



Mind
in Gwent
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Candidate Information Pack
October 2024



Welcome/Croeso from Dave Bland, CEO

Dear Applicant,

I'm delighted that you are interested in working for Mind in Gwent at this exciting time in the development of the new organisation.

Mind In Gwent is a new charity formed first of October 2023 by the merger of Newport Mind Association, Mind Monmouthshire and Torfaen and Blaenau Gwent Mind, three Mind federated charities with experience stretching back over 45 years of fighting for mental health and providing services to support people and communities with their mental health wellbeing and resilience.

Mind in Gwent is rooted in our local communities retaining the local names, a local presence and local services with an ambition to deliver more for people with mental health and wellbeing problems and for our communities. Mind in Gwent has begun to create synergies through the merger and with our deep understanding of delivering locally we are now looking to innovate, influence and deliver to regional needs and opportunities.

We are building on the strengths of the constituent parts and moving forwards as an organisation that is inclusive, person centred and where we each embrace diversity because recognising different perspectives enables us to listen well, to truly understand need, to shape great practise and consequently make a difference to lives.

This calls for leadership to be there to support and enable, for the ability to be sighted on the big picture and the things that matter to our teams, our commissioners and especially to the people we provide services to and to our communities. We are a friendly, welcoming, passionate and committed group and there is great excitement about our potential.

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We are ambitious to grow our impact by forging this new charity, to bring together colleagues, to harness the expertise and energy to build Mind In Gwent to deliver support to more people and to make more of a positive difference to their mental health, wellbeing and resilience of people and that of our communities.

We need people who are as passionate and committed to making a difference as we are to drive the organisation forward to achieve our ambitions. We are recruiting four new roles, a Head of Wellbeing and Counselling Services, a Head of Housing, Tenancy and Supported Living Services, a Head of Children, Young People and Families Services and a Head of Sustainability and Growth.

The new roles along with our Senior Leadership Team of CEO, Director of Services and Director of Finance and Organisational Support will form the new wider leadership team of Mind in Gwent and together with our very supportive Board of Trustees will be central to taking Mind in Gwent forward. I hope you find the enclosed information interesting and helpful to you in making an application. We look forward to hearing from you!

Best regards,

Dave





Background

Mind in Gwent is a new charity formed in October 2023 by the merger of three existing Mind affiliated charities and prior to the merger the three had a long history of working together as well as with Caerphilly Borough Mind.

The three charities (Newport Mind Association, Mind Monmouthshire and Torfaen and Blaenau Gwent Mind) are members of the national Mind Federation and are each well established in their communities stretching back over 45 years providing a similar range of services to support people and communities with their mental health, wellbeing and resilience.

Gwent is a diverse area of over 600 square miles with some 600k residents living within a wide range of urban and rural communities separated in many cases by the natural barriers of its compelling landscape. In 1996, Gwent as a local government body was devolved into five county boroughs including Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. Caerphilly Borough Mind remains a separate organisation and is committed to being an active collaborator and partner for pan Gwent activity. Mind in Gwent as a larger charity will be able to deliver benefits for service users, increase organisational resilience, enhance relationships with commissioners and provide opportunities for staff to develop their skills and careers.

By bringing together knowledge, talent, skills and resources, Mind in Gwent will be able to deliver more services to more people who suffer from mental health issues and, make more of a difference for their lives. The merger due diligence identified multiple opportunities to expand services into communities where there is an unmet need and/or an absence of provision as well as leveraging specialisms from locality to locality to put new services in place or accelerate their impact.

Mind in Gwent as a larger charity is gaining efficiencies and increased resilience in a competitive tendering/bidding environment. Increased size and reach will add to the existing experience, strength and skills in different elements and distinct specialisms of mental health project delivery.

Mind in Gwent will have a stronger voice to influence regional policy, budget holders and provide the opportunity greater alignment with region-wide commissioning/funding stakeholders especially the NHS and the Gwent Regional Partnership Board. The latter is a commissioning body that identifies gaps in services and holds Gwent wide budgets such as the Regional Integration Fund.

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Mirroring this regional cover will strengthen the charity's position against national competitors operating locally in this competitive market.

Staff teams are the charity's biggest asset and resource. Highly valued and hardworking teams each have a high reputation of delivering and as part of a larger organisation will create opportunities, enable the sharing of more good practice, skills and knowledge.

Teams will continue to work from sites across the region, remaining available to and in touch with local people, communities and stakeholders with improving organisational support and lower costs from pooled central functions and procurement.

The merger due diligence process produced multiple examples of positive impact while the consultation process with staff has emphasised the similarities of service provision, of skills, experience and of shared values that give Mind in Gwent a really solid starting point.

That starting point has been built on with a successful Mind in Gwent staff awayday over the summer developed by an active Wellbeing Task Force. The Wellbeing Task Force, drawn from colleagues across the organisation, is part of Mind in Gwent's ambition to be an exemplar for staff wellbeing.



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About us

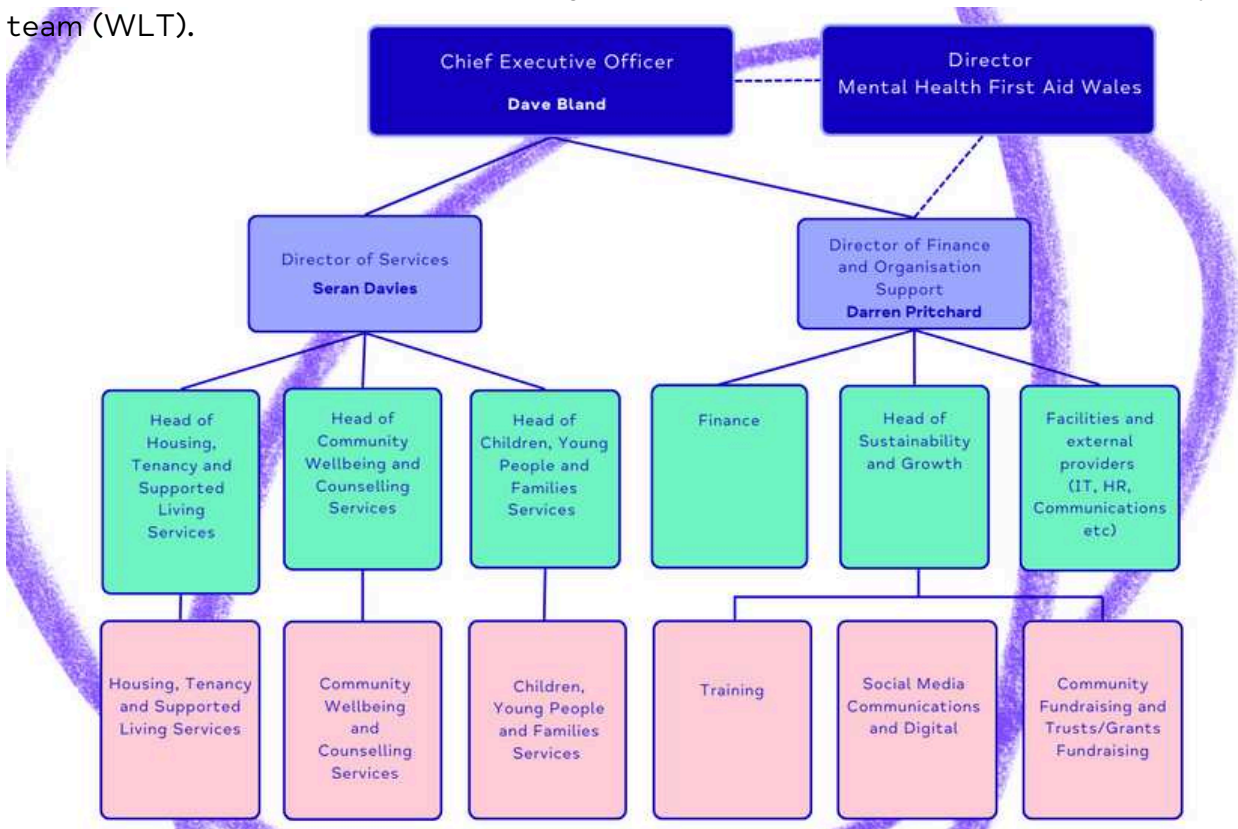
Mind in Gwent is a charity with 90 staff an income of over £4million delivering a diverse range services with different services being delivered in each of our four local authority areas Mind in Gwent operates in.

The range of services offered includes;

- Community Wellbeing
- Housing, Tenancy and Supported Living
- Children, Young People and Families
- Counselling
- Training

Front line colleagues are supported by Project and Services managers and central services colleagues including Finance, Income Generation, Fundraising, Social Media/Communications and Training.

The senior leadership team (SLT) is comprised of the Chief Executive Officer, a Director of Services and a Director of Finance and Organisational Support and along with the Head of Housing, Tenancy and Supported Living Services, the Head of Wellbeing and Counselling Services, the Head of Children, Young People and Families Services and the Head of Sustainability and Growth will form the wider leadership team (WLT).



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Governance is provided by an experienced Board of Trustees with a good mix of skills, experience and knowledge.

The charity has a wholly owned subsidiary Mental Health First Aid Wales who hold the license for Mental Health First Aid in Wales and directly train, license and support all instructors who deliver MHFA in Wales. Independently run by its own Director and Board they develop and deliver high quality, research and evidence based mental health training.

Mind in Gwent Vision and Mission

Vision:

- We're fighting for a future where no mind is left behind

Mission:

- We want to create a mentally healthy society. Through our information, services and campaigns, we tackle stigma, barriers and isolation so that everyone can access mental health support when they need it.

Our values and behaviours are the bedrock of our shared culture.

We all have a shared responsibility to live our values and to model our behaviours every day to make sure that there is no gap between what we say and what we do.

- **We put people first**
- **We're stronger together**
- **We speak up for what's right**
- **We never stop learning**
- **We demand better for mental health**

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We put people first

- We respect and care for each other and the diverse communities where we live and work.
- We value every person as an individual and find strength in our differences.
- We listen carefully to make sure we really understand what people are saying.

We're stronger together

- We embrace different points of view and work together to overcome our challenges.
- We're a community, always looking for ways to team up, sharing information, resources and knowledge openly.
- We support each other, celebrate our shared successes and find joy in the everyday.

We speak up for what's right

- We're serious about equity and inclusion – if we see or hear something that's not right, we don't look the other way.
- We challenge each other with confidence and respect to find a way forward together.
- We speak out and fight injustice and discrimination in mental health, supporting others to do the same.

We never stop learning



- We're curious, creative, and not afraid to try new things.
- We take responsibility for what we do, admit mistakes openly and share learning widely.
- We actively look for opportunities to learn and grow so we can do better for the people who need us.



We demand better for mental health



- We're guided by lived experience, expertise, and evidence to make sure our work has the biggest impact.
- We look out for each other's mental health when we work together.
- We're passionate and determined people, always looking for ways to build a better future for mental health.


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What our clients say:

 Since coming along, I am really beginning to understand how to look after my mental health, and doing lots of the things we talk about to keep me well. 

 Learning to identify what I need and taking small steps to let other people know what I need too - work to be done! 

 Completely changed my mind set in a positive way and I liked that I had the resources through the post, liked the regular phone calls on same day/time. it's just been brilliant 

 Just wanted to say thank you for all your hard work during our counselling sessions. It's so lovely to come across such a positive male role model in life. Your support has helped me more than I can ever explain and I hope other young adults admire and appreciate it like I do.
Society needs more people like you. 