visit programme is in place to ensure that all members of the Board have regular opportunities to visit services to meet people using services, carers and staff and talk about their experiences of health, care and treatment at the Trust.

The purpose of NHS boards is to govern effectively, and in so doing build patient, public and stakeholder confidence that their health and healthcare is in safe hands. This fundamental accountability to the public and stakeholders is delivered by building confidence:

- in the quality and safety of health services
- that resources are invested in a way that delivers optimal health outcomes
- in the accessibility and responsiveness of health services
- that people using services and the public can help to shape health services to meet their needs
- that public money is spent in a way that is fair, efficient, effective and economic.

Appendix 1: More information

For information about Devon Partnership NHS Trust, such as business plans, annual reports, and services, visit our website and for information about what it is like to work at DPT and to hear from DPT staff visit the dedicated jobs [website](#).

For information about the Trust, such as business plans, annual reports, and services, visit the [website](#).

Other sources of information include:

- [Care Quality Commission website](#)
- Working Together [website](#)
- [Integrated Care System for Devon](#) and the [vision and ambitions](#)
- [Twitter](#)
- [LinkedIn](#)

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 3: How to apply

- Hunter Healthcare are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Rhiannon Smith at rsmith@hunter-healthcare.com and Jenny Adrian at jadrian@hunter-healthcare.com or 07939 250362
- NHS England / NHS Improvement – for general enquiries contact Miriam Walker by email miriam.walker@nhs.net

If you wish to be considered for this role please provide:

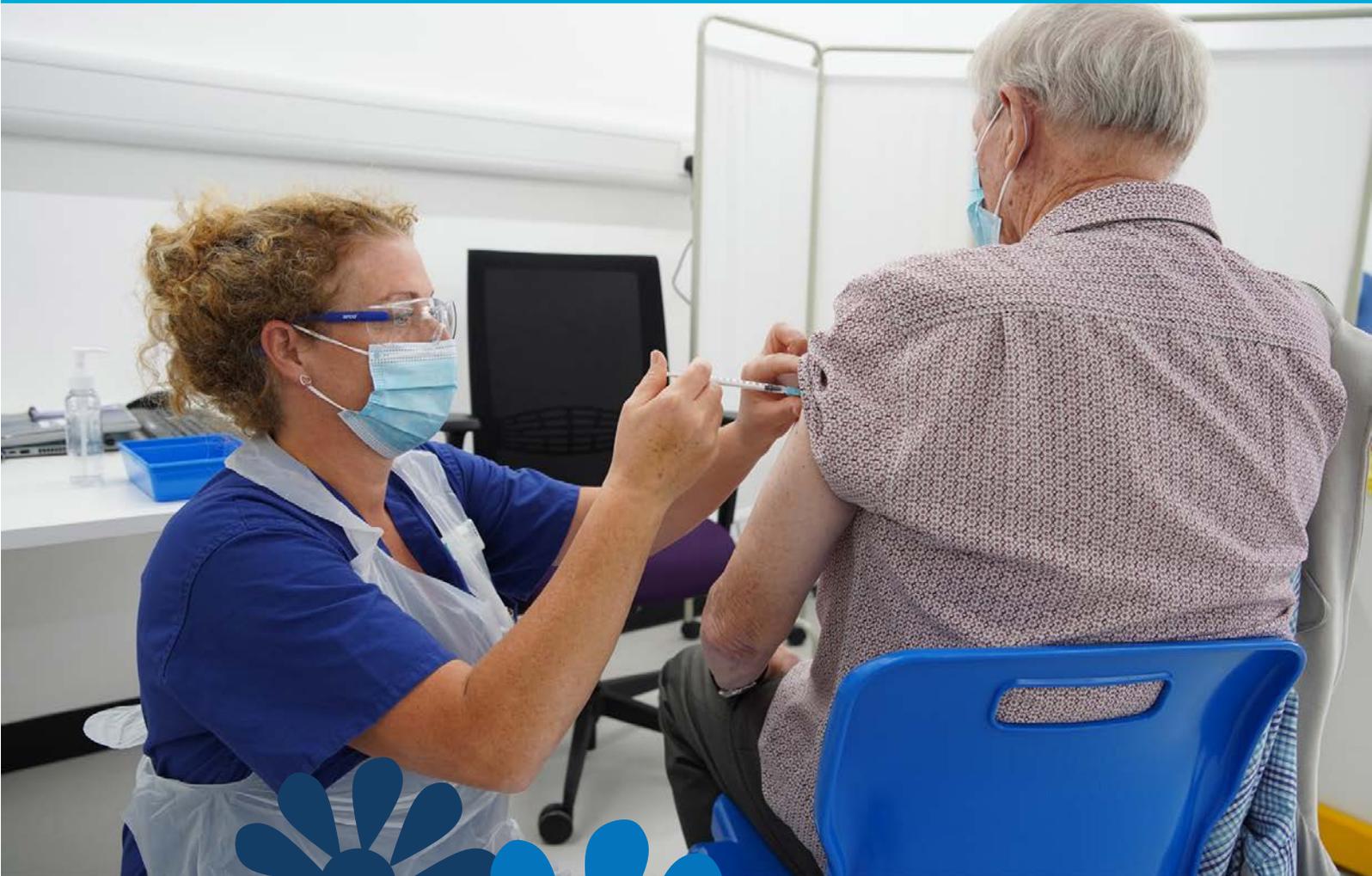
- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement 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

KEY DATES

- Closing date for receipt of applications: **27 June 2022.**
- Please forward your completed application to NHSI.Chairsandneds@nhs.net quoting reference number S2617
- Longlisting meeting: **w/c 30 June**
- Long-listed candidates may be invited for a preliminary interview with Hunter Healthcare. To facilitate this, we will share your application with them. Feedback from these interviews will be given to the panel
- Shortlisting meeting: **w/c 12 July**
- Interviews and stakeholder sessions: **18/19 July**



Devon Partnership NHS Trust



Hunter Healthcare
T: 020 7935 4570
E: enquiries@hunter-healthcare.com



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