



Non-Executive Director - Finance

Candidate Information Pack

Saxton Bampfylde

Introduction

I'm Julie, I've been part of Turning Point for over 16 years, taking up the role of Chief Executive in April 2020 having previously been Group Managing Director. I consider it an absolute privilege to be able to lead such a rewarding and inspiring organisation which is full of committed and driven people.

What we do here is about far more than delivering services. Every day, our work enables people to live the lives they choose, tackling health inequalities and creating lasting impact across communities. As demand for our support grows, so too does our ambition: to reach more people, in more places, and to continually strengthen the quality and sustainability of what we offer.

We are a growing organisation, securing exciting new contracts and are closely becoming an organisation of over £200m turnover. With this scale and opportunity comes responsibility. Strong financial stewardship, commercial insight and robust governance are essential if we are to deliver our strategy, invest wisely for the future and maximise our impact for the people who rely on us.



Julie Bass
Chief Executive

This is where our Board plays a vital role. As a Non-Executive Director with a strong finance background, you will be a key partner to the Executive Team, helping to shape our long-term financial strategy, support confident decision-making, and ensure we remain resilient, ethical and ambitious as we grow. Your insight will directly enable Turning Point to balance innovation with sustainability, and opportunity with accountability.

Our success ultimately rests on how we lead, engage and support our people to be the very best versions of themselves. It is through this collective leadership that we achieve the most meaningful outcomes for some of the most vulnerable people in society.

If you share our values, our passion and our belief in what is possible, I would be delighted to welcome you to our Board and to this next chapter of Turning Point's journey.

About Us

Our History

Turning Point began in 1964 as the Helping Hand Organisation, founded by London businessman Barry Richards. Its first initiative, the Camberwell Alcohol Project, was strategically located near Maudsley Hospital, a hub for pioneering psychiatric and addiction research. This early focus on community-based, residential support for people with alcohol dependency laid the foundation for Turning Point's enduring ethos: that recovery is possible when people are supported with empathy and expertise.

By the late 1960s, Turning Point expanded into drug support services, opening Suffolk House in Uxbridge and launching the UK's first residential rehab for people using prescribed drugs. The 1970s saw further growth, including the introduction of flatlet schemes for people in recovery and the establishment of services outside London, such as Ascot House in Oldham and the Smithfield Project in Manchester.

In 1979, the organisation rebranded as Turning Point to better reflect its evolving mission. The 1980s brought innovation with the launch of Drugline, a telephone helpline, and pioneering needle exchange services. Turning Point also began supporting people with mental health needs and those from Black and minority ethnic communities.

The 1990s and early 2000s marked a period of diversification and advocacy. Turning Point opened services in prisons, launched

outreach projects for people with co-occurring mental health and substance use issues, and became a housing association. It also contributed to national policy through research and community engagement, such as the Connected Care methodology.

In the 2010s, Turning Point embraced digital transformation and social enterprise principles. It introduced ARROW, a self-directed recovery tool, and launched Rightsteps to support workplace mental health. The organisation also expanded its services to include sexual health, integrated wellbeing, and crisis support. During the COVID-19 pandemic, Turning Point adapted quickly, maintaining essential services and shifting to remote support where necessary. Initiatives like Rightsteps offered affordable online therapy, and facilities like Smithfield remained open to serve vulnerable communities.

Today, Turning Point supports over 200,000 people annually across the UK. With over 5,300 colleagues - many with lived experience - the organisation continues to champion inclusive, person-centred care. We measure the success of our organisation by the positive impact we can make to those in need. From its humble beginnings to becoming a national leader in health and social care, Turning Point remains, as ever, inspired by possibility.

About Us

Our Numbers

£191.9m

Turnover

5,194

Number of colleagues

270

Total number of locations

202,694

Total number of people supported in 2024-25

1,444

Total number of people supported by our sexual health services

60%

Percentage of employees with lived experience of the issues facing people we support for themselves or as a carer

102,531

Total number of people supported by our mental health services

1,035

Total number of people supported by our learning disability services

96%

Regulated services rated Good or Outstanding by CQC

74,070

Total number of people supported by our drug and alcohol services

234

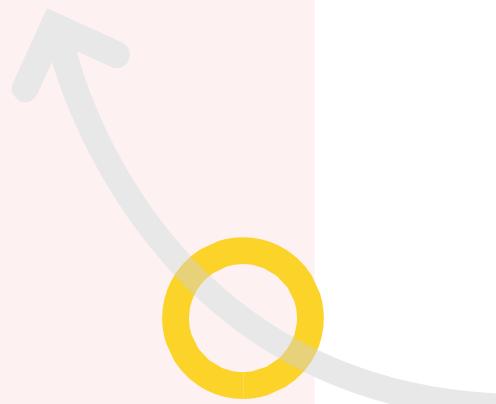
Total number of peer mentors

12,594

Total number of people supported by our healthy lifestyle services

82

Total number of volunteers



About Us

Our Services

Click each service for more information



[Drugs and
Alcohol Support](#)



[Mental Health
Support](#)



[Learning
Disability Support](#)



[Friends and
Family Support](#)



[Sexual Health
Support](#)

About Us

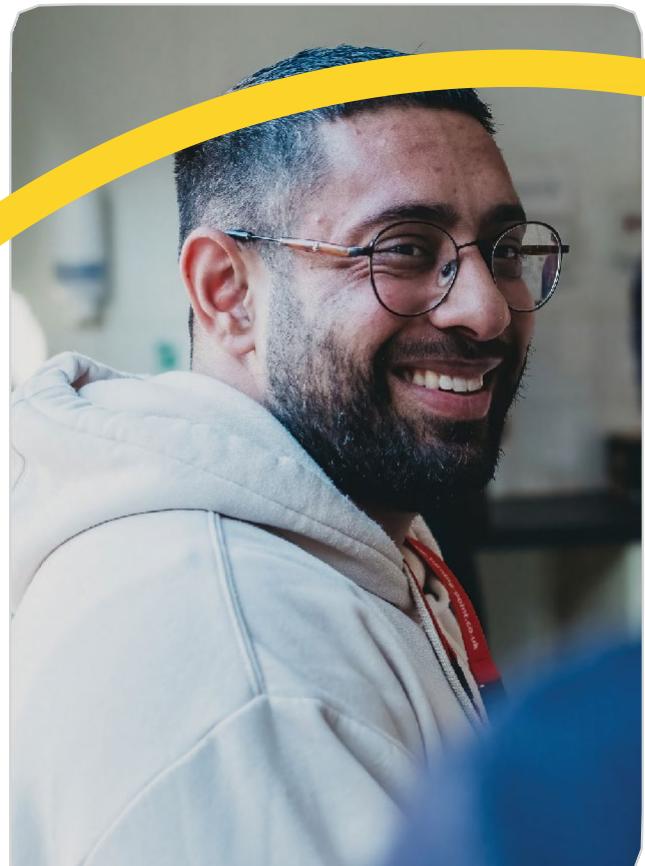
Quality Assurance

This commitment was enhanced with the recent introduction of a comprehensive and rigorous clinical governance framework. Our approach is based upon seven core areas, identified by the Department of Health & Social Care:

- Safety;
- Clinical and cost effectiveness;
- Governance;
- Client focus;
- Accessible and responsive care;
- Care environment and amenities; and
- Public health.

Our quality assurance systems and tools are embedded within our operating structures and culture. This allows us to monitor and report against these seven areas, driving up standards and organisational learning.

In addition, our Internal Quality Assessment Tool (IQAT) embraces all the regulatory standards required by such bodies as the Care Quality Commission and Supporting People, as well as recognised field standards such as, Quality in Alcohol and Drug Standards (QuADS).



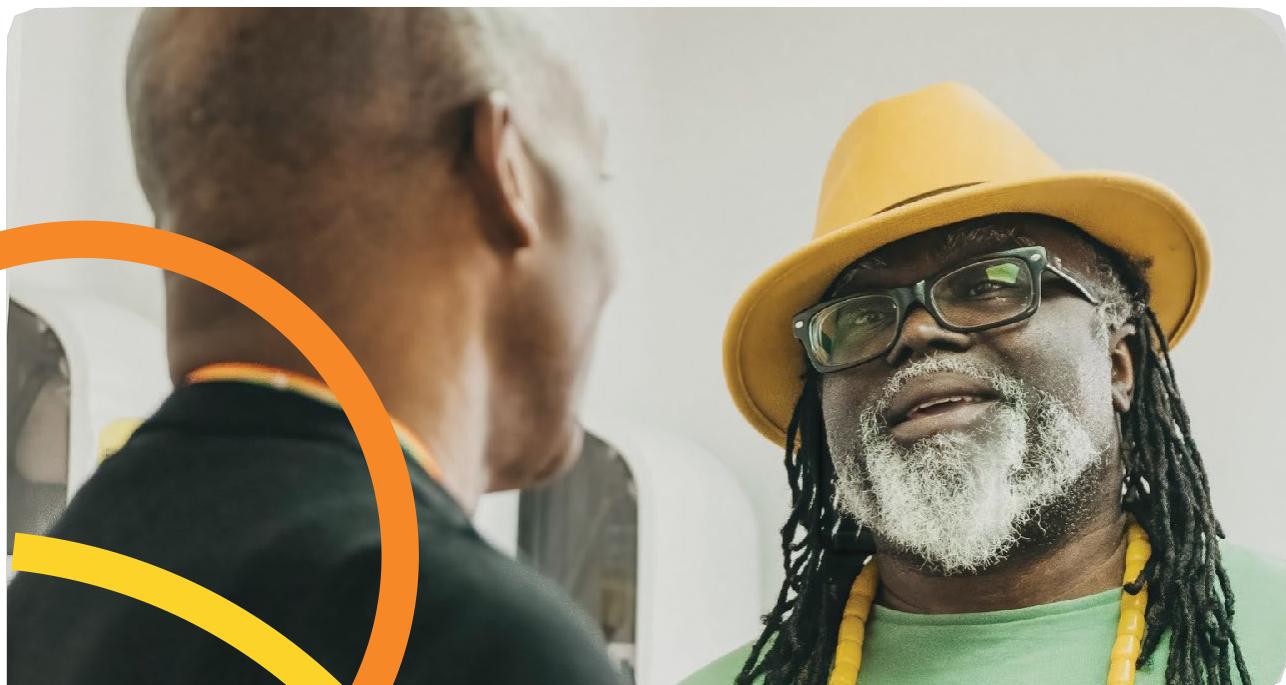
Organisation

Turning Point's Board of Directors are also trustees for the purpose of charity law and we operate as a unitary board, meaning both executive and non-executive directors share collective responsibility for the organisation's vision, strategy, and performance.

The Operating Board, providing strategic oversight, consists of the Chief Executive, Chief Operating Officer, Chief Finance Officer, Chief People Officer, Chief Information Officer, Director of Quality and Risk, Director of External Affairs and Marketing, and Director of Corporate Governance. This team sets and monitors Turning Point's mission, values and long-term goals. It ensures robust risk management through effective internal controls, and effective health & social care outcomes through quality assurance.

Operational leadership is delivered through national and regional service leads, supported by specialist functions in people, finance, digital and quality. Our services are grouped into thematic portfolios such as Public Health & Substance Use (PHSU), Mental Health, Learning Disabilities and Rightsteps, each with dedicated leadership and governance structures.

We operate a matrix model that balances national consistency with local responsiveness. This enables us to scale innovation, maintain high standards, and remain agile in a changing commissioning landscape. Our governance framework supports clear accountability while fostering collaboration across functions and geographies.



About the Role

As part of the Turning Point Board, your role is to provide independent oversight of the direction for the organisation, ensuring it operates within its charitable objects and delivers public benefit. Collectively and individually, trustees have a legal and regulatory duty to enable accountable, effective and efficient leadership of the organisation.

Key responsibilities

Legal

- Ensure that the charity complies with its governing document, charity, company and employment law, data protection and any other relevant legislation and regulations.
- Ensure that the charity uses its resources solely for the purpose of pursuing its objects, as defined in its governing documents.

Strategic

- Ensure the Turning Point strategic intent is fit-for-purpose to ensure the long-term sustainability of the organisation to the benefit of its customers and clients.
- Take an active role in contributing to the overall vision, values, and strategic goals within the context of the complexity of health & social care and the principles of emergent strategy.

Financial

- Extensive experience in financial management, accounting, and auditing, including experience in the public sector.
- Chair of the Audit Committee from January 2027.
- Bring independent financial acumen to the work of the Audit Committee across its governance, risk management, assurance and internal control functions.
- Facilitate the contribution of all members of the Audit Committee, auditors and other invited participants.
- Ensure that the organisation has effective financial control systems and procedures, and to review the level of risk regularly as required.

Reputational

- Act in the best interests of the organisation, its public benefit obligations, and its current and future beneficiaries at all times.
- Safeguard the organisation's reputation, its employees and the people we support.
- Maintain the confidentiality of all sensitive / confidential information received in the course of a trustee's responsibilities.

Governance and risk

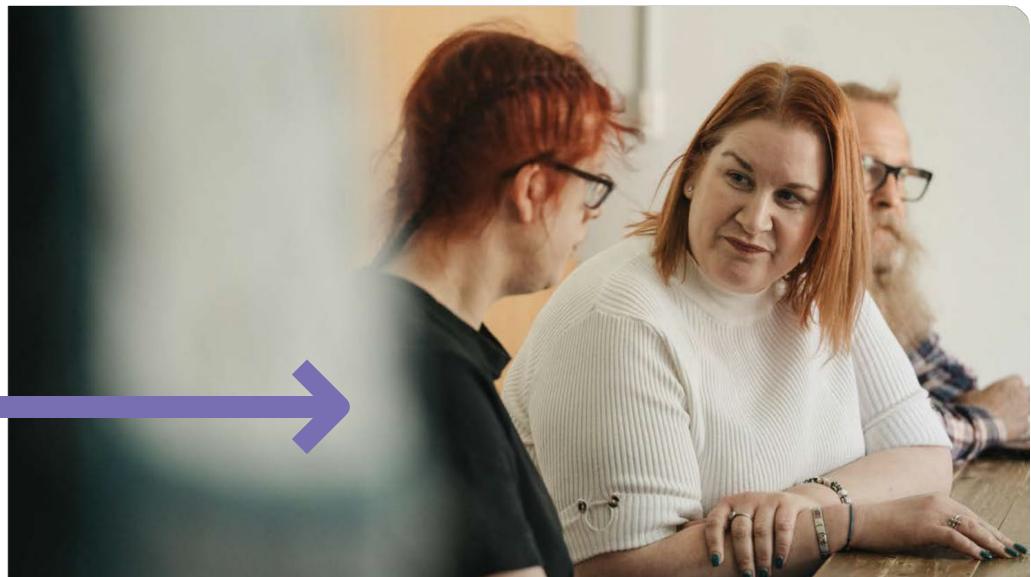
- Ensure the [Wates Corporate Governance Principles for Large Private Companies](#) are effectively applied through the work of the Board and management.
- Ensure appropriate advice is taken from professional advisers on matters where there may be material risk to the charity or where trustees may be in breach of their duties.
- Ensure the governance, risk and quality assurance frameworks are fit for purpose.
- Ensure that organisational processes enable effective articulation of the risk landscape to which the organisation is exposed and that the control environment is effective in mitigating the risk landscape to within acceptable risk tolerance through effective assurance reporting.



Person Specification

The successful candidate will be an experienced leader, bringing all or most of the following:

- Experience as a trustee or non-executive director.
- Commitment to the ethos and values of Turning Point including equal opportunities and the promotion of diversity and inclusion.
- Applied understanding of the corporate governance and management structures of a national organisation.
- Ability to play a strategic role in order to support effective change in a complex social enterprise.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trustee and non-executive director.
- Applied understanding of the functioning of a unitary board and an ability to work as part of a team.
- Knowledge and experience of financial and risk management at board level.
- Appreciation or knowledge of the public sector commissioning landscape for health and social care services.
- An appreciation for the quality standards and risks associated with NHS health and social care delivery.



Additional Information

Time commitment

Anticipated time commitment is at least 10 – 14 hours per month. Initial appointments are for a three-year period with the potential for re-appointment for a second term of three years. In certain circumstances a third term can be considered by the Board.

Eligibility

You must not act as a trustee if you are disqualified under the Charities Act, unless your disqualification has been waived by the Commission. Reasons for disqualification include if you:

- are disqualified as a company director.
- have an unspent conviction for an offence involving dishonesty or deception (such as fraud).
- are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors.
- have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement.
- are on the sex offenders' register.

You can read [the automatic disqualification guidance for charities](#) which explains the disqualification rules in more detail.

Trustees must also meet the requirements of the fit and proper persons test for the purposes of the Finance Act 2010 and as a provider of [regulated health and social care services the Health & Social Care Act 2008](#) (Regulated Activities) Regulations 2014.

Remuneration

In agreement with our regulators, non-executive board members are paid £5,000 per annum, which is paid out quarterly in arrears. In addition reasonable expenses are also met.

Key Dates

Applications Close:

Noon, Monday 2 March 2026

Pre-Shortlisting Interviews:

w/c 16 March 2026

Final Interviews & Assessments:

16 and 23 April 2026

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Turning Point on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **AYYDC**

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 noon on **Monday 2 March 2026**.

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

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.

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.

Contact Details

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact rhys.davies@saxbam.com.

