

Could you help lead the NHS in your area?

**Avon & Wiltshire Mental Health
Partnership NHS Trust**

**Non-executive Director x 2 and
Associate Non-executive Director**

Candidate information pack.

Reference: S3476

We value and promote diversity and are committed to equality of opportunity for all and fair recruitment processes for all. We believe that the best boards are those that reflect the communities they serve.

We therefore particularly welcome applications from candidates from under-represented groups, including women, people from Black, Asian and Minority Ethnic backgrounds, people with disabilities, people from LGBTQIA+ communities and people across a range of age groups, 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 are two Non-executive Director (NED) vacancies at Avon & Wiltshire Mental Health Partnership NHS Trust (AWP). 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. Whilst the Associate NEDs cannot participate in any formal vote at Board, they are very much involved with the formal Board discussion.

The successful candidate for the Associate role will be appointed to the Trust and may also be considered for appointment as a NED of the Board in future (within two years from initial appointment), should a vacancy arise, and they have the appropriate skills.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and service users and the promotion of excellent health care services. We are particularly interested in candidates who can bring skills and experience in one or more of the following areas:

- Digital strategy and leadership, including cyber security
- Estates, environment and health & safety
- Strategic change and transformation
- Mental health legislation and clinical quality and safety
- Partnership strategy, public relations, and digital communications
- Lived experience of mental health and/or Learning Disability services to strengthen patient voice and co-production.
- Board level experience in a large complex organisation, including the voluntary and community sector

We are looking to fill the following roles:

Post 1: A Non-executive Director with the potential to chair our Digital and Estates Committee

Post 2: A Non-executive Director with the potential to chair our Mental Health Legislation Committee

Post 3: An Associate Non-executive Director to broaden the Board's skills and experience and to offer a development opportunity to the successful candidate.

We do not expect any candidate to meet all of these criteria. If you can offer expertise in one or more of these areas, we would be delighted to hear from you.

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.
- On average this role will require the equivalent to 3 to 5 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 of NHS Trusts) 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 Avon & Wiltshire Mental Health Partnership NHS Trust

Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) is the largest specialist provider of mental health, learning disabilities and autism services in the South West and one of the largest in the country, with around 5,000 staff supporting a population of 1.9m people.

Most of our work is with people in the community who have a severe mental illness. This includes conditions like psychosis, bi-polar affective disorder, schizophrenia, complex emotional distress and trauma. We also provide inpatient services for

people with learning disabilities and autism and patients who require a period of treatment in a psychiatric intensive care bed, an acute bed or a rehabilitation bed.

We offer Talking Therapies in Bath and North East Somerset, Swindon and Wiltshire (BSW), and Child and Adolescent Mental Health Services (CAMHS) in Bristol, North Somerset and South Gloucestershire (BNSSG).

We are funded primarily by the NHS Integrated Care Boards that cover our area: NHS Bristol, South Gloucestershire and North Somerset Integrated Care Board and NHS Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board. AWP has representatives on both Boards and are part of wider Integrated Care Systems that bring together NHS organisations with local authorities and other partners to improve population health and establish shared strategic priorities.

We are also a key partner within the South West Provider Collaborative; an award-winning partnership of 5 NHS organisations established in 2017. With a geography that spans from Cornwall to Gloucester, covering 22,000 square kilometres and a population of around 5 m, the aim is to ensure that people experience high quality care as close to home as possible, so they can better connect with their support network and local clinical teams and return to their family, friends and community as quickly as possible. The Trust's vision, values and priorities:

Vision

Deliver high quality, compassionate care for people living with mental ill health, autism and learning disabilities and be first choice for our service users, carers, staff and partners.

Values

P	Passion	We want our service users, staff and stakeholders to recognise our passion, knowing that we do our best, all of the time.
R	Respect	We value everyone's contribution and take time to really listen and understand what matters to our patients, staff and communities.
I	Integrity	We work openly and transparently, learning from our mistakes and continually improving our services.
D	Diversity	We personalise care and treatment to individuals and provide equality of opportunities to our staff.
E	Excellence	We inspire and empower our staff to do the very best they can.

Strategic priorities

- Being a Great Place to Work
- Providing Outstanding Care
- In a Sustainable Way
- And by working in partnership

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:

We strongly recommend an informal and confidential discussion with Paul Miller, the Chair of the Trust. Please contact Wendy May by emailing wendy.may1@nhs.net

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: 28 October 2025** at 11am. Please forward your completed application to england.chairsandneds@nhs.net quoting reference S3476
- **Interview date: Tuesday 25 and Wednesday 26 November 2025**
- **proposed start date: TBC**

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk


Avon and Wiltshire
Mental Health Partnership
 NHS Trust