



Devon Partnership
NHS Trust

Great place to work, great place to live



 Hunter
Healthcare

Two Non-Executive Directors and One Associate Non-Executive Director

Candidate information pack

December 2024

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.

There is a vacancy for two non-executive directors (NEDs) and one Associate non-executive director at DPT. 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.

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.

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.



Andy Willis
Chair
Devon Partnership
NHS Trust



Phill Mantay
Chief Executive
Devon Partnership
NHS Trust

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.

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 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](#).

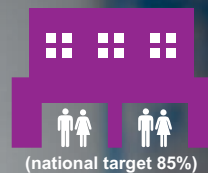


At a glance

Inspected and rated

Good

93%
of people would recommend our services to family and friends



income



3,700
staff

85,000

referrals per month
(2023/24)

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 ensuring access for any personal, psychological, practical or professional help during the pandemic and beyond, start of the People Together Programme in response to the NHS People Plan. The Trust also achieved the Race Equality Code Quality Mark as part of its continued focus to be an anti-racism organisation.

We also have seven staff networks: Ethnic Minorities; LGBTQI+; Disability, Impairment and Long Term Conditions; Mental Health;

Neurodivergent; Working Carers; and Menopause Matters. Our networks provide staff with support and engagement opportunities with peer groups that share the same protected characteristics as well as a key role in the improvement and development of the organisation overall.

We have an exciting range of equality workstreams, including implementation of a 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 pilots. In 2022, the Trust achieved 'Disability Confident Leader'; the highest level of disability confident 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 well-being of their staff.



**MINDFUL
EMPLOYER**

Vision, mission, values and strategy

Our Vision

“An inclusive society where the importance of mental health and well-being is universally understood and valued.”

Our Mission

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

Our Values

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

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

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 Enabling Plans

Our six Strategic Aims are underpinned by eight Enabling Plans:



Recent developments & achievements

Langdon Hospital development

Work is well under way on The Brook - a £20m development on our Langdon Hospital site that will support people with a mental health need and a learning disability and/or autism. The Brook is part of a new regional service delivered through two locations, with the other unit being built in Bristol. It will open in 2025.



Introducing Open Up: The official charity of Devon Partnership NHS Trust

Formerly known as the DPT Charity, Open Up is dedicated to transforming lives by enhancing mental health, learning disability and neurodiversity care across Devon and beyond.

The rebrand marks a fresh chapter in our ongoing purpose to broaden the support to people receiving care and treatment in Devon and more widely across the South West.



Awards and recognition

The amazing work of our staff is regularly recognised at a number of prestigious awards ceremonies. Our Bristol Dementia Wellbeing Service (BDWS) was crowned regional winner in the 2024 NHS Parliamentary Awards.



In May 2024, we had huge success at the Positive Practice in Mental Health Awards, winning all four categories in which we were nominated.





Provider Collaboratives

Provider Collaboratives is a national initiative designed to encourage different providers within defined geographical areas to design, commission and deliver services more closely together. Our organisation piloted and launched the South West Provider Collaborative – one of the first and most successful in the country. We are the lead provider for the Collaborative, which designs and commissions secure mental health and a growing range of other services across the whole of the region – from Cornwall to Gloucestershire. It has gradually taken on additional responsibilities and its budget has grown significantly.

We have also played a lead role in Devon's Mental Health, Learning Disability and Neurodiversity Provider Collaborative since it was created in 2022. We are working closely with our colleagues at Livewell Southwest in Plymouth, the voluntary sector (VCSE), local authorities and other key partners to join-up services and break down organisational barriers across the county. Among many other strands of work, the Collaborative is leading on the development of a dementia strategy for the county.



Children and Family Health Devon (CFHD)

Children and Family Health Devon (CFHD) celebrated a recent triumph in the mental health sector. The Mental Health Support Team in Schools (MHST) won the Innovative Mental Health Intervention award. Meanwhile, CFHD's participation young advisors achieved a highly regarded certificate in the 'Inspirational story' category for their work on the Letter for Tomorrow.



CQC Rating

Following our most recent focused inspection by the Care Quality Commission (CQC), we are pleased to announce that our organisation has maintained its overall rating of 'good'.

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.

Person specification

Essential criteria

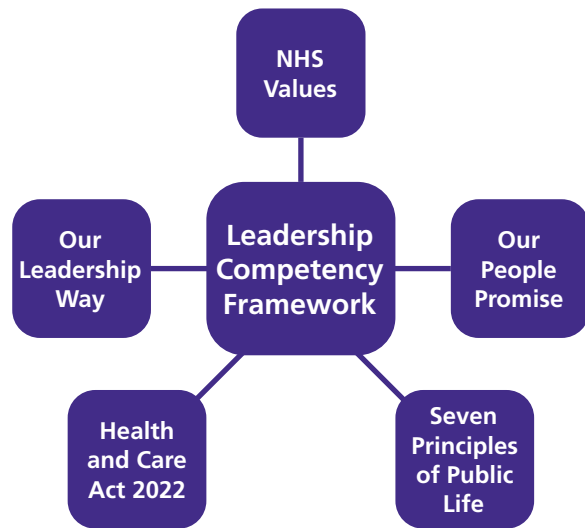
You will need to have a genuine commitment to patients and the promotion of excellent health care services.

The competency domains are aligned to **Our NHS People Promise, Our Leadership Way** and the **Seven Principles of Public Life** (Nolan Principles).

NHS leadership competency framework for board members

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the NHS values and the following diagram shows how they are aligned:



Working together for patients*	Compassion
<ul style="list-style-type: none"> Building a trusted relationship with partners and communities 	<ul style="list-style-type: none"> Creating a compassionate, just and positive culture
Respect and dignity	Improving lives
<ul style="list-style-type: none"> Promoting equality and inclusion and reducing health and workforce inequalities 	<ul style="list-style-type: none"> Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
Commitment to quality of care	Everyone counts
<ul style="list-style-type: none"> Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation 	<ul style="list-style-type: none"> Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	

The six NHS leadership competency domains:

Driving high-quality and sustainable outcomes

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

Setting strategy and delivering long-term transformation

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

Promoting equality and inclusion, and reducing health and workforce inequalities

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion at the same time as tackling discrimination in the pursuit to be an anti-racist organisation..

Providing robust governance and assurance

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

Creating a compassionate, just and positive culture

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

Building a trusted relationship with partners and communities

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from local black, Asian and minority ethnic communities, people with disabilities and people from the LGBTQIA+ community who we know are all under-represented in these important roles.

- Applicants should live in or have strong connections with the area served by the trust.
- 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 and the Trust make 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](#).

Appendix 1:

Values and concepts from NHS Leadership Competency Framework

Our people promise:

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

NHS values

- Working together for patients
- Respect and dignity
- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

Health and Care Act 2022

- Collaborate with partners to address our shared priorities and have the core aim and duty to improve the health and wellbeing of the people of England.
- Improve the quality, including safety, of services provided.
- Ensure the sustainable, efficient use of resources for the wider system and communities

Our leadership way

We are compassionate

- We are inclusive, promote equality and diversity, and challenge discrimination
- We are kind and treat people with compassion, courtesy and respect.

We are curious

- We aim for the highest standards and seek to continually improve, harnessing our ingenuity
- We can be trusted to do what we promise

We are collaborative

- We collaborate, forming effective partnerships to achieve our common goals
- We celebrate success and support our people to be the best they can be

Seven principles of public life

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Appendix 2: More information

For information about Devon Partnership NHS Trust, such as business plans, annual reports, and services, visit our website

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](#)
- [NHS Devon Integrated Care Board](#)
- [Vision and Ambitions for Devon Integrated Care System](#)
- [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

KEY DATES

- Closing date for receipt of applications: **TBC**.
 - Please forward your completed application to NHSI.Chairsandneds@nhs.net quoting reference number **TBC**
 - Longlisting meeting: **TBC**
 - 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: **10 February 2025**
 - Interviews and stakeholder sessions: **24 February 2025**
- 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



Devon Partnership NHS Trust



Floor 2, Berkshire House
168-173 High Holborn, London WC1V 7AA

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