



Derbyshire Healthcare
NHS Foundation Trust



NON-EXECUTIVE DIRECTORS CANDIDATE INFORMATION PACK

WELCOME

Hello and thank you for your interest in the Non-Executive Director roles at Derbyshire Healthcare NHS Foundation Trust.

Our Trust provides mental health, learning disability and autism services across Derby and Derbyshire, alongside services for children and young people. We also offer a range of specialist services including substance misuse, gambling harms and eating disorders services. We have a strong organisational identity and are very proud of our values-led approach to healthcare.

We are coming to the end of an extensive capital builds programme with a range of exciting new services and facilities that will transform the care we offer to our local communities, by providing modern, state-of-the-art inpatient environments.

It is an exciting time to join the Trust as we recently launched our new Trust Strategy, which sets out our ambition to develop and diversify our workforce and enhance our culture, as we seek to become a truly high-performing organisation.

The Trust has a strong and active role as a system partner, working closely with partner colleagues across our integrated care system, Joined Up Care Derbyshire, and the East Midlands region.

To this end, we are looking for two individuals with a core skill set in **strategic finance** and **financial management**.

For **Post 1** we are looking for our new **Audit and Risk Committee Chair** and for **Post 2** we are looking for our new **Finance and Performance Committee Chair**.

Non-Executive Directors are a key component of our Unitary Board, which has the responsibility for the governance and financial integrity of the Foundation Trust and for providing stewardship of our organisational culture, vision, and strategy.

We are keen to hear from values-driven leaders, who are committed to advancing equality, diversity, and inclusion. This is a great opportunity to influence transformation across our Trust and system to improve services for our communities. You should bring a strong understanding of good governance, and positive energy to challenge and support our Board, and help us to continue our journey of improvement and drive to reduce health inequalities for our population.

We hope you enjoy finding out more about our Trust and if you think your professional and personal experience could offer a fresh perspective to the decision making of our Board, we welcome your application and look forward to meeting you.



Selina Ullah
Trust Chair



OUR 2024 STAFF SURVEY BENCHMARKED RESULTS SHOWED HIGHER THAN AVERAGE SCORES FOR BEING A COMPASSIONATE AND INCLUSIVE EMPLOYER

OUR VISION AND VALUES



Derbyshire Healthcare
NHS Foundation Trust



Caring

We provide safe care and support people to achieve their goals.



Inclusive

We respect everyone in all we do.



Ambitious

We offer high quality services, and we commit to ongoing improvement.



Belonging

We come together to create a culture that is welcoming, open and trusting.



Collaborative

We work together to achieve the best outcomes for our people and communities.

OUR TRUST VISION:

‘We make a positive difference in everything we do’.

Our strategy outlines our new, bold vision for the future and the ways we will work in order to achieve our ambitions. We are committed to making positive changes that, in turn, have a positive impact on the people we support.



Personal Accountability Charter



Derbyshire Healthcare
NHS Foundation Trust



Caring

We provide safe care and support people to achieve their goals



Caring behaviours

- We are kind
- We are person-centred
- We keep people safe

How I can show caring behaviours

- I show kindness to others and think about their needs
- I don't walk by if something is wrong or needs to be done
- I meet professional standards



Inclusive

We respect everyone in all we do



Inclusive behaviours

- We are fair
- We embrace and celebrate difference
- We are professional

How I can show inclusive behaviours

- I think about the impact of my actions on other people
- I respect people and my surroundings and speak up when things don't feel right
- I actively challenge discrimination



Ambitious

We offer high quality services, and we commit to ongoing improvement



Ambitious behaviours

- We learn
- We are high performing
- We are innovative

How I can show ambitious behaviours

- I get the basics right, to underpin improvements
- I listen, learn and improve
- I deliver continuous improvements



Belonging

We come together to create a culture that is welcoming, open and trusting



Belonging behaviours

- We are honest
- We are accountable
- We communicate

How I can show belonging behaviours

- I look after my own health and wellbeing
- I recognise the value and contributions of all colleagues
- I take responsibility for what I do



Collaborative

We work together to achieve the best outcomes for our people and communities.



Collaborative behaviours

- We work well with others
- We engage
- We are good partners.

How I can show collaborative behaviours

- I work with others to achieve shared outcomes
- I break down barriers to achieving the best outcomes
- I empower people to be partners in their care.



**FORCES FRIENDLY EMPLOYER
WINNER – STEP INTO HEALTH AWARDS 2024**

OUR STRATEGY 2024-2028



Derbyshire Healthcare
NHS Foundation Trust

OUR VISION IS SUPPORTED BY FOUR STRATEGIC PRIORITIES, THE 4 PS, WHICH OUTLINE THE HIGH-LEVEL INITIATIVES WE WILL FOCUS ON IN ORDER TO DELIVER THE TRUST VISION.

PATIENT FOCUSED

Our care and clinical decisions will be respectful of and responsive to the needs and values of our service users, patients, children, families and carers.



PARTNERSHIPS

We will work together with our system partners, explore new opportunities to support our communities, and work with local people to shape our services and priorities.

PEOPLE

We will attract, involve and retain staff, creating a positive culture and sense of belonging.

PRODUCTIVE

We will improve our productivity and design and deliver services that are financially sustainable.



OUR 2024 STAFF SURVEY RESULTS SHOWED HIGHER THAN AVERAGE SCORES RECOMMENDING THE TRUST AS A PLACE TO RECEIVE CARE

DERBYSHIRE HEALTHCARE NHS FOUNDATION TRUST

We employ over 3,000 people, operating across three main sites and over 50 community sites, Derbyshire Healthcare NHS Foundation Trust is a lead provider of inpatient and community based mental health and related specialist services across Derbyshire. The Trust also provides a wide range of services for children, together with learning disability and autism services for adults, across the city of Derby and southern Derbyshire. The Trust is rated 'Good' overall by our regulator, the Care Quality Commission (CQC). More information can be found on the [Derbyshire Healthcare CQC website](#).

A DIVERSE POPULATION

Across the county and the city we serve a combined population of over one million people and, within this, provide services to a diverse population, including areas of wealth, alongside significant deprivation. The Trust's catchment area includes both city and rural populations, with over 70 different languages being spoken.

We know that within this diverse population is health inequality and, as an Anchor institution, we can positively contribute beyond providing healthcare through our relationships with our local integrated system partners.

SUCCESSFUL PARTNERSHIP

Successful partnership working is essential to the delivery of many of our services. The Trust works in close collaboration with our commissioners and fellow providers of local healthcare services, together with local authority colleagues at Derby City Council and Derbyshire County Council, and voluntary and community sector organisations.

Derbyshire Healthcare is an active system partner in [Joined Up Care Derbyshire](#) (JUCD), a partnership of health and care organisations working collectively to address challenges and improve the level of joined up working within the local health and care economy.



"I love my role; I love leading and developing the team and I love seeing people go home after a period of severe illness almost back to themselves."

Derbyshire Healthcare colleague



STRUCTURE AND COMMITTEES

The Trust is run by a Board of Directors made up of Executive and Non-Executive Directors. The Board of Directors has a responsibility to make the best use of financial resources and deliver the services people need, to standards of safety and quality which are agreed nationally.

Led by an independent Non-Executive Chair, the Board has a collective responsibility for the performance of the organisation. The purpose of NHS Boards is to govern effectively, and in doing so, help to build patient, public, Council of Governors and stakeholder confidence that their health and healthcare is in safe hands.

A number of committees report to the Board of Directors. These committees are responsible for overseeing specific areas. They are:

Finance and Performance Committee

Audit and Risk Committee

Quality and Safeguarding Committee

People and Culture Committee

Mental Health Act Committee

Remuneration and Appointments Committee

Click on the drop-downs on [this link for more information](#)

MEETINGS

Meetings of the Board and the Council of Governors are held bi-monthly at the Kingsway site in Derby. Currently Board Committee meetings are held on-line.

VISIBILITY

The Board holds its public meetings and Board development sessions face to face. Board visits are arranged across our services in Derbyshire. Non-Executive Directors are expected to attend other events such as the Staff Conference and the Annual Members Meeting as well as on-line and face to face engagement sessions and ad hoc meetings.

For more information, including biographies of current Board members and dates of our Board and Council of Governors Meetings can be found [here Our Board of Directors - Derbyshire Healthcare NHS Foundation Trust](#)

ACTIVITY DATA DURING 2023/24



1,286
Inpatient admissions



81,353
Children treated this year



87,323
Referrals received



608,339
Attended contacts



3,047
Babies born in Derby City were cared for



247
Inpatients beds



7,506
Face to face follow ups for those in our LD services



44,938
Adults treated this year



72,280
People seen



WORKING IN PARTNERSHIP AWARD

COMMUNICATIONS AND ENGAGEMENT TEAM HIGHLY COMMENDED AT THE 2024 NHS COMMUNICATE AWARDS

Derbyshire Healthcare has a broad range of services that are structured within the following clinical divisions:

Acute mental health services for adults of a working age. This includes our adult inpatient services at both the Radbourne Unit and the Hartington Unit and urgent assessment and home treatment services, including our crisis services and liaison teams, and The Derbyshire Mental Health Helpline and Support Service.

Community mental health services are provided across Derbyshire for people with mental health needs that require specialist mental health interventions and care. These teams focus on supporting people to recovery and receive care within the community, reducing inpatient admissions, and a living well approach.

Forensic and mental health rehabilitation and specialist services. Following commissioner investment, the division continues to develop the forensic service line. It includes a Community Forensic Team, a Criminal Justice Liaison and Diversion Team and a Placement Review Team with a Low Secure Inpatient Unit provided at the Kedleston Unit. Currently there is a rehabilitation inpatient service at Cherry Tree Close and there is an ongoing transformation to extend the rehabilitation pathway, including a community rehabilitation team. The division also includes a number of specialist teams, including perinatal services (inpatient and community), eating disorder services for adults, substance misuse services through Derby Drug and Alcohol Recovery Service and Derbyshire Recovery Partnership, physiotherapy and dietetics services.

Mental health services for older people. This includes an inpatient service for people with dementia on the Cubley Court wards and an inpatient service for older people experiencing functional mental illness. We are also creating a new specialist functional ward in Chesterfield - Bluebell Ward, opening later this calendar year. This division also delivers services locally across Derbyshire within the Community Mental

Health Teams (CMHT) and Memory Assessments Service (MAS) and provides an intensive alternative to hospital admission through the Dementia Rapid Response Teams (DRRT) and the In-reach and Home Treatment Team.

Children's care services. Provides Child and Adolescent Mental Health Services (CAMHS) including CAMHS RISE, a team supporting Accident and Emergency (A&E) liaison and acute inpatient services. It also includes 0 to 19 Universal Children's Services, with public health teams including health visitors and school nurses and specialist children's services providing therapy and complex needs services, and a service for looked after children in care.

“People come into hospital very unwell, we care for them and then they get better and go home back to their families. That is immensely rewarding.”

Derbyshire Healthcare colleague

Neurodevelopmental services. This division provides Autistic Spectrum Disorder (ASD) assessment and Learning Disabilities (LD) services including an intensive LD support team to help prevent hospital admission.

Psychology and psychological therapies. This is a newly formed division which provides psychological assessment and interventions for patients across the Trust. Interventions are delivered in 1:1 or group format and utilise the range of psychological models highlighted in guidance. All talking therapies, including Talking Mental Health Derbyshire (Improving Access to Psychological Therapies - IAPT) across all services, sit within the Division. Psychological therapy is delivered by a range of therapists and clinical psychologists for all age groups and presentations in the community and in patient services. They are embedded in teams across the Trust.



OUR COMMUNITY HEALTH SERVICES FOR CHILDREN, YOUNG PEOPLE AND FAMILIES IS RATED OUTSTANDING BY THE CQC

On 1 October 2023, the **inpatient perinatal (mother and baby) mental health services** in the East Midlands region became the responsibility of a new local partnership of healthcare providers, taking over responsibility from NHS England Specialised Commissioning. The partnership is led by Derbyshire Healthcare across the East Midlands and includes five NHS trusts and one private healthcare provider from the region, who are working together as the East Midlands Perinatal Mental Health Provider Collaborative. We are excited to lead this collaborative, which will seek to maintain the high quality of perinatal services already provided in the East Midlands and further improve the experience of service users and their families and carers, by involving experts by experience and clinicians to ensure that the service user's voice is heard at every stage of their treatment and recovery.

Recently the Trust has launched the new **East Midlands Gambling Harms Service**, established to offer specialist treatment and support to people across the region struggling with a gambling problem. The service, which is based in Derby and funded by NHS England, will provide specialist therapies, treatment, and recovery to those affected by gambling addiction and gambling problems in Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, and Rutland.

We are also a member of several regional NHS provider collaboratives including:

East Midlands Adult Eating Disorder (AED) Provider Collaborative - which provides eating disorder services to patients from NHS organisations across the East Midlands.

Op Courage Midlands, the veterans' mental health and wellbeing service.

IMPACT - responsible for the commissioning of low and medium secure mental health services and low and medium secure learning disability and autism services for adults in the East Midlands.

CAMHS Tier 4 East Midlands Provider Collaborative - responsible for the commissioning of CAMHS Tier 4 (specialist) services in the region.

Making Room for Dignity programme -

Significant national and local investment of more than £150m has been allocated for the development of new facilities across Derbyshire. This will create two new acute mental health units. The Derwent Unit in Chesterfield and the Carsington Unit in Derby. A new male Psychiatric Intensive Care Unit (PICU) is also being developed at Kingsway Hospital, alongside enhanced care services for female patients. These will be alongside the refurbishment of our acute wards at the Radbourne Unit on the Royal Derby Hospital site and the refurbishment of our older adult inpatient ward, at Walton Hospital, Chesterfield, our Bluebell Ward, which is now open. The new units are due to open Spring 2025.



ROLE DESCRIPTION



Title:	Non-Executive Director
Location:	Ashbourne Centre, Kingsway Site, Derby, DE22 3LZ but post will require travel across Trust sites
Accountable to:	Trust Chair and Council of Governors
Remuneration:	£13,000 pa for 4-5 days a month. Additional annual allowance of £2,500 for Audit Chair position. Mileage and other expenses are payable in line with the Trust's Chair and Non-Executive Directors expenses policy.
Term:	Initial three-year term, renewable for a further term, subject to satisfactory appraisal and approval of the Council of Governors. Proposed start dates – Post 1 (ARC Chair) September/ October 2025, Post 2 (FPC Chair) 1 July 2025
Basis:	Contract for services., appointments are made by the Council of Governors.

ROLE SUMMARY:

Non-Executive Directors (NEDs) play a crucial role in bringing an independent perspective to the boardroom in addition to any specific knowledge and skills they may have. They have a duty to uphold the highest standards of integrity and honesty and to foster good relations and should apply similar standards of care and skill in their role as a Non-Executive Director of a Foundation Trust as they would in similar roles elsewhere.

Responsible for providing appropriate oversight, governance and leadership to the Trust in the pursuit of its strategies to provide effective and high-quality healthcare services. Non-Executive Directors scrutinise the performance of the Trust's Executive Director Team, holding them to account for meeting agreed goals and objectives and monitor the reporting of performance. They should satisfy themselves as to the integrity of financial, clinical and other information, and that the financial and clinical quality controls and systems of risk management are robust and defensible.

Also responsible for contributing to the determination of appropriate levels of remuneration of Executive Directors and have a role in appointing, and where necessary, removing, Executive Directors, and in succession planning.

Non-Executive Directors are expected to participate fully as members of committees of the Board of Directors, to which they are appointed, and to take the role of committee chair when so appointed.

RESPONSIBILITIES/ACCOUNTABILITIES

GENERAL

- Support the Chair, Chief Executive and Executive Directors in promoting and upholding the Trust's values.
- Work with the Chair, Chief Executive and other Board members to create a culture that encourages visionary and innovative thinking, acting on and promoting transformation and ideas generated within the organisation.
- Support a positive, inclusive culture throughout the Trust and adopt behaviours in the boardroom and elsewhere that exemplify the corporate culture.
- Constructively challenge the proposed decisions of the Board and ensure that appropriate challenge is made in all circumstances.
- Help develop proposals on priorities and risk mitigation.
- Help develop proposals on values and standards.
- As a Board member, contribute to the development of strategy and strategic direction of the Trust.

ROLE DESCRIPTION



BOARD OF DIRECTORS

Non-Executive Directors are responsible (acting in the appropriate committees) for:

- Determining appropriate levels of remuneration of Executive Directors.
- Participating in the appraisal of Executive Directors, their fellow Non-Executive Directors and the Chair.
- Appointing the Chief Executive (with the approval of the Council of Governors).
- Appointing other Executive Directors along with the Chief Executive.
- Where necessary, removing Executive Directors.
- Succession planning for key executive posts.
- Being held to account for the performance of the Board by the Council of Governors.

COUNCIL OF GOVERNORS

- Attend meetings of the Council of Governors with sufficient frequency to ensure that they understand the views of Governors on the key strategic and performance issues facing the Trust.
- Take into account the views of Governors and their members/partner organisations on the Trust and its performance.
- Assure the Council of Governors on the progress made in delivering the Trust's strategic objectives, the high level financial and operational performance of the Trust.
- Receive feedback from the Council of Governors regarding performance and ensure that the Board of Directors is aware of this feedback.

WIDER LEADERSHIP

- Undertake specific roles within the Trust, for example this may include attending disciplinary and grievance hearings, and other related roles such as NED Champion/lead.
- Participation in Derbyshire Integrated Care System and wider collaborative meetings and events.

KEY RELATIONSHIPS

Non-Executive Directors have a duty to:

- Represent the organisation to patients, governors, members, suppliers, government, fellow NHS bodies, Regulators, the media and wider stakeholders.
- Ensure effective communication with governors, members and other key stakeholders, ensuring that all directors are aware of the views of those who commission or choose to use the Trust's services.
- Scrutinise the performance of the executive management in meeting agreed goals and objectives.
- Satisfy themselves as to the integrity of financial, clinical and other information.
- Satisfy themselves that financial and clinical quality controls and systems of risk management and governance are sound and that they are used.
- Commission and use external advice as necessary.
- Ensure that they receive adequate information in the form that they specify and to monitor the reporting of performance.

FIT AND PROPER CHECK

All Board Directors are required to successfully complete the fit and proper persons test (FPPT) checks prior to their appointments being confirmed, which includes a Disclosure and Barring (DBS) check. The Trust will follow the new FPPT framework and the CQC regulations on FPPT to gain the necessary assurance that all Board Directors are suitable and fit to undertake the responsibilities of their role. These will form part of the pre-employment checking process.

You will have to complete a FPPT self-attestation on appointment and All Directors are subject to review annually to ensure they continue to meet the requirements. For more information click on the following link [NHS England » NHS England fit and proper person test framework for board members](#)

- Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

TRAINING AND APPRAISAL

- The Non-Executive Directors have agreed a series of 12 modules to complete as part of their training passport.
- A performance appraisal will be conducted at least annually by the Trust Chair.

REVIEW

- This role description and person specification will be kept under review by the Board and the Council of Governors and may be subject to change.

COMMUNICATION AND WORKING RELATIONSHIPS

INTERNAL

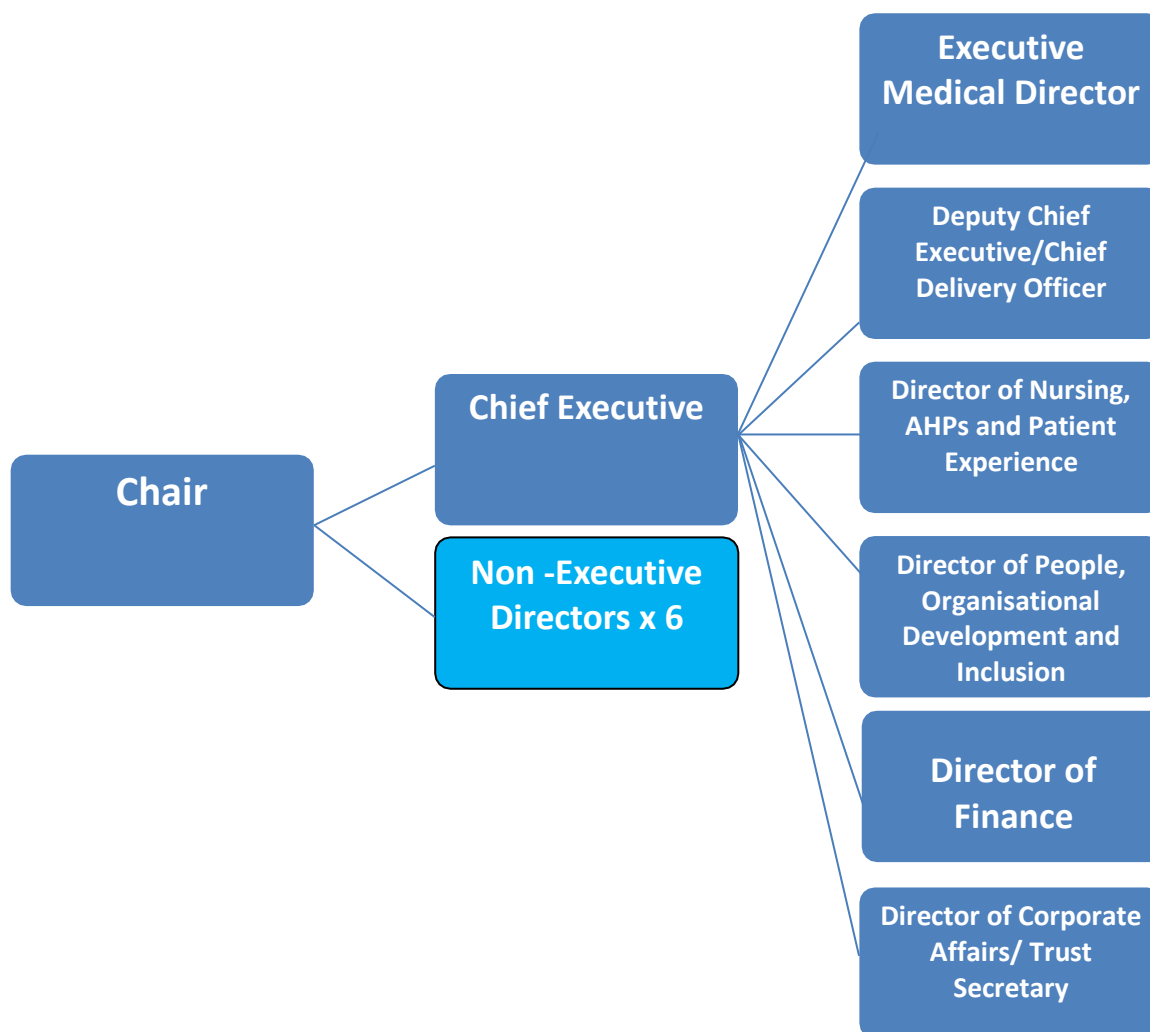
Trust Chair
Board of Directors
Council of Governors
Trust Members
Senior Divisional Management
Internal Auditors
Staff at all levels within the Trust

EXTERNAL

Patients and Service Users
Carers
Members of the Public
External Auditors
Joined Up Care Derbyshire partners
Other Partnership Organisations

ROLE DESCRIPTION

ORGANISATION CHART



SPECIFICATION

Competency/ Attribute	Essential
<p>Eligibility and commitment (please address these points in your covering letter)</p>	<ul style="list-style-type: none"> • Part of the legal qualification for serving as a Non-Executive Director is that you are a formal member of the Foundation Trust. The successful candidate will be accepted into membership prior to assuming office. • Have sufficient time to commit to the role and be able to have a regular presence in and around the Trust as high visibility of the Board is an integral part of the Trust’s culture. • The following paragraphs identify the circumstances where an individual would not be eligible for appointment as a member of the Board of Directors. These are quoted directly from the Trust’s Constitution. A person may not become or continue as a Director of the Foundation Trust if they have: <ul style="list-style-type: none"> - been adjudged bankrupt or whose estate has been sequestrated and (in either case) has not been discharged; - made a composition or arrangement with, or granted a trust deed for, their creditors and has not been discharged in respect of it; - within the preceding five (5) years has been convicted in the British Isles of any offence if a sentence of imprisonment (whether suspended or not) for a period of not less than three (3) months (without the option of a fine) was imposed on them.

As a future NHS leader, the successful candidate will be able to demonstrate that they meet the [NHS leadership competency framework for board members](#) - see appendix 1 for further information.

Competency/ Attribute	Essential	Desirable
<p>Background, Experience and Qualifications (please address these points in your covering letter)</p>	<p><u>Strategic</u></p> <ul style="list-style-type: none"> • Senior level experience of leading and delivering a long-term vision and strategy. • Senior/board level experience of strategic finance gained in a large complex organisation. • A successful strategic thinker with a breadth of vision beyond organisational boundaries. • Evidence of exercising independence of judgement. 	<ul style="list-style-type: none"> • Previous Non-Executive Director experience

SPECIFICATION

Competency/ Attribute	Essential	Desirable
<p>Background, Experience and Qualifications (please address these points in your covering letter)</p>	<p><u>Professional acumen</u></p> <ul style="list-style-type: none"> • Senior/board level background in and understanding of Financial Management. • Highly numerate with a clear understanding of financial reporting. • Professional qualification or experience in relevant discipline. • Experience of complex programme management gained within an organisation of significant size and scale. • Recent, relevant business and financial acumen supported by knowledge of corporate governance, strategic planning, risk and performance management. • Evidence of success in chosen career with a track record of leadership. • An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance. • Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability. <p><u>Specifically for the Audit and Risk Committee Chair (post 1)</u></p> <ul style="list-style-type: none"> • A recognised financial qualification. • Excellent working knowledge of audit committee practices and risk management frameworks. 	<ul style="list-style-type: none"> • Degree level education or demonstrable track record of operating in an environment at this level. <p><u>Specifically for the Finance and Performance Chair (post 2)</u></p> <ul style="list-style-type: none"> • Broader commercial/operational experience. • Experience of transformation, including digital. <p><u>Specifically for the Audit and Risk Committee Chair (post 1)</u></p> <ul style="list-style-type: none"> • Previous experience of chairing an Audit Committee.

SPECIFICATION

Competency/ Attribute	Essential	Desirable
<p>Knowledge, Skills and Abilities (these will be covered at interview)</p>	<p><u>Outcomes focus</u></p> <ul style="list-style-type: none"> • A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all staff, patients and service users through encouraging continuous improvement, clinical excellence and value for money. • An appreciation of constitutional and regulatory NHS standards. • Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance. <p><u>Partnerships</u></p> <ul style="list-style-type: none"> • A desire to engage with the local community and work in collaboration with senior stakeholders across the health and care system. • Experience at local level of collaboration and cross organisation working. • Experience of managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities. 	<ul style="list-style-type: none"> • Understanding of the priorities of the people who use our services and their families. • Be able to demonstrate sound understanding of the Derbyshire Integrated Care System (ICS) - Joined Up Care Derbyshire and the East Midlands Health and Social Care landscape • Knowledge of Derbyshire and its communities.
	<p><u>People</u></p> <ul style="list-style-type: none"> • Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels. • Strong interpersonal, communication, team building, leadership and facilitation skills. 	<ul style="list-style-type: none"> • An understanding of National NHS Policy and how this relates to our services. • bringing your contacts and relationships forward for the benefit of the Trust.

SPECIFICATION

Competency/ Attribute	Essential	Desirable
Knowledge, Skills and Abilities (these will be covered at interview)	<ul style="list-style-type: none"> • Able to demonstrate an understanding of and commitment to equality, diversity and inclusion. • Highly developed engagement and communication skills at all levels with a wide range of audiences including external stakeholders, staff, service users and carers, and the media. • The ability to work outwardly alongside other Board members to develop strategic partnerships across sectors. • Ability to quickly develop a sound understanding of the current Health and Social Care economy and the initiatives and challenges it faces. • Sound knowledge of corporate governance and an appreciation of the principles of accountability within a Foundation Trust. • Able to demonstrate an interest in the Foundation Trust or in healthcare issues generally with a high level of commitment to service users and carers. 	
Personal Attributes/ Values (these will be covered at interview)	<ul style="list-style-type: none"> • A clear commitment to the NHS and the Trust's values and principles. • Behaviour is aligned to Trust Values and Principles. • Strongly focused on the experience of all staff and service users/patients. • Strong in emotional intelligence and strong personal cultural intelligence. A role model for inclusive leadership. • Politically astute and aware. • Personal integrity and commitment to openness. • Able and willing to engender respect from others and ensure Board member views are listened to and considered. A good listener and disciplined speaker, able to weigh up arguments and summarise for others. • Staff and service users/patients. 	<ul style="list-style-type: none"> • Understanding the benefits of the Expert by Experience model. • Demonstrable allyship, professional or lived experience of minority or disadvantaged identity/and or inclusion.

	<ul style="list-style-type: none">• Supportive of Executive Directors but maintaining independence.• Intellectual calibre to grasp complexity.• Enabling style.• Performing well during change and evolution/ living with uncertainty.	
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HOW TO APPLY



Derbyshire Healthcare
NHS Foundation Trust

CLOSING DATE 13 APRIL 2025 (midnight)

Please email a covering letter and CV to dhcft.boardsecretariat@nhs.net

Your covering letter (maximum 3 sides A4) should outline your motivation for applying, using examples of how you meet the appointment criteria and what specifically you would bring to the post. Note: the covering letter is an important part of the application and will be assessed as part of your full application. Please indicate on your application what post you are applying for – Post 1 (ARC Chair) or Post 2 (FPC Chair).

Please ensure your CV covers your education and professional qualifications as well as your full career history. Please include telephone and email contact details. The CV should include names and contact details of two referees covering the last **6 years**. References will not be taken without your permission.

Reflecting our desire to increase the diversity of our Board, we would welcome applications from colleagues from underrepresented groups.

All submissions will be acknowledged and will provide a link for you to confidentially complete an [Equal Opportunities Form](#). Please note that the information you provide will be treated as confidential and is for monitoring purposes only. It will not form part of the application process. Please note any correspondence will be sent from this registered emailed address so please check your junk folder on your email account. Should you be successfully short listed we will require you to also complete a [Fit and Proper Persons Monitoring Form](#).

THE SELECTION EVENTS

Online stakeholder groups

30 APRIL 2025

Face to face interview panel

13 MAY 2025

Candidates will be invited to attend virtual stakeholder groups and a formal interview panel at our Kingsway site in Derby. Full details on location for the panel timing for both events will be confirmed with the shortlisted candidates. As a Foundation Trust, Non-Executive Directors are appointed by the Council of Governors, through a recruitment process led by a sub-set of nominated Governors.

Our Trust is a Disability Confident employer and a signatory to the Armed Forces Covenant. If you meet the essential criteria on our person specification and have declared a disability on your application form or are part of the armed forces you will be guaranteed an interview.

For an informal discussion about the role initially contact:

Ali Tuckley - PA to Trust Chair, who will arrange a call with Selina Ullah, Chair and other Board members email alison.tuckley@nhs.net call: 07900 831095 or alternatively emma.warrilow@nhs.net

FURTHER READING

- [Annual Report and Accounts 2023/24](#)
- [Quality Account 2023/24](#)
- [Our website](#)

APPENDIX 1

NHS LEADERSHIP COMPETENCY FRAMEWORK FOR BOARD MEMBERS

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.