



**Lincolnshire Partnership**  
NHS Foundation Trust

# Non-Executive Director Candidate information pack

March 2026



Supporting people to live well in their communities

# Welcome

**Thank you for you considering our Non-Executive Director posts, I hope you find this information pack useful.**

Lincolnshire Partnership NHS Foundation Trust is responsible for delivering a wide range of mental health and learning disability services throughout Lincolnshire, and my Board colleagues and I are proud of the services our staff provide.

You will, of course, be aware of the challenges the NHS continues to face, but with our continued focus to do the very best we can for our patients and make the very best use of our resources, I am confident the Board will continue to lead a successful trust.



We are seeking two new non-executive directors to join our Board, to bring support and constructive challenge, and to help lead the strategic direction of the Trust. This information pack outlines more about what we need from these appointments.

Being a non-executive director with the Trust is demanding, but very rewarding. You have the chance to join a competent and effective Board that, through the delivery of the Trust Strategy, prides itself on keeping patients at the heart of its decisions.

The Trust is committed to being an inclusive and equal opportunities employer. We actively encourage applications from people with disabilities, individuals from Black and minority ethnic backgrounds, LGBTQ+ communities, and others who can contribute a broad range of perspectives, skills, and lived experience to our Board. We particularly welcome applications from those with personal experience of a mental health condition, or from individuals who have cared for a family member or friend with mental health, learning disability, or autism-related needs. Equally, we would also be keen to hear from individuals with experience in a commercial organisation or those who have a background in the digital and data industry.

I hope you will consider applying and thank you for taking the time to consider expressing an interest in joining the Board of Lincolnshire Partnership NHS Foundation Trust.

Yours faithfully

Kevin Lockyer  
**Trust Chair**



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# Our Vision and Values

The Trust is committed to a core set of values, which form the basis of everything we do. It is important that patient, service users, carers, and family members remain at the heart of this.

We continue to strengthen our vision and values and embed these throughout the Trust, to ensure that every member of staff is committed to supporting people to live well in their communities.



# Our strategy

**We are proud to work in partnership with our staff, patients, carers, governors, commissioners and members of the public to deliver excellent mental health, dementia, learning disability and autism services for the people of Lincolnshire.**

Following significant engagement with our Board of Directors, Council of Governors, staff, and service users and carers, in 2024 we launched our new [Trust Strategy](#).

The strategy sets out the Trust’s ambitious objectives, to make the Trust the best place to receive care and work. It also recognises the key role we play in our communities, in sharing our knowledge and experience with others to ensure mental health and support for our learning disability and autistic communities is everyone’s business. Holding true to our underlying vision:

To support people to live well in their communities

We are really proud of what we do, but we know we still have gaps in service provision, and sometimes the support available can vary depending on age, or where people live. We have a real opportunity working with our partners to make significant improvements to the support we offer. Our ambition is not just to provide specialist secondary services in the county, but to act as a champion for improving the mental wellbeing of the communities we serve.

**In the strategy we have four key areas that we are focusing on:**

 <b>A healthy population</b> We will use our expertise and influence to improve the health and wellbeing of our communities		
 <b>Outstanding quality</b> We will continuously improve to deliver high quality, innovative care	 <b>Outstanding people</b> We will ensure an inclusive culture, where people have the right skills and values to make a positive difference	 <b>Best use of resources</b> We will maximise our resources for the benefit of our communities and the environment



# About us

Lincolnshire Partnership NHS Foundation Trust serves a population of more than 768,000 people in Lincolnshire, across 50 main sites, including 12 inpatient wards. We are focused on helping people towards recovery, enabling them to live well in their community as much as possible. We work closely with our local communities to design and improve services.

Our team of 3,000 dedicated professionals are passionate about what they do and strive to live to our core values. Our staff work tirelessly to care for people with mental health challenges, dementia, learning disabilities, and our autistic community, supporting people in our hospitals and community-based clinics, as well as in people’s own homes, work, schools, and communities.

Apart from some very specialist services which can only be provided by organisations outside our area, we provide the full range of mental health services, as well as support for people with learning disabilities, and autism.

The work of the Trust is increasingly community-based, providing services in close partnership with colleagues in local councils, primary care, voluntary, community, faith, and social enterprise sector, as well as with service users, carers and their representatives. The Trust always aims to provide people with alternatives to admission and where appropriate, provide treatment, care and support outside a hospital setting.

We provide a wide range of mental health, dementia, learning disability, and autism services, with some social care to our Lincolnshire population. These services include:

- Lincolnshire Talking Therapies services for mild to moderate mental health issues such as anxiety or depression.
- Community services for people of all ages who are recovering from severe or long-term mental illness, including perinatal mental health concerns.
- Crisis resolution and home treatment for when someone becomes unwell and needs support to prevent them requiring hospital admission.
- Mental health inpatient care for people experiencing a severe, short term, episode of mental illness.
- Mental health rehabilitation for people with severe or long-term mental health problems who require support in returning to the community to live independently.
- More specialist services, including learning disabilities and autism support, personality and complex trauma, eating disorders, veterans, dementia, and some social care, for adults, children, families, and older people.

## The Trust in numbers





## Diversity pledge

**We recognise the importance of providing fair and equitable services to all and commit through our strategy to create a just, inclusive, and compassionate culture where people feel they belong and are heard, celebrating diversity in all its forms.**

We believe people and the organisation work best when inclusivity, equality and diversity are truly valued and promoted within our culture and leadership. To us these principles are more than just “a nice idea” they are fundamental and help us be better.

By signing the pledge, we vow to actively work towards creating a Board and senior leadership team, which reflects the diversity of the people we work with. We regularly review our policies, processes and behaviours to make certain that they demonstrate and support this commitment. In particular, we examine our recruitment practices and those of organisations we work with in recruiting, to ensure the pipeline to leadership overcomes the barriers of discrimination, unfairness or inequality.

We commit to growing talent, supporting people to progress and reach the very top of our organisation.

## Useful documents

- [Annual Report and Accounts](#)
- [Annual Quality Report](#)
- [Latest Care Quality Commission inspection Reports](#)
- [National NHS Staff Survey Results](#)
- [Trust Strategy](#)

## Our People Plan

Our People Strategic Delivery Plan underpins the Trust Strategy, and we have seen a number of achievements for our medical and non-medical workforce, including:

- Implementation and development of new workforce roles to support medical staff e.g. clinical medical assistants, physician assistants, advanced clinical practitioners, and medical support workers.
- New roles across divisions including extended professions such as paramedics.
- Wide range of both clinical and non-clinical apprenticeships.
- Active involvement in system wide attraction strategy.
- Staff networks.
- Stonewall champion – we have increased our rating on their index. In 2024 we were in the top 100 employers.
- Reverse mentoring – Our Executives and Deputy/Associate Directors have been through a reverse mentoring programme to broaden their understanding.
- Offering a staff wellbeing and employee assistance programme service.

## Performance

In the most recent CQC inspection in June 2020 the Trust was rated ‘Good’ overall and ‘Outstanding’ for the Well Led domain.

In the National Staff Survey results, we continually benchmark amongst the best mental health and learning disability trusts. In 2024, we were the top NHS trust nationally for ‘we are recognised and rewarded’, ‘flexibility’, and ‘team working’.



# About the role

## Role summary

Non-Executive Directors play a critical role in the leadership, oversight and strategic direction of Lincolnshire Partnership NHS Foundation Trust. Working as equal members of the Board alongside Executive Directors, Non-Executive Directors contribute independent judgement, external insight and constructive challenge to ensure the Trust delivers high quality, compassionate and safe care for our communities.

Non-Executive Directors help shape strategy, scrutinise performance, and support the development of a positive organisational culture. They bring a breadth of experience, provide assurance that robust controls and governance are in place, and ensure that decisions taken by the Board are in the best interests of service users, carers and the wider public.

Non-Executive Directors also work closely with the Chair to support the Council of Governors, helping to create an open, transparent and effective relationship between the Board and the Council.

All Non-Executive Directors are required to fully embrace and uphold the [Nolan Principles of Public Life](#) and the values of the [NHS Constitution](#). They act in accordance with the [Trust Constitution](#), [Code of Governance](#), and other relevant frameworks. In addition, they should, at all times, uphold the Trust Vision, Values, and Behaviours and act as an ambassador for the Trust, in line with their [Code of Conduct and Responsibilities of the Directors](#).

## Key functions and responsibilities

All Directors of Lincolnshire Partnership NHS Foundation Trust are required to:

- Provide leadership within a framework of effective governance and risk management.
- Contribute skills, expertise and perspectives that enhance the Board's collective capability.
- Set strategic aims and ensure the Trust has the financial, workforce, and operational resources needed to deliver them.
- Hold the Executive Directors to account for operational and strategic performance.
- Set and uphold the Trust's values and standards, ensuring it meets its statutory, regulatory and public commitments.
- Champion equality, diversity and inclusion across all aspects of the Trust's work.
- Ensure the Trust complies with its clinical, corporate, legal, and financial obligations.
- Make declarations to Regulators concerning performance, governance, and compliance.

**In addition to these requirements for all Directors, the role of the Non-Executive Director has the following key elements:**

- Providing independent, constructive challenge in the development of the strategy.
- Scrutinising organisational performance and gaining assurance on delivery against objectives and key performance indicators.
- Ensuring the integrity of financial, quality, and operational information, and that systems of control and risk management are robust and effective.



- Participating in the appointment, appraisal and, where necessary, remuneration decisions relating to the Chief Executive and Executive Directors.
- Supporting effective engagement between the Board and Council of Governors, including through attendance at Council meetings.
- Receiving reports and providing oversight of staff employment panels and incident investigations where required.

## Person specification

We are seeking individuals who bring independence of thought, sound judgement and the ability to see issues from multiple perspectives. You will be curious, well-informed and committed to continually developing your knowledge of the NHS, the external environment, and the challenges and opportunities for mental health services.

Candidates should have senior or Board-level experience gained in a complex organisation, alongside the ability to contribute confidently and collaboratively to strategic debate, risk assessment and organisational development.

We strongly encourage applications from people with lived experience, people with disabilities, people from black and minority ethnic backgrounds, LGBTQ+ individuals, and others who can bring greater diversity of thought and experience to our Board.

<b>Knowledge</b> (know about)	<b>Skills</b> (able to)	<b>Attitude</b> (displays or shows)
<ul style="list-style-type: none"> <li>• Governance, compliance, and regulation</li> <li>• Knowledge of large complex organisation</li> <li>• Commercial business organisation change</li> <li>• Business Intelligence</li> <li>• Knowledge of what good looks like</li> <li>• Wider geographical knowledge</li> <li>• Organisational Development</li> <li>• Finance</li> <li>• Community focus</li> <li>• Risk</li> <li>• Change Management</li> <li>• Diversity</li> <li>• Strategic decision level</li> </ul>	<ul style="list-style-type: none"> <li>• Ability commercial focus</li> <li>• Critical Analysis</li> <li>• Bridge clinical / commercial</li> <li>• Scrutiny and bids</li> <li>• Politically aware / agile</li> <li>• Communication skills in different positions</li> <li>• Connect within organisation</li> <li>• Constructive challenges</li> <li>• Continuous evaluation and improve</li> <li>• Patient at centre of business</li> <li>• Coaching skills</li> <li>• Committee skills</li> <li>• Assimilation of information (see the wood from the trees)</li> <li>• Influencing the system</li> </ul>	<ul style="list-style-type: none"> <li>• Behaviours in public life</li> <li>• Emotional intelligence and relevance</li> <li>• Patient privacy</li> <li>• Inclusivity</li> <li>• Compassion</li> <li>• Calm and confident</li> <li>• Reflective</li> <li>• Team player</li> <li>• Staff relations</li> <li>• Strategic mind-set</li> <li>• Open to listening</li> <li>• Perceptive</li> <li>• Self-Awareness</li> </ul>



## Further information about the role

### Eligibility

To be able to take up appointment, the successful candidate must be, or become, [a member of Lincolnshire Partnership NHS Foundation Trust](#).

Applicants must meet the requirements of the [NHS England fit and proper person test framework for board members](#).

The Trust Constitution (Section 32) lists the circumstances where an individual would not be eligible for appointment as a member of the Board of Directors.

### Remuneration and Time Commitment

Remuneration is based on time commitment of approximately five days per month. Other than attendance at meetings, some of which will be in person, much of this commitment will be flexible.

The non-executive director remuneration is **£14,040 per annum** and is reviewed by the Council of Governors on an annual basis. There is an additional payment to the Deputy Chair and Audit and Risk Committee (not expected to be appointed through this process but may arise in future).

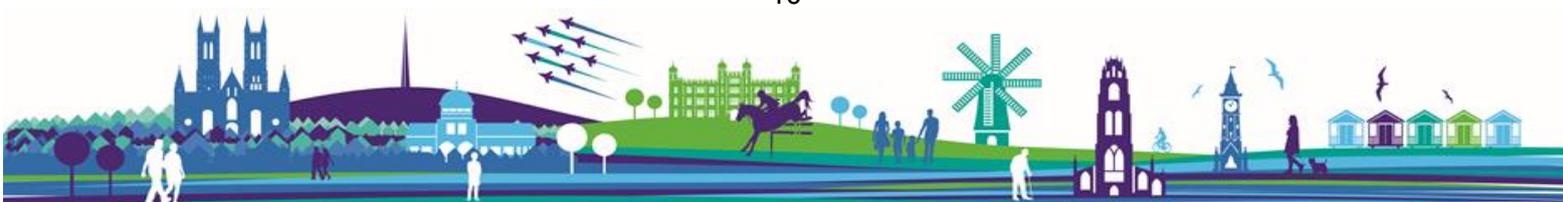
This is a public appointment rather than an employment contract. The remuneration is taxable and subject to National Insurance, but is not pensionable.

### Terms of Appointment

The appointment will be for an initial **term of three years**. All appointment and term renewals are subject to the approval of the Nominations and Remunerations Committee and the Council of Governors.

### Declaration of Interest

You will be required to declare any conflict of interest that arises in the course of Board business and also declare any relevant business interests, positions of authority or other connections with commercial, public or voluntary bodies.



# How to apply

## Closing date 13 April 2026

All applications should include:

- A covering letter, setting out how you meet the appointment criteria.
- A Curriculum Vitae (CV) including contact number and email address and include names and contact details of three referees. References will not be taken without your permission.
- A completed equal opportunities monitoring form and fit and proper person monitoring form.

All applications should be sent to Karen Scott, Trust Secretary ([karen.scott4@nhs.net](mailto:karen.scott4@nhs.net)). All applications will be acknowledged.

## Timeline

Closing date for applications	13 April 2026 at 5 pm
Shortlisting by Nominations and Remunerations Committee	Week commencing 20 April 2026
Stakeholder assessment centre (face to face)	13 May 2026 (in Lincoln)
Formal interview (face to face)	14 May 2026 (in Lincoln)
Appointment by Council of Governors	to be confirmed

## Contacts

For more information, or an informal discussion with the Trust Chair or a current non-executive director, please contact Karen Scott, Trust Secretary ([karen.scott4@nhs.net](mailto:karen.scott4@nhs.net)).

