



Recruitment Pack

Non-Executive Directors



Sussex Partnership
NHS Foundation Trust



Welcome

Dear Applicant,

Thank you for your interest in Sussex Partnership and in our Non-Executive Director appointments.

This is a challenging time for health and care services. We are experiencing unprecedented levels of need, significant challenges in recruiting and retaining staff and the impact of wider societal issues on the mental health of our local population. When we are under pressure, our horizons can become limited by the need to manage the immediate situation. So, the challenge we're grappling with across the health and care sector is how to negotiate our way through the current pressures without losing sight of the further challenges that lie ahead.



The pandemic shone a stark light on the inherent inequality in society. It 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 mental and physical health, well-being and life chances within our local populations. We have yet to fully appreciate the long-term impact of the pandemic on the mental health and well-being of our local populations. What we do know is that the increasing cost of living will add to this burden.

Compassionate leadership and values-led decision making will be vital in order to inspire, empower and motivate our workforce, and to create a culture of inclusion where people feel a sense of belonging. Now, more than ever, we need leaders throughout Sussex Partnership who model the behaviours we want to embed across our services. This will enable us to promote psychological safety, trust and accountability; all of which are needed in order to ensure health and care services meet the needs of patients, families, carers and the local communities we serve. The work we are doing with our integrated care system partners will be vital in addressing these challenges.

We are looking for Non-Executive Directors to join us and contribute to our ongoing strategic development. You will bring deep insight into the transformation of public services or of mental health and learning disability services, either as an influential practitioner or leader or as someone who can offer a perspective through their lived experience. You will have the curiosity and the courage to bring fresh perspectives to the challenges we face.

Wherever you are now, your deep commitment to the delivery of high-quality mental health and learning disability services across South East England will enable you to contribute straightaway. In addition to your experience, we're looking for people who champion our values, can bring sound judgement and interpersonal skills, and are driven to ensure Sussex Partnership genuinely improves the quality of life for all of the communities we serve.

Sound like a challenge you are up for? We'd love to hear from you.

Peter Molyneux, Chair



About Sussex Partnership

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. 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.

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

Our Strategy

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.

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 focuses on:

- 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, and
- promoting health, wellbeing and resilience within the communities we serve.

We 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 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.

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.

Read more about us

Our Organisational Strategy can be found at <https://www.sussexpartnership.nhs.uk/our-strategy>

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Main duties and responsibilities of the role

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

Our Non-Executive Directors draw on their diverse professional, leadership and lived experiences to provide oversight of key elements of governance on the Trust Board. They each bring a strategic and impartial focus, as well as an external view of the Trust's work, removed from the day-to-day running of the organisation.

As a member of the Trust Board, Non-Executive Directors hold shared responsibility for ensuring 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, they ensure that Sussex Partnership is responsive to local circumstances and needs, and makes decisions which are clinically led, patient focused, reflect good governance and secure best use of public money.

The main duties and responsibilities of Non-Executive Directors are:

- Demonstrate commitment to our patients, the Trust and to the wider interests of the health services.
- Demonstrate commitment to continuously improving outcomes, tackling health inequalities and securing the best use of public money.
- Create and protect opportunities for patient and public empowerment in the work of the Trust.
- 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.
- Embrace effective governance, accountability and stewardship of public money and demonstrate an understanding of the principles of good scrutiny.
- Ensure that the Trust Board remains fully connected with the needs of services and help to foster a culture where the interests of patients and the community remain at the heart of discussion and decision.
- Represent and uphold the values of the Trust as 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.
- Provide appropriate challenge across the Trust Board.
- Give an unbiased view on possible conflicts of interest.



Who we are looking for

The successful candidates will demonstrate the following:

- Experience of services through:
 - deep professional experience and insight into the development and delivery of services that informs discussion and debate and guides transformation and organisational development;
and / or
 - professional / practitioner experience, knowledge and insight of mental health and learning disability services at a national, regional, systemic or local level to inform our strategic thinking;
and / or
 - lived experience of mental health service provision, to ensure our discussions and priorities properly recognise and take account of the service user / community perspective.
- You will be able to contribute effectively in a leadership role to help us secure the best outcomes for the population we serve.
- You will bring effective communication, interpersonal and influencing skills and will be comfortable engaging with stakeholders inside and outside Sussex Partnership.
- You will be able to provide appropriate challenge to help hold our executives to account.
- You will bring a sound understanding of governance relevant to strategic planning, risk management and organisation-wide performance management.
- You will be able to use your understanding of the challenges that face healthcare providers, including Sussex Partnership, in delivering high quality, safe services to patients.
- You will bring a commitment to equality, diversity and inclusion.

Sussex Partnership is committed to a diverse board and welcomes applicants from groups currently underrepresented at Board level.

Prior experience as a non-executive is not necessary for these roles. While we do need your insight and experience in the field of public services, mental health or learning disability service provision, successful applicants could come from all walks of life, bringing their capacity to communicate, advise and inform, influence and inspire.



Terms of Appointment

Remuneration

The appointment is remunerated at £13,130 per annum which is subject to an uplift for Non-Executive Directors who are also chairing a committee.

Time commitment

2½ days per month, 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 paragraph 26 of the Constitution.

How to apply for these appointments

We hope you will consider making an application to become Non-Executive Director of Sussex Partnership. To make an application, please go to <https://starfishsearch.com/jobs/sussex-part-ned/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information
- a short covering letter that explains your motivation and availability and confirms that you would not be subject to any conflict of interest
- please tell us if there are any dates during the selection process (outlined below) when you would not be available to participate.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

We will complete Due Diligence and Fit and Proper Person checks for selected candidates at a later stage in the process. The Starfish Team will be happy to discuss this with applicants selected at longlist stage.

The closing date is Monday 5th December 2022.

Selection timetable

Closing date	Monday 5th December 2022
First stage discussions	w/c 2nd & 9th January 2023 (candidates will be notified prior to the December holiday period)
Agreement of the shortlist	Likely to be mid-January 2023
Informal conversations with the Chair	To follow shortlisting in mid-January 2023
Final interviews	Likely to take place in the final week of January

Forward meeting dates

Board dates for 2022/23 are published at <https://www.sussexpartnership.nhs.uk/board-meetings>

Board meetings for 2023/34 are generally held on the first Wednesday in alternate months (starting on 7th June 2023).

Our Non-Executive Directors are also expected to attend public Council of Governor meetings and these dates can also be provided in due course.