



South London  
and Maudsley  
NHS Foundation Trust

# Appointment of Non-Executive Director

August 2026  
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Saxton Bampfylde

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# Welcome from the Chair

Thank you for your interest in joining South London and Maudsley NHS Foundation Trust (SLaM) as a Non-Executive Director. I am delighted you are considering this opportunity at such an important moment for our Trust, our system, and the communities we serve.

SLaM is a remarkable organisation. We are one of the largest providers of mental health and learning disability services in the country, with a national and international reputation for clinical excellence, research, and innovation. Through our long-standing partnership with King's College London, and our close working relationships across south London and beyond, we sit at the forefront of advancing mental healthcare, translating research into practice and shaping the future of our field.

At the same time, we are grounded in the everyday realities of delivering care. We serve some of the most diverse and complex communities in England, and demand for our services continues to grow. Like all NHS organisations, we face significant pressures: workforce shortages, financial constraint, rising acuity, and the imperative to improve access and quality at pace. These challenges are real, but they also sharpen our sense of purpose and our determination to do better for the people who rely on us.

Our ambition is clear. We want SLaM to be a consistently outstanding provider of mental health and learning disability services, known not only for innovation and expertise, but for compassion, equity, and partnership. We want to reduce health inequalities, improve outcomes, and ensure that people experience our services as timely, humane, and effective. We want to be a great place to work, where staff feel valued, supported, and able to do their best work, and a trusted partner within our integrated care system and local communities.

As a Non-Executive Director, you will help us achieve these ambitions by bringing independent judgement, constructive challenge, and strategic insight to the Board. With expertise in organisational development, people and culture, workforce transformation, and leadership development, you will strengthen our people strategy and organisational culture. As Chair of the People Committee, you will oversee staff experience, inclusion, and Freedom to Speak Up. We are looking for someone with credibility, curiosity, and a commitment to public service, focused on the needs of our patients, carers, staff, and communities.

As Chair, I am proud of SLaM's history and optimistic about its future. This is an opportunity to help shape one of the NHS's leading mental health trusts.

I hope this pack gives you a sense of who we are and where we are heading. Thank you for your interest. I look forward to learning more about you.



**Jane Bailey**  
Chair, South London and  
Maudsley NHS Foundation Trust

# South London and Maudsley NHS Foundation Trust

South London and Maudsley NHS Foundation Trust (SLaM) is one of the United Kingdom's largest and most comprehensive providers of mental health services, serving a local population of approximately 1.3 million people across south London and delivering specialist services nationally and internationally.

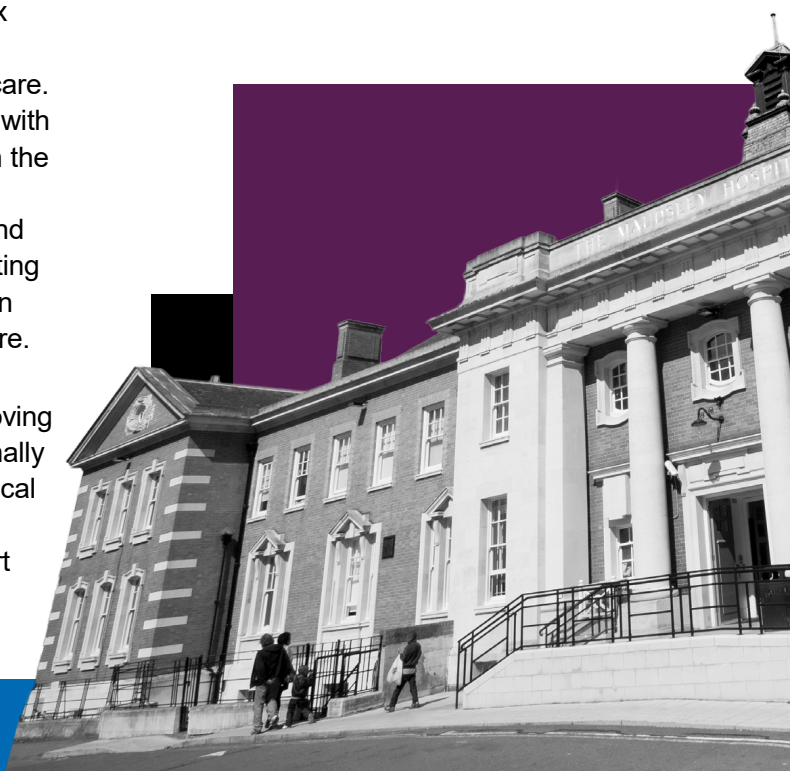
We provide the widest range of NHS mental health and substance misuse services in the UK, spanning more than 240 services including inpatient care, community teams, outpatient clinics and specialist units for children, adults and older people. Each year we deliver inpatient care for thousands of people and treat tens of thousands across the London boroughs of Lambeth, Southwark, Lewisham and Croydon.

The Trust operates multiple psychiatric hospitals, and over 100 community sites and clinical teams, making our Trust a complex multi-site organisation with deep expertise across the full spectrum of mental health care. We are known for our strong partnerships with academia and research, most notably with the Institute of Psychiatry, Psychology & Neuroscience at King's College London and as part of King's Health Partners, contributing to world-leading research and innovation in mental health diagnosis, treatment and care.

Driven by a strategic commitment to improving mental health and wellbeing locally, nationally and globally, we combine high-quality clinical care, specialist research and community engagement to transform lives and support recovery.

We are coming to the end of our current strategy, Aiming High Changing Lives, and are currently working with colleagues, service users and carers, our partners in the NHS and in the communities we serve as well as with our voluntary and third sector partners.

An important part of our current strategy, and a core theme we will continue to take forward, is our ongoing journey to being an anti-racist organisation and building on what has been achieved through our Patient and Carer Race Equality Framework (PCREF).





# Our 5 commitments and values

As a Trust, we are dedicated to delivering care according to our five key commitments:

- I will be caring, kind and polite
- I will be prompt and value your time
- I will take time to listen to you
- I will be honest and direct with you
- I will do what I say I am going to do

## Our Values



*Kindness*



*Respect*



*Together*



# How we are organised

Our work is divided across six operational directorates in four boroughs in south London. We provide more than 240 services to local people, as well as more than 50 specialist services for children and adults across the UK.

Each of our operational directorates is led by a service director who leads their team to deliver the high-quality care we are known for, both in hospital and in the community.

## Children and Young People

We provide help and support to children and young people living in Croydon, Lambeth, Lewisham, and Southwark up to the age of 18. We also provide a wide range of specialist services to help people across the UK.

## Psychological Medicine and Older Adults

Nationally, we provide assessment and treatment services for people with complex affective disorder and trauma, as well as a residential service for people with complex obsessive-compulsive disorders.

## Croydon and Behavioural and Development Psychiatry

Our core mental health services for adults in Croydon are provided alongside specialist services including forensic mental health services and neurodevelopmental disorders.

## Southwark

The directorate includes four acute wards, two male and two female as well as access to male and female psychiatric intensive care services. Southwark also has a number of crisis services including a home treatment team and a hospital liaison service at King's College Hospital.

## Lambeth

This includes A&E liaison services, early intervention (EI) psychosis services, six community mental health teams, integrated psychological therapies team, Lambeth talking therapies (IAPT) and the provision of psychology in homeless hostels (PiH).

It also includes five acute inpatient wards, an intensive psychiatric care unit (PICU) as well as a home treatment team (HTT) and an alliance rehabilitation team (ART). Lambeth currently hosts the early intervention and outreach and support services across the four boroughs as well as the Croydon borough IAPT service.

## Lewisham and Addictions

We provide core mental health services through our community teams, talking therapies and at the Ladywell Unit. This includes community mental health teams; promoting recovery services; talking therapies; psychiatric liaison services at University Hospital Lewisham and support for people who are in crisis.

# Our partners

We work in partnership with other organisations to help us achieve our vision of improving the lives of the people and communities we serve.

## King's Health Partners (KHP)

We are part of King's Health Partners Academic Health Sciences Centre alongside King's College Hospital NHS Foundation Trust, King's College London university, and Guy's and St Thomas' NHS Foundation Trust.

King's Health Partners brings together 46,000 NHS staff with 31,000 students and academics, to translate cutting-edge research into excellent patient care through world-class education and training.

## South London Mental Health and Community Partnership

South London Mental Health and Community Partnership is a collaboration between the three mental health trusts in south London to enhance patient care via improved ways of working that incorporate clinical leadership and innovation, greater patient and carer involvement and the continued development of a highly skilled and compassionate workforce.

## South London Listens

South London Listens is a partnership of the NHS, councils, community organisations and residents working together to improve mental health across south London by listening to local people and taking collective action. It focuses on tackling the root causes of poor mental health, such as loneliness, inequality and access to support, through community-led solutions.

## The Institute of Psychiatry, Psychology & Neuroscience (IoPPN)

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN), King's College London, is the world's foremost mental health research institution. Historically the postgraduate medical school of the Maudsley Hospital, it has pioneered many disciplines including Child Psychiatry, Neuropsychiatry, Addiction Psychiatry and Clinical Psychology. The IoPPN is now an interdisciplinary faculty of KCL, and the relationship between the Trust and university is a critical part of both organisations' identities and covers research and innovation (including the NIHR Biomedical Research Centre at the Maudsley), medical and nursing education, and postgraduate clinical training.

To help achieve our research goals we work with a number of partners who align with our research needs and values. Further information on our research partners can be found [here](#).

# Our partners cont.

## Maudsley Charity

Maudsley Charity is the largest NHS mental health charity in the UK. They work in partnership with us and King's College London's Institute of Psychiatry, Psychology & Neuroscience to promote positive change in the world of mental health.

Maudsley Charity supports innovation, research and service improvement, working with service users and families, clinical care teams, researchers and community organisations with a common goal of improving mental health.

## Maudsley Commercial Enterprise

Maudsley Commercial Enterprise is clinically led and exists to generate income, support innovation, and strengthen how the Trust operates. Its aim is to add value, unlock potential, and ensure the Trust can lead in mental health delivery for years to come. By doing so it delivers a number of benefits for those service users and communities it serves, its staff and partners.

Maudsley Commercial Enterprise comprises five distinct business platforms: Maudsley Learning (ML), Maudsley Private Care (MPC), Maudsley Innovation (MI), Maudsley Global (MG), and Commercial Land & Disposal. There are also our partnerships and joint ventures in the United Arab Emirates.





**“Seeking excellence in mental health and wellbeing: prevention, care, recovery, education and research.”**



# The role of Non-Executive Director

As a Non-Executive Director, you will provide independent challenge, support and strategic oversight to the Board, helping to ensure the Trust delivers safe, high-quality patient care while fostering a compassionate, inclusive and high-performing organisational culture..

You will bring significant expertise in organisational development, workforce transformation, leadership development and culture change, strengthening the Board's oversight of the Trust's People Strategy and long-term organisational effectiveness. As Chair of the People Committee, you will provide leadership on matters relating to workforce, organisational culture, staff engagement and leadership development.

You will also act as an independent sounding board for the Freedom to Speak Up Guardian, ensuring the Board receives direct assurance on the effectiveness of speaking-up arrangements and helping to promote a culture of openness, transparency and continuous improvement across the Trust.

Working collaboratively with fellow Board members, you will contribute to collective leadership, constructively challenge and support executive directors, and help ensure the successful delivery of the Trust's strategic objectives.





# Job description

## Key responsibilities

### Board Governance

- Contribute to the effective leadership and statutory accountability of the Board, sharing collective responsibility for clinical quality, patient safety, operational delivery, and financial performance.
- Support the development and delivery of the Trust strategy.
- Provide constructive challenge and independent scrutiny.
- Ensure robust systems of governance, risk management and accountability arrangements are in place, actively participating in the Board's wider Committee structure as required by the Trust Chair
- Promote the highest standards of integrity, transparency, public service, and compliance with the NHS Code of Governance and Nolan Principles of Public Life.

### Organisational Development and Culture

- Provide strategic oversight of organisational development and workforce transformation programmes.
- Support the development of a culture that reflects Trust values and promotes compassionate, inclusive leadership.
- Offer insight and challenge regarding organisational effectiveness, employee engagement and cultural change initiatives.
- Monitor progress against workforce, culture and leadership objectives.
- Ensure the Board receives appropriate assurance regarding organisational health and workforce sustainability.
- Support the development of a compassionate, inclusive and high-performing culture that aligns with the Trust values and the statutory expectations of the CQC Well Led Framework.

### People and Workforce

- Support oversight of workforce planning and talent management.
- Provide challenge and assurance regarding recruitment, retention and succession planning.
- Monitor workforce indicators including engagement, wellbeing, turnover, vacancy rates and inclusion metrics.
- Promote approaches that support staff wellbeing, psychological safety and speaking-up cultures.
- Support implementation of the NHS People Plan and People Promise principles.

# Job description cont.

## Leadership Development

- Encourage development of leadership capability across the organisation.
- Support initiatives that strengthen collective and distributed leadership.
- Provide strategic advice on executive and senior leadership development.
- Promote succession planning and future leadership pipelines.

## Equality, Diversity and Inclusion

- Champion equality, diversity and inclusion across the organisation.
- Seek assurance that workforce policies and practices promote equity and reduce inequalities.
- Support the creation of an inclusive organisational culture where diverse talent can thrive.
- Seek assurance that the Trust is making measurable progress against national frameworks, including the Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES).

## Freedom to Speak UP Oversight

- Support the Trust in meeting its statutory and regulatory obligations regarding speaking-up.
- Providing a secure, confidential point of contact for the Freedom to Speak Up Guardian outside of the Executive chain of command.
- Challenging in a supportive way the Executive Team to ensure the Guardian Service is properly resourced and that cases are investigated objectively.
- Ensuring Freedom to Speak Up Data and trends are report to the Board in line with reporting requirements and in order to inform wider strategy.
- Championing psychological safety and protecting staff who raise concerns from any form of detriment.

## System Leadership

- Promote collaborative working across Integrated Care Systems and partner organisations.
- Support development of relationships that improve outcomes for patients and communities.
- Bring a system-wide perspective to Board discussions and decision-making.
- Engage regularly with staff and services through structured site visits to gain a grounded, frontline understanding of the operational realities and cultural climate across Trust sites.



# Person specification

## Essential Experience

- Board-level or executive-level leadership experience in a large, complex organisation.
- Significant experience leading organisational development and transformation.
- Proven track record of delivering large-scale culture change.
- Experience of workforce transformation and people strategy.
- Experience of leading leadership development and talent management programmes.
- Experience of holding senior leaders to account and contributing to strategic decision-making.
- Demonstrable commitment to equality, diversity and inclusion.

## Essential Knowledge

- Organisational development theory and practice.
- Workforce planning and talent management.
- Leadership and culture change methodologies.
- Governance, risk and assurance frameworks.
- Public sector values and accountability.
- Understanding of the challenges facing NHS organisations and workforce sustainability.
- Familiarity with national Freedom to Speak Up guidelines and psychological safety.
- Understanding of the contemporary workforce challenge facing the NHS, including the national NHS People Plan and the CQC Well Led Framework.

## Essential Skills

- Strategic thinking.
- Independent judgement.
- Constructive challenge and influencing.
- Relationship building.
- Analytical interpretation of workforce and organisational performance data.
- Excellent communication and stakeholder engagement skills.
- Ability to work collaboratively while maintaining independence.
- Ability to build a strong rapport with the Freedom to Speak Up Guardian.



**“Everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all - locally, nationally and internationally.”**



# Terms of appointment

**Remuneration:** £16,500

**Accountable to:** Chair and Council of Governors

**Time commitment:** 4 days a month

**Location:** The Maudsley Hospital, The Royal Bethlem Hospital, and community sites

## Remuneration

Remuneration is £16,500 per annum subject to prior deduction for income tax and national insurance contributions. Remuneration will be paid in equal instalments monthly in arrears by credit transfer directly into your bank account on or around the 24th day of each calendar month.

Non-Executive Directors are also eligible to claim allowances, in line with the Trust's policies, for travel and subsistence costs necessarily incurred on Trust business.

## Appointment, tenure and termination of office

Your appointment as a Non-Executive Directors are appointed for an initial period of three years in accordance with the terms and conditions of office decided by the Board of the Trust, renewable for a further term at the discretion of the Council of Governors.

## Data protection

The Non-Executive Director must always respect the confidentiality of information in line with the requirements of the General Data Protection Regulations. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

## Time commitment

The expected commitment is 4 days per month on average. Non-Executive Directors are expected to attend the Board meetings and Board development sessions and will chair the People Committee and sit on one or two other Committees. These meetings will take place in person or virtually.

## Policies and procedures

The Non-Executive Director will be expected to comply with all statutory legislation and the Trust's governance policies and procedures, such as the South London and Maudsley NHS Foundation Trust Constitution, Matters Reserved for the Board, Scheme of Delegation, Standing Financial Instructions and Health and Safety Policy. The Non-Executive Director is also expected to be aware of the Trust's Risk Management Strategy, which includes the responsibilities placed on them by the Health & Safety at Work Act (1974), and the governance framework. Non-Executive Directors are expected to comply with all Trust policies and procedures.



# Terms of appointment cont.

## **These posts are statutory offices, and are not subject to the provisions of employment law**

A Non-Executive Director is an office holder, not an employee. To ensure that public service values are maintained at the heart of the NHS, all Chairs and Directors of NHS Boards are required, on appointment, to agree to comply with Standards for members of NHS boards and Clinical Commissioning Group governing bodies in England, published by the Professional Standards Authority.

You will be required to complete a self-attestation on appointment to confirm your eligibility under this Regulation, in line with the NHS England Fit and Proper Person Test Framework August 2023. The Trust will undertake checks prior to confirming an appointment. All Directors are subject to review, at least annually, to ensure that they continue to meet these requirements.

## **Criteria for eligibility for appointment as a member of the Board**

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 require to have been accepted into membership prior to assuming office.

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 been adjudged bankrupt or whose estate has been sequestrated and (in either case) has not been discharged;
- They have made a composition or arrangement with, or granted a trust deed for, their creditors and has not been discharged in respect of it;
- They have within the preceding five (5) years 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.



# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to South London and Maudsley NHS Foundation Trust on this appointment.

Candidates should apply for this role through our website at [roles.saxbam.com](https://roles.saxbam.com) using code **AADASD**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is **midday on Monday 31<sup>st</sup> August**.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete this as part of the application process.

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## More information

If you'd like to know more about the role or selection process, and to arrange a conversation with us, please contact Alex Richmond by emailing:

[alex.richmond@saxbam.com](mailto:alex.richmond@saxbam.com).



# Key dates for the process

After the closing date, Saxton Bampfylde will carry out initial interviews on behalf of the Trust with longlisted candidates.

**Initial interviews with Saxton Bampfylde:** W/c 7<sup>th</sup> & 14<sup>th</sup> September.

Shortlisting will then take place on the 17<sup>th</sup> September, with shortlisted candidates being invited to the final rounds of assessment.

**Informal conversations for shortlisted candidates:** W/c 28<sup>th</sup> September.

**Panel interview:** Thursday 1<sup>st</sup> October.





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