



Non-Executive Directors

Candidate Information Pack

2024



Contents

Welcome letter from the Chair	3
About us	4
Advertisement	7
Job description	8
Recruitment timetable	10
How to apply	11

Welcome from Marie Burnham, Chair

Dear Candidate,

Thank you for your interest in joining our Trust as one of two new Non-Executive Directors at South West Yorkshire Partnership NHS Foundation Trust. I hope that this demanding, but very rewarding, opportunity catches your imagination and that you feel encouraged to apply. Our ambitious programme of transformation reflects the challenging times in which we operate and will transform the lives of those who use our services and bring benefits to the communities we serve. I joined the Trust as the new Chair in 2021 and I am looking forward to working with you and the rest of the team in delivering our vision, mission, culture, and values.

As a Trust, we are in a strong position as a specialist provider of community, mental health and learning disability services to the 1.22m people of Barnsley, Calderdale, Kirklees, and Wakefield. Most of the care we provide is delivered in local communities by our 4,600 staff and we have an annual income of £377mn. We are also the lead provider of low and medium secure forensic mental health care to people across West Yorkshire and deliver specialist mental health support into Wetherby Young Offenders' Institution.

We are a high performing organisation with over 87% of services assessed by the CQC rated as 'Good' or 'Outstanding'. We have a significant role to play in both the West Yorkshire and South Yorkshire Integrated Care Systems (ICS), working with partners to integrate health and care services to meet the needs of our diverse populations.

Further information is available on their website: [Care Quality Commission \(http://www.cqc.org.uk/provider/RXG/reports\)](http://www.cqc.org.uk/provider/RXG/reports).

The Trust is seeking to appoint two outstanding and unique individuals, one of whom will have a clinical or public health background, to join our strong and stable Board to complement the skills currently represented and support it to meet the Trust's exciting and demanding agenda. It is important that the successful applicants are able to commit the necessary time to their role to help us achieve this.

The successful candidates will bring the capability and enthusiasm to support our ambitious vision within the context of significant change, transformation, and opportunity, both within the organisation, the region, and the wider NHS. The successful candidates must be able to demonstrate experience of working in or with large, complex organisations, have an ability to engage positively and collaboratively in Board discussions, and the potential and willingness to act as an ambassador for the Trust. They will also bring strong relationship management and influencing skills, have experience of making autonomous decisions, have a passion for delivering quality and excellence, and, importantly, support the values of the Trust.

Interested applicants must live within the regions of Yorkshire, the Humber, Cumbria, Durham, Lancashire, Greater Manchester, Derbyshire, Nottinghamshire and Lincolnshire and we welcome applications from all aspects of society, including people from BAME and LGBT+ communities, people with disabilities, younger people, service users and carers.

I trust the information in this pack will give you a flavour of our organisation, our values, and priorities. If you share our ambition for success and can offer the commitment needed, please see details within this pack regarding how to apply for the role and I look forward to hearing from you.

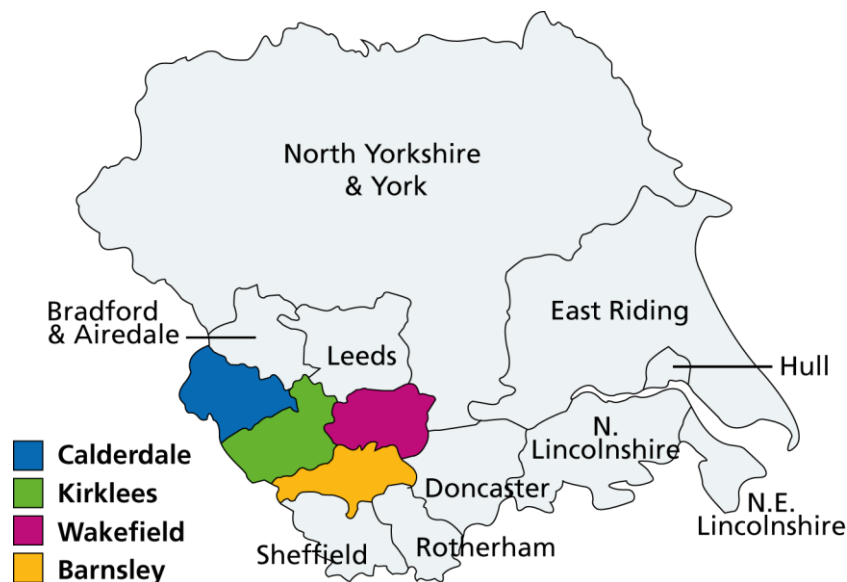
I wish you the very best in your application.

Marie Burnham
Chair

Background

We are an NHS foundation trust that provides community, mental health and learning disability services to the people of Barnsley, Calderdale, Kirklees and Wakefield. We also provide medium secure (forensic) services to the whole of West Yorkshire.

Over 1.22 million people live in the communities of Barnsley, Calderdale, Kirklees, and Wakefield from a range of diverse backgrounds. We aim to match the community's needs by providing personalised care that puts the person first and in the centre.



We work with other local NHS organisations, local authorities, government departments and voluntary organisations to provide high quality health care to people in our area. Working in partnership is very important to us as it enables us and our partners to provide more efficient, streamlined care that truly meets the needs of local people.

Working in partnership also means working with the members of our foundation trust, who can have a say in how we run the Trust and how they wish our services to be developed. Over 11,000 local people have joined us as members, and our staff are members too.

We are committed to helping join up care wherever possible. We are an integral partner in the West Yorkshire Integrated Care System, and a leading partner in the West Yorkshire Mental Health, Learning Disability and Autism Collaborative. We are also members of the South Yorkshire and Bassetlaw Integrated Care System, driving forward collaborative working in areas such as stroke services, ASD/ADHD, CAMHS and employment.

We're involved in provider alliances across Kirklees and Wakefield, the Wakefield Integrated Care Partnership, the Wakefield Mental Health Alliance, and with Calderdale Cares. In South Yorkshire we are also leading members of the provider alliance and integrated care partnership, committed to joining up care for the people of Barnsley.

To provide the flexible, individually tailored care that local people have told us they want, we work from a variety of sites as well as with people in their own homes. 98% of our services are community-based and are well supported by inpatient services when people need care or assessment in a hospital setting.

The Trust, which was first established in 2002, now employs around 4,600 staff, in both clinical and non-clinical support services, and has a turnover of £377 million.

Our mission

We help people reach their potential and live well in their community.

Our values

- We put the person first and in the centre.
- We know that families and carers matter.
- We are respectful, honest, open and transparent.
- We improve and aim to be outstanding.
- We are relevant today and ready for tomorrow.

Our strategic priorities for 2023/24

1. Improve health

- Address inequalities, involvement and equality in each of our places with our partners

2. Improve care

- Transform our older people inpatient services
- Improve our mental health services so they are more responsive, inclusive and timely
- Improve safety and quality

3. Improve use of resources

- Spend money wisely and increase value
- Make digital improvements

4. Making SWYPFT A Great Place to Work

- Inclusive recruitment, retention and wellbeing
- Living our values



Our services

In Barnsley, Calderdale, Kirklees, and Wakefield we provide care to:

- adults of working age (aged 18 to 65) with a mental health problem
- services to people as young as 14 experiencing the first signs of psychosis
- child and adolescent mental health services
- older people (over 65) with a mental health problem
- people (mainly adults) with a learning disability whose behaviour challenges services, with intensive support needs and/or a mental health problem and
- medium secure forensic services for people with a mental health problem and/or learning disability.

In Barnsley we also provide:

- inpatient services
- partnership services
- children's services
- community rehabilitation
- services for people with long-term conditions; and
- primary care and preventative services.

We are active partners in two Integrated Care Systems (ICSs):

- West Yorkshire ICS; and

- South Yorkshire and Bassetlaw ICS

We also play a key role in the place-based health and care partnerships in Barnsley, Calderdale, Kirklees and Wakefield.

A fuller description of our services can be found on our website at:

<https://www.southwestyorkshire.nhs.uk/services/>

Links to further information

How we're run

Further information on how our organisation runs including members, Members' Council, and the Trust Board, can be found on our website at: <https://www.southwestyorkshire.nhs.uk/about-us-2/how-were-run/>

Our Constitution

Our Constitution can be found on our website at:

<https://www.southwestyorkshire.nhs.uk/about-us-2/how-were-run/our-trust-board/constitution-and-self-certification/>

Annual report and accounts

Our Annual Report and accounts can be found on our website at:

<http://www.southwestyorkshire.nhs.uk/about-us/performance/annual-report/>.

Quality account

Our Quality Accounts can be found on our website at:

<https://www.southwestyorkshire.nhs.uk/about-us-2/performance/annual-report-and-quality-account/>

Creative Minds

Information on our Creative Minds approach can be found on our website at:

<https://www.southwestyorkshire.nhs.uk/creative-minds/home/>

Regulators (Care Quality Commission (CQC))

Further information on the Trust can be found here:

Care Quality Commission (CQC) website (<http://www.cqc.org.uk/provider/RXG/reports>).

Advertisement

Non-Executive Directors (Clinical and Generalist) – £13,584 annually (3 days per month)

South West Yorkshire Partnership NHS Foundation Trust is an award winning organisation which exists to help people reach their potential and live well in their communities.

Our compassionate, dedicated, and enthusiastic staff are committed to living our values every day:

- We put the person first and in the centre
- We know that families and carers matter
- We are respectful, honest, open and transparent
- We improve and aim to be outstanding
- We are relevant today and ready for tomorrow

Our values guide us in providing a range of community, mental health and learning disability services to more than a million people across Barnsley, Calderdale, Kirklees, and Wakefield. We also provide some medium secure (forensic) services to the whole of Yorkshire and the Humber and some wellbeing services in other parts of Yorkshire.

We are looking for two Non-Executive Directors to join our unitary Board in guiding our workforce to deliver the highest quality care for local people.

You will have the ability to build strong relationships, provide support and constructive challenge to the Executive team, and help us to continue to improve the services we deliver. You will bring the capability and enthusiasm to support our ambitious vision and goals within the context of significant change, transformation, and opportunity, both within the organisation and in the wider NHS.

You will demonstrate an ability to engage positively and collaboratively in Board discussions and act as an ambassador for the Trust. You should also bring strong relationship management skills and have a passion for delivering excellence. You will champion our drive for service excellence and demonstrate experience of working at Board level, in large, complex, customer-focused organisations.

The scope of Board responsibilities is significant and therefore it is important that the successful applicants are able to commit the necessary time to their role.

You must live within the regions of Yorkshire, the Humber, Cumbria, Durham, Lancashire, Greater Manchester, Derbyshire, Nottinghamshire and Lincolnshire and we welcome applications from all aspects of society, including people from BAME and LGBT+ communities, people with disabilities, younger people, service users and carers.

Closing date is Thursday 6th June 2024

Job description

Non-Executive Directors outline job description

The Non-Executive Directors of our Board bring their expertise and experience, as well as their particular knowledge as a member of the community to the work of the Board.

Your role will be to use your skills and your personal experience as a member of your community to:

- promote the success of the Trust to maximise the benefits for members and for the public;
- commit to working to, and encouraging within the Trust, the highest standards of probity, integrity and governance, and contribute to ensuring that the Trust's internal governance arrangements conform to best practice and statutory requirements;
- provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and help the Executive Management Team develop proposals on such strategies;
- assist fellow Directors in setting the Trust's strategic aims, ensuring that the necessary financial and human resources are in place for the Trust to meet its objectives, and that performance is effectively monitored and reviewed;
- assist fellow Directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which enable risk to be assessed and managed;
- assist fellow Directors in setting the Trust's values and standards and ensure that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times;
- engage positively and collaboratively in board discussion of agenda items and act as an ambassador for the Trust in engagement with stakeholders including the local community, dealing with the media when appropriate;
- monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties;
- obtain comfort that financial information is accurate and that financial controls and risk management systems are robust and defensible;
- contribute to the determination of appropriate levels of remuneration for executive directors;
- participate in and in some cases Chair Committees as required;
- attend and contribute to Members' Council meetings;
- bring independent judgement and experience based on commercial, financial, legal or governance expertise from outside the Trust and apply this to the benefit of the trust, its stakeholders and its wider community;
- undertake responsibilities and duties under the Mental Health Act; and
- on occasion participate as Chair of the interview panel in the selection of medical consultant staff and Chair appeals.
- Must be able to demonstrate a commitment to, and significant knowledge of, the communities the Trust serves.

Person specification

The Trust has identified the following skills/expertise for these appointments:

- Strong Non-Executive and/or Chair experience gained in any sector or industry (Generalist) OR
- Strong Non-Executive and/or Chair experience with a clinical and / or public health background.
- Alignment to Trust values and personal or professional interest in healthcare
- An understanding of the communities served by the Trust, including challenges and opportunities faced by the patient population

Plus:

- Experience of working in or with large complex organisations
- Strong relationship management and influencing skills
- Committed to quality and delivering excellence
- Ability to engage positively and collaboratively in Board discussions
- Ability to act as an ambassador for the Trust
- Strong commitment to promoting equality, inclusion and diversity

In addition to the expertise detailed above, all candidates selected for interview will need to show that they have the competencies required to be effective in a Board level role. They are:

Patient and community focus	A high level of commitment to patients, carers, and the community, especially to disadvantaged groups, and the values of the Trust
Strategic direction	The ability to think and plan ahead, balancing needs and constraints.
Holding to account	The ability to accept accountability and probe and challenge constructively.
Effective influencing and communication	Be able to influence and persuade others.
Team working	Be committed to working as a team member.
Self-belief and drive	The motivation to improve NHS performance and confidence to take on challenges.
Intellectual flexibility	The ability to think clearly and creatively.

Recruitment timetable

Action	Date
Closing date for applications	Thursday 6 th June 2024
Stakeholder engagement events	Tuesday 25 th June 20024
Final interviews	Wednesday 26 th June 2024 or Friday 28 th June 2024 (date to be confirmed)
Appointment start date, subject to completing of pre-employment checks	1 st August 2024

How to apply

Closing date: Thursday 6th June 2024

Interested applicants must live within Yorkshire, the Humber, Cumbria, Durham, Lancashire, Greater Manchester, Derbyshire, Nottinghamshire and Lincolnshire as set out in Annex 1 of our Constitution and meet the provisions covering the appointment and removal of Non-Executive Directors of the Trust Board set out in paragraphs 25, 29 and Annex 6 of our Constitution.

Our Constitution can be found on our website at:

<https://www.southwestyorkshire.nhs.uk/about-us-2/how-we-run/our-trust-board/constitution-and-self-certification/>

Before you apply, please ensure that you have read the Job Description in detail. Your supporting statement must be aligned to the criteria outlined in the Person Specification.

To apply for this role, please visit the dedicated microsite here:

<https://alumniglobal.com/job/neds-swypft>

Contact details of our advising consultants at Alumni Global are available at the microsite above.