



<p><b>Title of the project</b></p>	<p>A whole systems approach to embedding the WRES and WDES agenda within MH Trusts across KSS.</p>
<p><b>Sponsor Name, Title, Host Organisation</b></p>	<p><b>Cavita Chapman</b>  Clinical Lead, Mental Health Programme,  Health Education England Kent, Surrey and  Sussex</p> <p>Suicide Prevention Lead  Sussex Partnership NHS Foundation Trust</p> <p>Mental Health Lead, Sussex and East Surrey STP</p> <p>Supported by:  <b>Claire Robinson</b>  Project Manager, Mental Health Programme,  Health Education England Kent, Surrey and  Sussex</p> <p>Network Facilitator, Staff Disability Network,  Sussex Partnership NHS Foundation Trust</p> <p><b>Stuart Moore</b>  Diversity and Inclusion Manager, Health  Education England</p>
<p><b>Explain the project in one sentence</b></p>	<p>The Darzi Fellow will play a lead role in strategizing and delivering systems wide transformation which supports mental health trusts to progress the WRES and WDES agenda to promote improvements that can be reflected by indicators of staff engagement, wellbeing and career progression.</p>
<p><b>Tell us about the project and sponsor in no more than 175 words</b></p>	<p>This Fellowship project will undertake a role in benchmarking the progress of three mental</p>

	<p>health trusts (KMPT, SABP and SPFT) across three STP areas around WRES and WDES implementation, and subsequent or planned diversity strategies or interventions. It will permit a systems wide perspective and oversight of the complex issues involved in capturing accurate data for indicators, progressing trust values, behaviours and systems towards improved indicators, and ensuring the sustainability and further development of these. It is hoped that a collaborative approach can be promoted, involving partnership working across the region.</p> <p>This work will be informed by the national agenda (BLFI, WRES, WDES) and align with the HEE Strategic Framework for Diversity and Inclusion 2018-22. It will entail the cultivation and engagement of multiple stakeholders at all levels, and a strong element of co-production with BAME and disabled staff. It is hoped that innovative opportunities for embedding co-production with the BAME and disabled workforce can be developed and embedded into trust strategies and processes.</p> <p>The Fellow will be offered mentoring and development opportunities across KSS.</p>
<p><b>What skills or attributes are you looking for in a fellow?</b></p>	<p>A multi-professional dynamic outlook; able to work beyond organisational silos and existing assumptions.</p> <p>An ability to develop excellent working relationships and communicate confidently at all levels of organisations.</p> <p>An ability to identify and engage key stakeholders, and influence local strategy.</p> <p>A commitment to co-production with experts by experience.</p> <p>An ability to work around issues of a sensitive nature. An empathetic and compassionate nature.</p> <p>Evidence of a commitment to the promotion of Equality, Diversity and Inclusion, including an</p>

	<p>awareness of:</p> <ul style="list-style-type: none"> <li>• WRES and/or WDES agenda</li> <li>• EDHR framework</li> <li>• BLFI agenda</li> </ul> <p>Lived experience of BAME or disability related challenges and opportunities would be welcomed, but is not essential.</p>
<p><b>Who to contact? (Please include a brief bio, contact details and photo)</b></p> 	<p>Cavita Chapman 07391415965  <a href="mailto:cavita.chapman@sussexpartnership.nhs.uk">cavita.chapman@sussexpartnership.nhs.uk</a></p> <p>Cavita has a wealth of experience gained from working within the mental health sector. Following her training in Trinidad she joined the NHS as a registered mental health nurse and has never looked back! Cavita went on to study psychology and has also gained an MBA. She has a history of clinical and operational service management and transformation within Sussex Partnership NHS Foundation Trust (SPFT). Recently she has been Senior Programme Manager for the Health Education England (HEE) Mental Health Programme working across Kent, Surrey and Sussex (KSS), leading a large and varied regional programme of work to upskill the NHS workforce in alignment with the aims of the Five Year Forward View for Mental Health and STP agenda, including considerable support for the KSS Darzi programme. Cavita has also contributed her expertise to the Clinical Strategy team at SPFT, and is currently Suicide Prevention lead for SPFT, alongside STP lead for Mental Health across Sussex and East Surrey. Cavita retains Clinical Advisor responsibility for the HEE KSS MH Programme.</p> <p>An alumnus of the NHS Leadership Academy <i>Ready Now</i> programme, Cavita is committed to personal and professional development and inspires this in others by providing mentorship and coaching to staff at all levels. Alongside all this she has somehow found time to apply her systems thinking to the development of the SPFT Staff Networks; as BAME Staff Network Chair, Women’s Staff Network Vice Chair and a developer of the Disabled Staff Network. Throughout her work Cavita has established and overseen projects around leadership development, career progression,</p>

	<p>peer support and staff wellbeing. She is a compassionate and focussed leader who champions diversity and innovation, and tends to view potential obstacles as opportunities. Cavita is well-positioned to provide an exciting and supportive learning opportunity for a Darzi fellow.</p>
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