

Could you help lead the NHS in your area?

**Coventry & Warwickshire
Partnership NHS Trust
Non-executive Director**

Candidate information pack

Reference: M3289

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) at Coventry & 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.

2. The person specification

Essential criteria

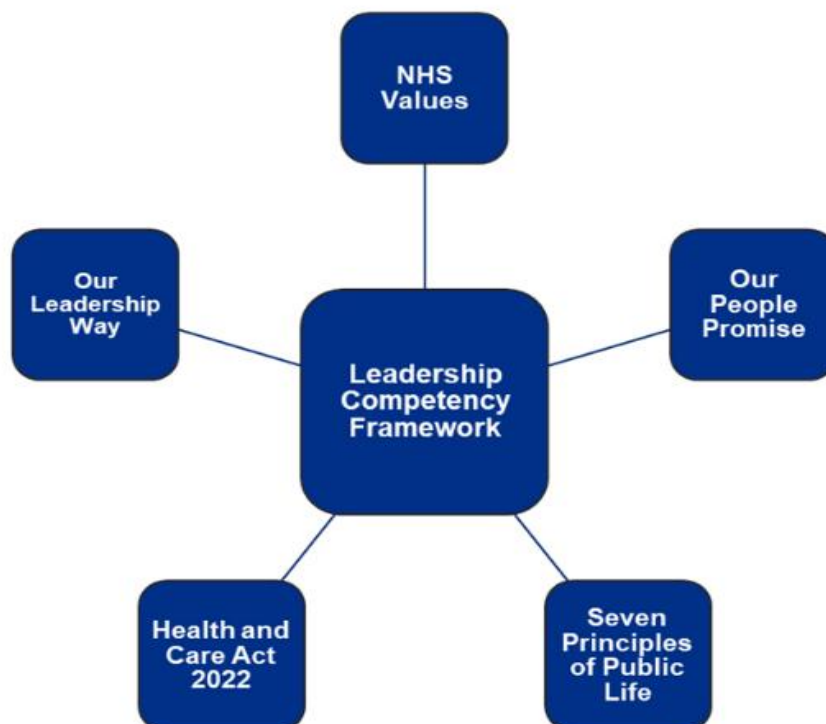
You will need to have a genuine commitment to patients and the promotion of excellent health care services.

You will have senior level HR and organisational development expertise gained at a strategic level.

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
Building a trusted relationship with partners and communities	Creating a compassionate, just and positive culture
Respect and dignity	Improving lives
Promoting equality and inclusion and reducing health and workforce inequalities	Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
Commitment to quality of care	Everyone counts
Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation	Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	

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

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.



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, and people with disabilities, 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.
- Proven senior leadership experience in organisation development, workforce strategy, or human resources.
- Strong track record of shaping and delivering transformational change in large or complex organisations.
- Demonstrated ability to influence culture, improve staff engagement, and support the development of inclusive, high-performing teams.
- Knowledge of workforce planning, talent management, leadership development, and employee wellbeing initiatives.
- 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](#).

3. About Coventry & 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. Services are provided to a population of over one million people living in Coventry and Warwickshire and 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 .

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 Integrated Care Board (ICB) & 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.



In order for the Trust to review and refresh its vision, values and strategic priorities, the Trust engaged with more than 1,000 people who shared their views and opinions. Following this significant engagement programme, the new strategy 'People at Our Heart' strategy emerged and 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.

2023 wrapped -

CWPT wins big at national awards

Last year was a bumper year for us at CWPT and we're thrilled at the number of national awards we won.

These awards are a testament to the hard work of CWPT colleagues and are just a few examples of the fantastic work being done by our services across the Trust. A summary of the awards is as follows:

- Michelle Webster won the Dunscombe Prize Top Student Award for the PGDip in Digital Health Leadership 2021-22.
- Professor Swaran Singh, Associate Director of Research and Innovation (R&I) won the Science and Tech Award 2023 at the British Sikh Awards.
- OP Courage Urgent Pathway Coventry Hub won Most Outstanding NHS/Healthcare Winner and Most Outstanding Overall Winner at the first Services Awards for their support for veterans.
- Our Speech and Language Therapy Service was named 'Best Healthcare Initiative in a Community or Criminal Justice Setting' at the Skills for Health Our Health Heroes Awards.
- We won the Employee Engagement Award and the Public Sector Award for our People at Our Heart Strategy at the PRCA DARE Awards 2023.
- Our Chair, Jagtar Singh, OBE, was awarded the British International Doctors Association (BIDA) 'Fellowship' Award for recognition of his immense contributions to supporting BAME doctors and promoting equality and inclusion in healthcare.
- Four nurses within our Community Services were announced as Queen's Nurses (QNs): Nikki Wise, Amanda Parsons, Laura Richards, and Jennie Knight, as well as Cathy Watt in our Learning Disability and Autism Service.
- Our Chair, Jagtar Singh OBE, was named one of the 50 most influential Black, Asian and minority ethnic people in health.
- Sarah Galvin, Mental Health Homeless Team, won the Mental Health Social Worker of the Year Silver Winner in the Social Worker of the Year Awards 2023.
- The Environmental App won the Health and Safety Technology Innovation in the Business Awards UK 2023 Health and Safety Awards.
- Coventry and Warwickshire Integrated Care System won the Performance Recovery Award in the HSI Awards 2023 for 'Improving the Physical Health of People with a Severe Mental Illness in Coventry and Warwickshire.
- We received the Bronze Workplace Wellbeing Award Thrive at Work accreditation.
- Leanne Howlett, a former Coventry University student whose placement was within RISE won the Nursing Student Award in the RCN Nursing Awards for developing a co-produced discharge wellbeing pack.

A huge congratulations to all the teams and individuals who won!

You can view all our awards from 2023 and previous years on our 'Awards and Recognition' page on our website: covwarkpt.nhs.uk.



Our Strategic Priorities

Our extensive engagement over recent months has resulted in the identification of five strategic priorities for us to focus on over the next five years:



Achieving these priorities will directly contribute to fulfilling our overarching ambition for the Trust, and everything we do as an organisation will be aligned with at least one of these strategic priority areas.

Each priority has its own **'bold goals'** for us to achieve, together with measurable outcomes to help map our progress along the way. We will monitor our performance against these measures and will make improvements and adjustments, where needed, to keep us on track.

We are committed to doing fewer things but doing them really well, so that we can make the biggest impact possible with the resources available to us. This means that we will need to take decisions about activities we might pause or stop, and this 'mapping' exercise will be one of our key next steps.

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

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

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

Seven principles of public life

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

Appendix 2: 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:**
 - About the NED role
 - 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 Senior Appointments and Assessment Team**

NHS England 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: Making an application

For more information, you can get in touch with:

- **Coventry & Warwickshire Partnership NHS Trust** - for an informal and confidential discussion with Eamonn Kelly, Chair by emailing eamonn.kelly@covwarkpt.nhs.uk
- **NHS England** – for general process enquiries contact Mandy Reszczynski by emailing amanda.reszczynski@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. In accordance with NHSE's FPPT framework if appointed your references and other background checks will be shared with the Trust.
- 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 4: Key dates

- **closing date for receipt of applications: 7 August 2025 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net quoting reference **M3289**
- **Interview date: w/c 1 September 2025**
- **proposed start date: October 2025**

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

