



**Greater Manchester
Mental Health**
NHS Foundation Trust

Non Executive Directors

Candidate information pack

February 2024



Improving Lives

HH Hunter
Healthcare

Welcome

Thank you for your interest in the role of Non-Executive Director at Greater Manchester Mental Health NHS Foundation Trust (GMMH).

This pack will provide all the information you need about what the role entails. You will be joining us as we continue an ambitious improvement journey. After a very challenging period we are looking to the future with renewed energy and focus to provide the best care possible to the communities we serve.

We are looking for candidates with wide and varied experience to act as an ambassador for GMMH so that those who use our and care about our services are assured we are working to the highest of standards with integrity, openness and transparency.

Hunter Healthcare are helping us to identify potential candidates. If you would like to have an initial conversation, please contact **James McLeod** by email: jmcleod@hunter-healthcare.com or phone on 07842 424530 or **Jenny Adrian** by email: jadrian@hunter-healthcare.com or phone on 07939 250362.

Thank you once again for your valued interest in GMMH.

Professor Tony Warne

Chair

Greater Manchester Mental Health
NHS Foundation Trust



About Us

GMMH is one of the largest mental health trusts in England, employing around 6,600 people offering a broad range of community and in-patient mental health services in five of the ten boroughs in the county including Bolton, Manchester, Salford, Trafford, and Wigan.

We also deliver a wide range of specialist mental health and substance misuse services across Greater Manchester and beyond including in reach services in prisons. We have ten Research Units which host a variety of studies and are home to the Psychological Therapies Training Centre.

Promoting parity of esteem for mental health with physical health, we are shifting our focus to prevention, early intervention, and building resilience in our communities. Working collaboratively with our partners across the Greater Manchester Integrated

Care System (ICS) to tackle health inequalities and deliver a sustainable and integrated mental health system across the region.

Greater Manchester is a vibrant region that is rich in diversity. At the last census 24% of the population identified as coming from ethnically diverse backgrounds, 18% declared they had a disability and 4% declared they were LGB. Manchester hosts one of the three biggest Pride events in the UK and is home to the LGBT Foundation.

We have the second largest Jewish population (28,072) and the fourth largest Muslim population (122,962) in England and Wales, and we have highest number of people who have experienced forced migration in the North West (8,110) (Office for National Statistics, 2021; Home Office, 2022).





We provide inpatient and community-based mental health care to people living in **Bolton, Manchester, Salford, Trafford, Wigan, Greater Manchester, the north west of England and beyond.**



6,690
Staff members

More than
97,500
Service Users



24
Elected seats on our Council of Governors

More than
11,000
Foundation Trust Members



Living Wage Foundation Employer

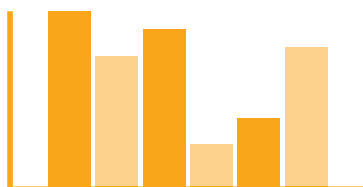


10
Specialist Research Units



Over
8,000

Students have used our Recovery Academy over the last 10 years



£522.7m

Predicted Total Income for 23/24

Our Vision and Values

The Trust's **five-year Strategy 2019-2024** ('Delivering Excellent Care and Supporting Wellbeing') sets out our strategic vision – 'Working Together to Improve Lives and Support Optimistic Futures' – and future direction of travel. It guides how we lead and enhance services in collaboration with users, carers, staff and partners. The Strategy is aligned with the NHS Long Term Plan (LTP), Greater Manchester Health and Wellbeing Strategy, commissioner strategies and locality plans and responds to the significant and often above average mental health needs of our local populations.

GMMH completes an annual planning process to support the organisation's clinical, financial and operational sustainability and support delivery of our vision and strategic objectives.

To deliver the vision, the Trust is focused on achieving five key strategic objectives, as shown in the following strategy 'Plan on a Page'. The aims are:

- 1. Best care, every day**
Work with service users and carers to achieve their goals by delivering high quality care.
- 2. Compassionate, supported, motivated staff**
Create an outstanding place to work, ensuring staff feel valued and are supported to reach their potential.
- 3. Best outcomes**
Continuously improve services for users through Research, Innovation and Digital Technology.
- 4. Individualised, seamless services**
Work in partnership with others to improve wellbeing and challenge stigma.
- 5. Sustainable services, adding value**
Be a sustainable, well-led organisation that delivers social value.

GMMH also has five core values that underpin how staff and volunteers work together to care for our service users and deliver the vision that was co-produced with service users and their families and carers as well as our workforce. These are:

- We are caring and compassionate;
- We inspire hope;
- We are open and honest;
- We work together;
- We value and respect.

To find out more see our **2022-23 Annual Report**.

Equality and Diversity

We know that diversity of experience and thought are essential in any senior leadership team. It is essential that all NHS Boards are reflective of the diverse communities they serve. All appointments will be based on merit, however we would welcome applicants from ethnically diverse backgrounds, particularly those of African or Caribbean heritage as our data consistently demonstrates we are under-represented in this area. Find out more on what we're doing to advance equity and inclusion at **GMMH**.



Our achievements

Awards, Accreditations and Points of Pride

Recent years have been the most challenging in the history of the NHS and we must not underestimate the significant effort that has taken place to respond at pace to the requirements of the pandemic. As the pandemic progressed, we saw a rise in the level of mental health needs and acuity and an increased demand for services and mental health support. Our staff, across all services, both clinical and corporate, worked tirelessly during the changing demands of the pandemic to adjust, expand and flex the delivery of services to meet the needs of our service users to ensure the least disruption to their care.

We have much to be proud of as an organisation.

- **Living wage** – we have been a Living Wage Employer since 2015 and celebrated our seven year anniversary in 2022.
- **Vaccination programme** – a comprehensive and speedy vaccination programme to both our staff and service users and have established robust Infection, Prevention and Control arrangements to ensure the safety of all.
- **GMMH's Recovery Academy** which supports more than 8,000 students, has returned to face-to-face learning, whilst improving the service by providing access to all the online resources they had built up during the pandemic.
- **The first Green Health Walk opened on GMMH's Prestwich site** constructed by Sow the City. It was co-designed with service users and staff at GMMH to promote the physical and mental benefits of greenspace and exercise by exploring designated walking routes across the site. This innovative approach was proudly exhibited at COP26 – the United Nations Conference of the Parties in Glasgow in autumn 2021. This forms part of GMMH's **Green Plan**, which was launched in January 2022 as a 'blueprint for the next five years' to support the national NHS net zero pledge.
- **Supported Internship Scheme**. In March 2022, we joined a Supported Internship Scheme which helps young people with learning disabilities to access support, education, and work experience with the goal of progressing into permanent employment. To date, six interns have been placed into roles within the Facilities Department in areas such as Catering, Administration, Transport & Logistics and Domestic Services; and one has been offered a permanent position.
- **Breakthrough success of study using virtual reality (VR) to treat mental health problems trialled in Manchester**. A national study, delivered by nine NHS Trusts, including GMMH, has found that automated virtual reality (VR) technology can successfully help people recover from mental health problems (April 2022).
- **Partnership working** – A partnership between GMMH, Greater Manchester Police (GMP) and the North West Ambulance Service (NWS), aimed at improving care for people experiencing a mental health crisis, **was hailed a success**. Just six months in (May 2022), more than 1,100 cases had been diverted from frontline NWS and GMP services, with quality NHS mental health support being provided instead.
- **Improving health outcomes for underserved populations** – A **Research Unit** dedicated to researching inequalities in mental and physical healthcare was launched by GMMH during Equality, Diversity and Human Rights Week (May 2022). The Equality, Diversity, and Inclusion Research Unit is funded by GMMH, and led by the Professor of Mental Health & Inclusivity at GMMH and The University of Manchester.
- **Improving North Manchester**. We're investing £105 million in modern facilities with the construction of a new adult mental health inpatient unit to replace Park House on the North Manchester General Hospital (NMGH) site. Work on North View started in August 2022 with the new unit anticipated to be built and operational by 2024. The modern facilities will utilise the latest technology and therapeutic design, to ensure an environment that is both conducive to recovery and pleasant to live in, work at and visit. In June 2022, the new development won a **Design in Mental Health Award** in the 'Service User Engagement' category.
- **The Greater Manchester Universities Student Mental Health Service** – A partnership between GMMH, NHS Greater Manchester and the region's five universities **was hailed a success** (July 2022).

- **Achieve** – In July 2022, an **external evaluation** found that GMMH's Achieve Drug and Alcohol Service's approach to partnership-working is effective in supporting recovery from substance misuse and could be rolled out in other geographical areas. Drug and Alcohol Recovery services for Bolton, Bury, Salford and Trafford have been praised in an evaluation report, undertaken by SQW, an independent research and consultancy organisation.
- An **evaluation of Living Well Salford** (August 2022) found that the service supported people to achieve improved outcomes. The service offers support co-designed by people with lived experience of mental health problems and was also shortlisted for 'Mental Health Innovation of the Year' in the prestigious national **Health Service Journal Awards 2022**.
- **CPR training technology**. In October 2022, GMMH became the first mental health trust to install state of the art Cardiopulmonary Resuscitation (CPR) training technology. The technology, called **Brayden Online**, combines a traditional mannequin with an iOS application which uses a cloud server, allowing staff to undertake CPR training at a time, date and location that is flexible for them.
- **National Positive Practice in Mental Health Awards 2022**. We were recognised in the awards (October 2022) for a project run by GMMH using a technology called **Management and Supervision Tool (MaST)** to support clinical care and patient safety in Community Mental Health Teams.
- **Research** – We were proud to be an NHS Partner in a bid that saw **Greater Manchester awarded its largest ever research funding (October 2022) to tackle health inequalities and drive health improvements across the city region**. This investment supports the delivery of important research into mental health care and treatment at the Biomedical Research Centre in Manchester.
- Ceramicists from our **Recovery Pathways** service contributed to Manchester City Council's Be Proud Awards 2022 by **creating a series of sculptures as prizes for winners**.
- **IAPT (Improving Access to Psychological Therapies)**. During 2020/21, more people than ever accessed talking therapies. Across Bolton, Salford, Manchester and Trafford almost 25,000 people completed a full course of NHS talking therapy.

Find out more about awards our staff and teams have received here: <https://www.gmmh.nhs.uk/awards-and-accreditations>



Role Description

POST TITLE	Non-Executive Director
REPORTS TO	Non-Executive Chair
ACCOUNTABLE TO	Chair of the Trust and the Council of Governors
MAIN LOCATION	Trust Headquarters, The Curve, Prestwich, Greater Manchester
SALARY	£13,000 per annum

ROLE SUMMARY

The Trust's Board of Directors comprises a Non-Executive Chair, a Chief Executive, up to seven additional Non-Executive Directors and seven Executive Directors. The current members of the Board of Directors can be found on our [website](#).

Non-Executive Directors are full and equal members of the Board of Directors. They bring an independent perspective to the Board and offer specific knowledge and skills that benefit the Trust, its stakeholders and its wider community. Non-Executive Directors hold Executive Directors to account for delivery of strategy and offer constructive scrutiny and challenge of performance.

Non-Executive Directors may be asked to chair or participate in key Committees of the Board.

Non-Executive Directors have a duty to uphold the highest standards of probity, integrity and governance and act as an ambassador for the Trust.

KEY WORKING RELATIONSHIPS

Non-Executive Directors will work alongside other Non-Executive Directors, the Chair of the Trust and the Executive Directors as a unitary Board. Non-Executive Directors will also be expected to forge strong links with the Council of Governors to enable them to hold the Non-Executive Directors individually and collectively to account for the performance of the Board of Directors.

MAIN DUTIES AND RESPONSIBILITIES

Strategy

- Ensure that a compelling vision for the Trust's future is clearly articulated.
- Contribute to the setting of the Trust's strategic aims and objectives, ensuring that the necessary financial, quality, commercial, service and workforce plans are in place for the Trust to meet its objectives and that performance is effectively monitored and reviewed.
- Hold Executive Directors to account for the effective management and delivery of the Trust's strategic aims and objectives. Ensure the effective implementation of the Board of Directors' decisions by the Chief Executive and Senior Management Team.
- Provide independent judgement and advice to the Board of Directors and offer constructive scrutiny and challenge.
- Participate in constructive debate on the strategic development of the Trust, and any other significant issues facing the Trust, and ensure appropriate consultation with key stakeholders.
- Ensure that Governors are enabled and have opportunity to influence the Trust's strategic direction.
- Ensure the long-term sustainability of the Trust.

Governance

- Work to the highest standards of probity, integrity and governance
- Contribute to ensuring that the Trust's governance arrangements conform with best practice and all statutory requirements for NHS Foundation Trusts
- Obtain assurance that financial and other performance information is accurate and timely and that financial and other controls, and systems of risk management, are robust
- Obtain assurance that the Trust has appropriate processes and procedures in place to deliver high standards of professional and personal conduct across the Trust
- Provide assurance to the Council of Governors as to how the Non-Executive Directors have held the Executive Directors to account for the performance of the Board
- Ensure that the Trust meets its commitments to service users and carers with regard to service delivery and quality of care
- Challenge discrimination, promote equality of opportunity and respect and protect human rights

Board Activities

- Participate fully in the work of the Board, ensuring the corporate responsibility of the Board of Directors
- Chair, or participate in, committees established by the Board of Directors to exercise delegated responsibility
- Liaise and co-operate with the Council of Governors to ensure that the views of Governors on key strategic and performance issues are understood and taken into account
- Appoint the Chief Executive, with the approval of the Council of Governors, and other Executive Directors
- Where necessary, remove the Chief Executive and other Executive Directors
- Participate in any Board induction, training/development and evaluation, as an individual and as part of the Board or a Board committee
- Participate in the annual appraisal of Executive Directors, fellow Non-Executive Directors and the Chair
- Participate in an annual individual appraisal process and commit to taking action to address any identified personal development needs



- Uphold the Trust's values and work with fellow Directors to provide strong and clear leadership
- Support a positive culture throughout the Trust and adopt behaviours in the boardroom and elsewhere that exemplify that culture
- Adhere to the seven principles of public life (the 'Nolan Principles') – selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Adhere to the Board of Directors' Code of Conduct
- Challenge discrimination, promote equality of opportunity and respect and protect human rights
- Act as an ambassador for the Trust, safeguarding and promoting its good name and reputation

ELIGIBILITY

To be eligible for appointment as a Non-Executive Director, an individual must be a member of one of the Trust's public constituencies (Bolton, Salford, Trafford, Wigan, City of Manchester or Other England or Wales) or be a member of the Trust's Service User and Carer constituency.

TERMS OF OFFICE

Tenure – the tenure of appointment for a Non-Executive Director will initially be for a three-year period. Re-appointment for a further three-year period will be subject to satisfactory appraisal and agreement by the Council of Governors.

Remuneration and Time Commitment – remuneration will be £13,000 per annum. Enhancements will be paid dependent on any additional responsibilities. Non-Executive Director remuneration is reviewed and set by the Council of Governors. Appropriate allowances for travel and subsistence will also be paid.

Disqualification – an individual may not serve as a Non-Executive Director if he/she is disqualified for any of the reasons set out in the Trust's constitution, Provider Licence or the Fit and Proper Persons Regulations.

Termination – a Non-Executive Director may be removed from appointment in accordance with the procedure set out in the constitution and the approval of the Council of Governors.

Other – this post is a public appointment and is not subject to the provisions of employment law. To ensure that public service values are maintained, all Directors are required, on appointment, to agree to abide by the Board of Directors' Code of Conduct.

Person Specification

Greater Manchester Mental Health NHS Foundation Trust is looking to appoint three Non-Executive Directors. One will have a **clinical** background and experience, one with a **service / digital transformation** background and one with **community / voluntary** background.

We are open to hearing from a wide range of candidates and we would welcome applications from candidates with protected characteristics or lived experience of our services who are under-represented on our Board. In addition, the Trust has identified the following criteria for all appointments which candidates will be required to demonstrate through application and at interview.

ESSENTIAL REQUIREMENTS	
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> • Experience of operating at, or near, Board level in a large and/or complex and changing organisation • Evidence of strategic thinking • Track record of success • Understanding of, and commitment to, NHS values of accountability, probity and equality of opportunity • Understanding of the role, legal duties, responsibilities and liabilities of a Non-Executive Director and the relationship with Governors • Understanding of the health inequalities in our communities and an empathy with the needs and expectations of service users, carers and the wider communities served by the Trust • Experience of working productively with a wide range of internal and external partners at a strategic level • A sound understanding of corporate governance and risk • Experience and understanding of strategic planning, financial control, performance management and assurance • Experience, knowledge and expertise in one or more of the following areas would be highly desirable: <ul style="list-style-type: none"> • Quality assurance and improvement • Equality, Diversity and Inclusion • Digital innovation • Community involvement • Voluntary sector • Service transformation
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Commercial and political astuteness • Ability to understand complex issues and information in order to make pragmatic decisions • Ability to champion the service user and carer, and wider public, voice in the Trust's financial and strategic context
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Prepared and able to make difficult decisions, maintain an independent mindset and challenge constructively • A strong commitment to the Trust, its values and the communities that we serve • Commitment to continuous improvement and delivery of high-quality services • Team player • Prepared to undertake varied roles and chair meetings • Have sufficient time and commitment to fulfil the requirements of the role • Meets the Trust's eligibility criteria for a Non-Executive Director • Ideally, able to demonstrate local knowledge and an understanding and connectivity with the diverse communities served by the Trust

How to Apply

All applications must be received by 23.59 on Sunday 3 March 2024

Hunter Healthcare are helping us to identify potential candidates. If you would like to have an initial conversation, please contact **James McLeod** by email: jmcleod@hunter-healthcare.com or phone on 07842 424530 or **Jenny Adrian** by email: jadrian@hunter-healthcare.com or phone on 07939 250362.

All applications must quote the reference GMMH_NEDS and include:

- A full curriculum vitae
- A covering letter (no more than two pages) indicating how you meet the selection criteria and articulating why you are interested in the role
- Contact details for referees to cover the last four years (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed [Diversity Monitoring Form](#) and [Fit and Proper Person Monitoring Form](#)

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

The best Boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from Black, Asian and minority ethnic communities, and people with disabilities, who we know are all under-represented in these important roles and also those with lived experience as a person or being a carer or family member of someone who has mental ill-health, a learning disability or addiction.

Please send all documentation by email to: applications@hunter-healthcare.com

Key Dates:

Application Deadline	23.59 on 3 March 2024
Shortlisting	22 March 2024
Stakeholder Event	8 or 9 April 2024
Selection Day	8 or 9 April 2024





**Greater Manchester
Mental Health**
NHS Foundation Trust



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