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| **JOB DESCRIPTION AND PERSON SPECIFICATION FOR** | East Midlands Academic Health Science Network (EMAHSN) ICS Innovation Lead |
| **AGENDA FOR CHANGE BAND** | 8a |
| **HOURS AND DURATION** | As specified in the job advertisement and the Contract of Employment |
| **AGENDA FOR CHANGE REFERENCE NUMBER** | (reference No) |
| **DBS LEVEL** | Standard DBS |
| **REPORTS TO** | Head of Innovation Exchange – EMAHSNHead of Strategy – Leicestershire Partnership TrustHead of Research and Development (NHFT & LPT) |
| **ACCOUNTABLE TO** | Director of Strategy and Partnerships NHFT/LPT |
| **LOCATION** | The post holder will initially be based at the location specified in the job advertisement and the Contract of Employment. However, the Trust reserves the right, with consultation, to relocate post holders to any base within the Trust in line with service requirements. |
| **JOB SUMMARY** |  |
| East Midlands Academic Health Science Network (EMAHSN) brings together the NHS, universities, public health, and social care across the East Midlands to work with industry to transform the identification, adoption and spread of proven innovation and best practice.This role, hosted by Leicestershire Partnership Trust (LPT), Strategy and Partnerships, with dotted line reporting to the East Midlands Academic Health Science Network, working across the East Midlands Health Alliance to drive effective engagement and build collaboration with constituent member organisations.The post holder will support a wide range of stakeholders in the discovery, development, deployment, and sustainability of innovation. They will support delivery of the EMAHSN aims to identify, test and spread new technologies and better ways of working whilst assisting the Strategy and Partnerships team to achieve their aims to deliver timely and expert Mental Health (MH) services to patients across the region.The role will focus on increasing capacity and capability across the East Midlands Health Alliance to adopt innovation, providing an innovation and adoption process that matches viable solutions to defined challenges.The post holder will develop and agree detailed implementation plans, evaluation activities and health analytics, as well as supporting the development of business cases to ensure the sustainability and spread of proven innovations. They will use analysis of complex data and information to inform and progress innovation and identify areas for research investment. |

This is an exciting and key position that gives opportunity to utilise a wide variety of skills, knowledge, and experience. The post-holder will be highly motivated, inquisitive, and a creative problem solver with excellent communication and influencing skills, working across organisational boundaries to bring together the right people to inform and support implementation plans. They will enjoy working collaboratively, feel confident to challenge the status quo, be prepared to adapt and seek mutually beneficial solutions to issues. The post- holder will have change management and networking experience, in a range of health and care settings, and be able to describe previous success in delivering change.

They will be expected to work autonomously while utilising and benefitting from the knowledge, skills, and experiences of colleagues across both LPT and EMAHSN.

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| **MAIN DUTIES AND RESPONSIBILITIES:** |
| 1. To demonstrate the Trust’s values in everything you do in the work environment and live up to LPT’s Leadership Behaviours
2. Work collaboratively with MH stakeholders at all levels to identify and exploit opportunities for innovation, development, economic growth, and service and health improvement. Working through and leading others to implement areas of research across the east Midlands.
3. Work with MH member Trusts in support of the Network aims, to develop robust improvement and implementation plans to achieve the health outcomes and return on investment agreed with EMAHSN commissioners (NHS England and the Office for

Life Sciences) in addition to the Network’s agreed priorities. This will include governance arrangements, equality analysis, specific milestones, success criteria, risk and issue reporting, data monitoring as well as sustainability and spread reporting.1. Provide a range of improvement, project planning and implementation expertise using appropriate implementation, sustainability and spread methodology, supporting the project teams with delivery using the project gateway process where appropriate.
2. Lead the production of robust, evidence-based business cases, statistical reports and improvement plans to support sustainability and spread of best practice applying learning from evaluation and ensuring impact measurements are developed before implementation commences.
3. Manage highly complex medium- and long-term projects, contributing to the spread and return on investment requirements agreed with NHS England and Office for Life Sciences.
4. Be responsible for ensuring that delivery is on target, working with project teams on implementation and identifying and exploiting opportunities to spread innovation and improvement.
5. Support stakeholders to identify and manage clinical pathway changes to maximise clinical and financial benefits.
6. Identify and source specialist expertise input, drawing on the enabling functions within the EMAHSN and working closely with clinical advisors.
7. Maintaining issue and risk management logs across allocated projects within the EMAHSN portfolio, working with colleagues to ensure dependencies and related strategic initiatives are aligned.
8. Anticipate, investigate, and resolve barriers to innovation and improvement implementation, ensuring risk assessment and mitigation is incorporated into all plans.
9. Manage, monitor, and document project budgets.
10. Ensure all planning and reporting requirements are met, including quarterly highlight

reports. |

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| 1. Working with all stakeholders including colleagues such as Executive Medical Directors, Directors of Nursing and Directors of Operations, internal and external contacts, suppliers and patients to ensure everyone is agreed and assigned to achieve initiative benefits within required timelines.
2. Act independently and on own initiative and inspire others, by challenging traditional practices and encouraging innovative problem solving amongst multi-disciplinary teams.
3. Liaise with external organisations and attend local and regional meetings and events, enabling the development and maintenance of robust working relationships contributing to national workstreams and/or local programmes.
4. Show a high level of political awareness in dealing with commissioners, providers, service users and other stakeholders within the East Midlands health and care system.
5. Communicate (oral and written) to steering groups, the senior management teams of both EMAHSN and stakeholder organisations and other appropriate groups on the progress of projects. This includes presentations containing highly complex information to appropriate audiences.
6. Organise meetings, workshops, set agendas and maintain adequate documentation as necessary to support the delivery of projects/bids.
7. To undertake any other duties which may reasonably be required
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| **COMMUNICATION AND WORKING RELATIONSHIPS** |
| The post holder will be expected to work with, advise and support:* All EMAHSN Senior Management Team members
* A wide range of multi sector national, regional and local stakeholders
* Clinical advisors / Programme Coordinators
* Improvement and/or innovation project teams across the East Midlands
* AHSN innovation and improvement leads
* NHS England national and regional teams
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| **ENVIRONMENTAL FACTORS**1. Physical Effort

Light physical effort including key board skills daily, driving, working in different venues at least weekly. May also include travelling to LPT sites, other sites in LLR and occasional travel across the East Midlands and England for key meetings. Sitting and standing in a restricted position1. Mental Effort

Prolonged concentration required for meetings, presentations, meetings& to write and develop proposals on a daily basis. The post holder will be required to undertake and participate in audits, interpret and analyse qualitative and quantitative data and to create statistical reports to inform decision making using relevant software.1. Emotional Effort

Frequently dealing with emotional circumstances such as making the case for change on emotive subjects; managing feedback where strategictargets are not met; organisational interface with third party stakeholders to manage expectations and challenge entrenched views, some of which can be emotive. |

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| Resilience to review and embed actions to learn from events.1. Working Conditions

Driving to different locations, some public transport use will be required for some meetings, daily computer and VDU is essential1. Finance

While there is no budget management responsibility the post holder will lead and procure additional support for complex pieces of research, including bids and tenders lead the development of budget development for new areas of research across the East Midlands.1. Resources

There are no direct line management responsibilities, but the post holder will need to lead and manage through others, influencing up often to senior Executive colleagues and other key stakeholders. The post holder will need to matrix work internally within NHFT and LPT and also across other organisational and professional boundaries. |
| The job description is not exhaustive and will be reviewed in the light of changing needs and organisational development. Any changes will be discussed with the post holder who may berequired to carry out the duties appropriate to the grade and scope of the post. |

About the East Midlands AHSN

We are one of 15 Academic Health Science Networks (AHSNs) around England that operate as the innovation arm of the NHS.

We bring together partners from all sectors involved in health and care including the NHS, social care and public health, patients, research, third sector and industry – to identify, test and spread new technologies and better ways of working.

We save the NHS money, generate economic growth, empower health and care staff, and improve lives for patients.

We work closely with our health and care stakeholders to establish their priorities then provide support. As part of a national network of AHSNs, we import evidenced solutions from other AHSN regions and export our successful East Midlands programmes on a national basis.

We have a range of objectives, but our overarching aim is always to make a difference for patients.

**Our values**

We are unique – no-one else does what we do and what makes us truly special is the passion and expertise of our team.

Every day our focus is to transform lives within and beyond the East Midlands, and together we are:

***Navigators*** *– guiding innovators around the complex NHS and social care system.*

***Experts*** *– a passionate group of multi-professional experts from a wide range of backgrounds, representative of the organisations we serve.*

***Advocates*** *- we act as champions for innovators, patients and citizens and the health and care workforce and work tirelessly to support them to bring about positive change.*

***Connectors*** *- we are the only NHS bodies that collaborate across all sectors with a role in health innovation, transformation and improvement.*

***Responders*** *- we seek out and respond to the needs of our stakeholders – we listen and act a neutral and honest partner.*

# LEICESTERSHIRE PARTNERSHIP TRUST - OUR LEADERSHIP BEHAVIOURS: IT STARTS WITH ME

Our leadership behaviours framework set the standards of expectation we aspire to in our daily work. Meeting these standards and developing the capability to exceed them, will not only ensure that we continue to improve and respond flexibly to changing needs as an organisation, but will also help our staff to fulfil their potential, both in terms of personal achievement and career advancement.

The behaviours we expect to see at LPT are:



# ADDITIONAL INFORMATION

The NHS is in a period of continuing change due to developments and rationalisation of services. This will lead to a modification of structures and job descriptions. The post holder will be expected to co-operate with changes, subject to consultation, at any time throughout the duration of their contract.

# MOBILITY

The person specification for the role will detail the mobility requirements of the post. However, employees may be required to work at any of the other sites within the organisation subject to consultation.

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| **POLICIES AND PROCEDURES**All staff should comply with the Trust’s Policies and Procedures. It is the employee’s responsibility to ensure that they are aware of the relevant Policies and Procedures for their area of work. Key Policies and Procedures will be explained as part of local induction arrangements |
| **SAFEGUARDING CHILDREN AND ADULTS**The Trust takes the issues of Safeguarding Children and Adults, and addressing domestic violence very seriously. All employees have a responsibility to support the Trust in its duties by adhering to all relevant national and local policies, procedures, practice guidance and professional codes; promptly reporting any concerns to the appropriate authority in line with safeguarding policy and guidance; attending mandatory training on Safeguarding children and adults; being familiar with individual and the Trust’s requirements under relevant legislation. |
| **MENTAL CAPACITY ACT**All clinical staff will be aware of their responsibilities under the Mental capacity Act and will ensure that assessment for Deprivation of Liberty Safeguards is in place for any patient that is deemed to lack capacity to consent to their care and treatment. |
| **MAKING EVERY CONTACT COUNT**All staff are positively encouraged to contribute to improving health for themselves, their patients, service users and colleagues. This happens when, in everyday contact, the opportunity is taken to raise the subject of choosing better health by stopping smoking, reducing alcohol intake, eating more healthily and becoming more active. The Trust’s Making Every Contact Count programme has further information. |
| **HEALTH AND SAFETY**It is the duty of all employees of the Trust to ensure that a safe working environment and safe working practices are maintained at all times. Any specific duties you are required to fulfil as part of the job you are employed to undertake will be detailed as part of your job description. All employees must comply with the duties imposed on them by the Health and Safety at Work Act 1974, i.e.* To take responsibility for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
* To co-operate with their employer as far as is necessary to meet the requirement of the legislation.
* Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health and safety or welfare

These duties apply to all staff whenever and wherever they are engaged on Trust business. |

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| **DATA PROTECTION**In line with national legislation, and the Trust’s policies, you must process all personal data fairly and lawfully and in a transparent way, for the specific, explicit and legitimate purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies.The post holder must be familiar with and comply with the all Trust Policies on Data Protection, Confidentiality and Information Security and requests for personal information.The post holder must be familiar with and comply with the General Data Protection Regulation and Data Protection Act 2018.Personal Data must be:* Processed lawfully, fairly and in a transparent manner
* Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes
* Adequate, relevant and limited to what is necessary
* Accurate and where necessary, kept up-to-date
* Kept in a form which permits identification of data subjects for no longer that is necessary for the purposes which it is processed
* Processed in manner that ensures appropriate security, including protection against unauthorised or unlawful processing and accidental loss, destruction or damage
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| **CONFIDENTIALITY**The Trust attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, personal data and other data held and processed by the Trust. All data should be treated as confidential and should only be disclosed on a need-to-know basis.Some data may be especially sensitive and is the subject of a specific organisation policy, including information relating to the diagnosis, treatment and/or care of patients and service users, as well as individual staff records. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. In addition, staff must not access personal information unless authorised to do so as part of their role.Due to the importance that the organisation attaches to confidentiality, disciplinary action will be considered for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.With the increased use of information technology and e-communications, staff should also be aware that safe guards are in place to protect the privacy of individuals when using these mechanism, both inside and outside of work. This includes the use of social media i.e. Facebook, Twitter, Snapchat etc. Where privacy is breached disciplinary action will be considered.All employees should be mindful of the seven Caldicott principles when dealing with person identifiable information.1. Justify the purposes of using confidential information
2. Only use it when absolutely necessary
3. Use the minimum that is required
4. Access should be on a strict need to know basis
5. Everyone must understand his or her responsibilities
6. Understand and comply with the law
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| 7. The duty to share information can be as important as the duty to protect patient confidentialityIf there is any doubt whether or not someone has legitimate access to information, always check before you disclose. |
| **EQUALITY AND DIVERSITY**We aim to design and provide services and employment practices that meet the diverse needs of our service users and staff, ensuring that none are placed at a disadvantage over others. You will be expected to take into account the provisions of the Equality Act 2010 to advancing equal opportunity. You must to act in your role to ensure that no one receives less favourable treatment due to their protected characteristics i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.In carrying out its functions, you must have due regard to the different needs of different protected equality groups in their area. |
| **INFECTION CONTROL**All employees have a responsibility to protect from infection themselves and other people, whether they be patients, other staff or visitors, as well as making all reasonable effort to reduce or prevent the risk of infection in their working environment. All staff have a duty to make themselves familiar with and comply with Infection Prevention and Control Policies and Procedures, carry out duties required by legislation such as the Health and social care Act 2008 (updated 2015) (and subsequent legislation), and to attend mandatory training relating to infection prevention and control. |
| **COUNTER FRAUD**Staff are expected to report any incidences of potential fraud to the Counter Fraud Helpline on 0800 028 40 60. |
| **SMOKING AT WORK**The Trust has a “Smoke Free Policy”, which applies to:* All persons present in or on any of the Trust grounds and premises
* All persons travelling in Trust owned vehicles (including lease cars) whilst on official business.
* Privately owned vehicles parked on Trust grounds or when transporting Service Users, Visitors on official Trust business.
* When wearing an NHS uniform.
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| **ELECTRONIC ROSTERING**‘Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all LPT staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy,pertaining to their role’. |

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| **Person Specification Selection Criteria**: | **3. Essential/ Minimum****1. Desirable** | **Stage measured at. You must demonstrate the required criteria****at all stages indicated** |
| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| **Demonstrates a commitment to** |  |  |  |  |  |
| **the Trust’s Values** |  |  |
| **1.1** Compassion | 3 | X |
| **1.2** Trust | 3 | X |
| **1.3** Respect | 3 | X |
| **1.4** Integrity | 3 | X |
| **Qualifications (Equivalent** |  |  |  |  |  |
| **qualifications will be** |  |  |
| **considered where their** |  |  |
| **equivalency can be** |  |  |
| **demonstrated)** |  |  |
| **2.1** Degree in health services | 3 | X |
| management or business, or |  |  |
| another related discipline, or |  |  |
| equivalent experience |  |  |
| **2.2** Educated to Masters or | 3 | X |
| equivalent level in a health |  |  |
| services management or business |  |  |
| field, or equivalent experience |  |  |
| **2.3** Evidence of continued | 3 | X |
| professional development |  |  |
| **2.4** Recognised project / | 2 | X |
| programme management training |  |  |
| course or qualification |  |  |
| **2.5** Recognised patient safety | 2 | X |
| training course or qualification |  |  |
| **2.6** Recognised Quality | 2 | X |
| Improvement qualification |  |  |
| **2.7** Recognised qualification in | 2 | X |
| Human factors / Ergonomics |  |  |

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| **Knowledge and Skills*** 1. Specialist knowledge of planning, implementing and evaluating programme aims and objectives, aligned to corporate priorities and strategies including statistical analysis
	2. Specialist knowledge of health and social care sector and how research is initiated and applied
	3. Commercially aware, experience or knowledge of working with industry partners
	4. Understanding of patient safety challenges and safety approaches

**Physical skills*** 1. Highly computer literate with experience of MS office software and PMO systems
	2. Must be flexible in terms of attending meetings across East Midland sites

**Planning & organisation skills*** 1. Demonstrate ability to work on own initiative and manage priorities across several different projects simultaneously.
	2. Able to develop a range of statistical reports, strategic and operational plans for implementation of innovations in a variety of settings and crossing organisational boundaries, taking into consideration local context.
	3. Ability to translate national programme requirements into local implementation.
	4. Ability to work to tight deadlines.
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| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| **3.11** Ability to sustain high |  |  |  |  |  |
| workload through times of service | 3 | X | X |
| and organisational pressure. |  |  |  |
| **3.12** Excellent organisation skills |  |  |  |
|  | 3 | X | X |
| **3.13** Ability to diagnose and take |  |  |  |
| remedial action where projects are |  |  |  |
| slipping from their targets. |  |  |  |
| **3.14** Good time management, | 3 | X | X |
| efficiency, the ability to meet |  |  |  |
| deadlines and work with minimal |  |  |  |
| supervision |  |  |  |
|  | 3 | X | X |
| **Analytical and judgement skills** |  |  |  |
| 3.15 Excellent problem-solving | 3 | X | X |
| skills including use of complex |  |  |  |
| data to generate reports |  |  |  |
|  | 3 | X | X |
| **3.16** Quality and business focused |  |  |  |
| **3.17** Sensitive to politics and |  |  |  |
| clinical demands | 3 | X | X |
| **3.18** Ability to constructively |  |  |  |
| challenge the status quo to ensure |  |  |  |
| the best outcome for patients. | 3 | X | X |
| 3.19 Innovative thinker with the |  |  |  |
| ability to cut through barriers to |  |  |  |
| change |  |  |  |
| **3.20** Evidence of working with | 3 | X | X |
| complex numerical data and |  |  |  |
| ability to analyse, interpret and |  |  |  |
| present highly complex, multi- |  |  |  |
| stranded data in appropriate |  |  |  |
| forms. |  |  |  |
| **3.21** Ability to think laterally, | 3 | X | X |
| identify and evaluate options and |  |  |  |
| present workable solutions to |  |  |  |
| complex service issues taking into | 3 | X | X |
| account internal and external |  |  |  |
| political environments. |  |  |  |

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| **Person Specification Selection Criteria**: | **3. Essential/ Minimum****1. Desirable** | **Stage measured at. You must****demonstrate the required criteria at all stages indicated** |
| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| **3.22** Present plans supported by reasoned argument and evidence. | 3 | X | X |  |  |
| **3.23** Able to review and evaluate potential project opportunities toensure a fit and benefit to the overall EMAHSN objectives. | 3 | X | X |
|  | 2 | X | X |
| **3.24** Ability to identify key messages and tailor them to different audiences. |  |  |  |
| **3.15** Ability to maintain confidentiality. |  |  |  |
| **3.16** Evidence of use of measurement for improvement |  |  |  |
| **Experience (both work and ‘life’ related)** |  |  |  |  |  |
| **4.1** Experience of managing medium/large-scale projects working across different organisations and within a complex environment using a range of programme management techniques | 3 | X | X |
| **4.2** Significant change management experience in health and social care with proven ability to produce robust evidence-based business cases, endorsed by relevant stakeholders to support sustainability and spread | 3 | X | X |
| **4.3** Working in a programme management role working with a range of external and public organisations including NHS agencies, local authorities, government agencies, voluntary and independent sectors | 3 | X | X |
| **4.4** Proven ability to motivate individuals/team to achievechallenging goals whilst providing | 3 | X | X |

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| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| appropriate support tools and |  |  |  |  |  |
| clear direction to keep projects on |  |  |  |
| track |  |  |  |
| **4.5** A track record of delivering | 3 | X | X |
| sustainable change in a results |  |  |  |
| driven environment |  |  |  |
| **4.6** Understanding how national | 3 | X | X |
| policies and plans impact on |  |  |  |
| corporate management and how |  |  |  |
| to develop and implement |  |  |  |
| complex plans in response |  |  |  |
| **4.7** Evidence of experience in | 3 | X | X |
| applying a broad range of project |  |  |  |
| management practices, tools and |  |  |  |
| techniques |  |  |  |
| **4.8** Developing, implementing and | 3 | X | X |
| reviewing strategic programme |  |  |  |
| management plans and strategies |  |  |  |
| **4.9** Experience and knowledge of | 2 | X | X |
| current NHS system, reform |  |  |  |
| policies and priorities and ability to |  |  |  |
| translate into a local context |  |  |  |
| **4.10** Experience of working with | 2 | X | X |
| commercial partners |  |  |  |
| **4.11** Background as a practitioner | 2 | X | X |
| in health and/or social care. |  |  |  |
| **Personal Attributes** |  |  |  |  |  |
| **5.1** A team player able to contribute to the wider mission of the organisation, with a supportive and flexible approach. | 3 | X | X |
| **5.2** Values diversity and difference, operates with integrity and openness. | 3 | X | X |
| **5.3** Works across boundaries, looks for collective success,listens, involves, respects and | 3 | X | X |

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| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| learns from the contribution of others. |  |  |  |  |  |
| **5.4** Actively develops themselves and others. | 3 | X | X |
| **5.5** Self-awareness in terms of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness**.** | 3 | X | X |
| **5.6** Commitment to partnership working with a range of externalorganisations. | 3 | X | X |
| **Communication & relationship** |  |  |  |  |  |
| **skills** |  |  |  |
| **6.1** Ability to provide and receive | 3 | X | X |
| highly complex, sensitive |  |  |  |
| information where cooperation |  |  |  |
| and agreement is required from |  |  |  |
| various partners. |  |  |  |
| **6.2** Ability to develop credible, | 3 | X | X |
| productive relationships with key |  |  |  |
| internal and external |  |  |  |
| stakeholders, including patients |  |  |  |
| **6.3** Ability to motivate, influence | 3 | X | X |
| and persuade senior teams and |  |  |  |
| managers on issues relating to |  |  |  |
| adoption and spread of EMAHSN |  |  |  |
| programmes and programme |  |  |  |
| management |  |  |  |
| **6.4** Demonstrable ability to build | 3 | X | X |
| and co-ordinate constructive |  |  |  |
| project teams – being effective in |  |  |  |
| communicating in a clear and |  |  |  |
| articulate manner using tact and |  |  |  |
| diplomacy in managing difficult |  |  |  |
| people and situations. |  |  |  |
| **6.5** Ability to make difficult and | 3 | X | X |
| challenging decisions that support |  |  |  |
| strategic aims and long term vision |  |  |  |

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| **Person Specification Selection Criteria**: | **3. Essential/ Minimum****1. Desirable** | **Stage measured at. You must****demonstrate the required criteria at all stages indicated** |
| **Appli-****cation form** | **Intervi- ew** | **Test** | **Prese- ntation** |
| **6.6** Ability to understand, utilise and present information in a constructive and challengingmanner to facilitate change | 3 | X | X |  |  |
| **Standard Requirements** |  |  |  |  |  |
| Commitment to Equality & Valuing Diversity Principles | 3 | X | X |
| Understanding of Confidentiality & Data Protection | 3 | X | X |
| Understanding of the service users of the Trust (which could include lived experience of conditions the Trust deals with or of receiving services relevant tothose the Trust provides) | 3 | X | X |
| **Mobility**This will either be not applicable or own transport or suitable alternative. Dependence on public transport is not suitable forthis role |  | You must demonstrate how you would meet the stated mobility requirement on your application form |