



Making Life
Better Together



South West London and
St George's Mental Health
NHS Trust

June 2026

Non-Executive Directors Candidate pack



 Respectful

 Open

 Collaborative

 Compassionate

 Consistent

Contents

Welcome from the Chair

About us

About these roles

**Recruitment timetable and
how to apply**

**Springfield Park, our new 32-acre public park on our Springfield University
Hospital ground**

Welcome from the Chair



Thank you for your interest in becoming a Non-Executive Director at South West London and St George's Mental Health NHS Trust.

We are a 2,900-strong team providing high quality mental health care, treatment and recovery support to about 20,000 people from South West London and beyond at any given moment. We are proud to be one of the most diverse organisations in the NHS and we are working together to create an organisation in which we all belong, and one which celebrates our diversity, promotes equity, and is actively working towards being anti-racist.

As a leading provider of mental health services and a beacon of excellence for many national mental health services, the Trust has a long history of inclusion and innovation that has helped to redefine the mental health landscape in the UK, **Making Life Better Together** for our local communities.

We're looking for two Non-Executive Directors to join our Board. One will Chair the Trust's Audit Committee, bringing board-level and financial leadership expertise from a large and complex organisation, and with a financial qualification and relevant professional registration. The other will be a senior clinician, with a background in psychiatry or psychology, or as an allied health professional.

If you have a passion to make a difference in mental health service and can see yourself in our values, we want to hear from you



Ann Beasley
Trust Chair

About us

South West London and

St George's



We are **Proud to Belong** at South West London and St George's Mental Health NHS Trust (SWLSTG).

We have expert services, a rich history, and a clear commitment to providing the best quality care for



those with mental ill-health. The Care Quality Commission already rates our services as 'good' - we aspire to be 'outstanding'.

This is a great time to join us. We are transforming the way we care for our communities to support our mission of **Making Life Better Together**. Quality improvement, co production and race equity and inclusion is central to our delivery.

We have built two brand new mental health facilities at Springfield University Hospital, which are amongst the best in the world. More development and transformation are planned across sites in Tolworth, Barnes, and Richmond, and across our services in adult community and urgent care.

We are inclusive and diverse, and we strive to be actively anti-racist. We want to attract people from all backgrounds and experiences to enrich the work we do together.

We put patients and their carers at the heart of all that we do, working to hear their voices through engagement, involvement, and co-production. We are proud to be an 'anchor' in our local community and we are working to be an excellent local employer and neighbour.



About us

South West London and St George's



We are the main provider of mental health services to the 1.2 million people living in the boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth.

We provide acute and community care across a number of sites: including

inpatient facilities at Springfield University Hospital (Tooting) and Tolworth Hospital (Kingston) and community clinics, hospitals, surgeries, community locations, and in people's homes.

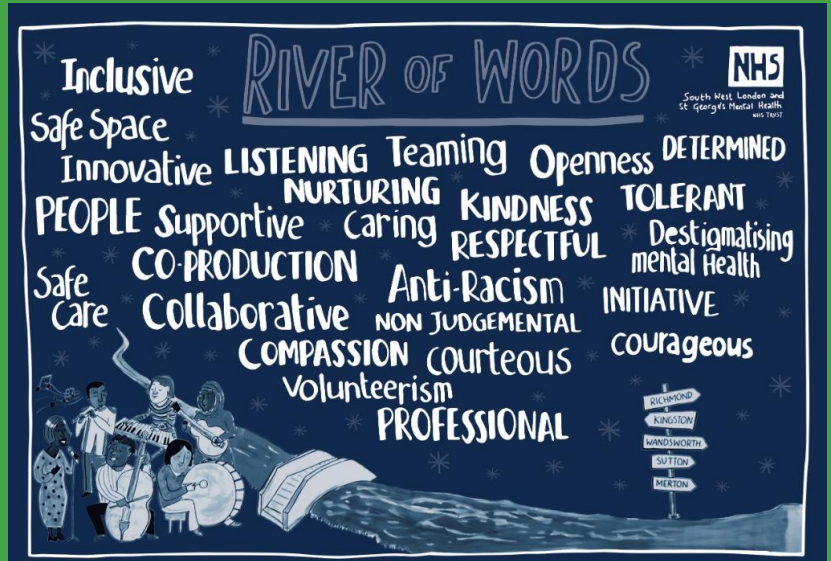
We are a teaching Trust and provide education, training and research in partnership with a number of universities.

We are digitally advanced: we understand the positive impact digital can have on patient choice, care and treatment, as well as staff experience.

We believe that a **great staff experience leads to a good patient experience**. We therefore provide agile working opportunities, career development, feedback mechanisms and benefits.

Collaboration and partnership are crucial to how we work. Together with South London and Maudsley NHS Foundation Trust and Oxleas NHS Foundation Trust, we are part of the South London Partnership. We also play a leading role in the South West London Integrated Care System and work at borough levels with many local community organisations.

Come and join our inclusive teams and help our patients on their recovery journey.

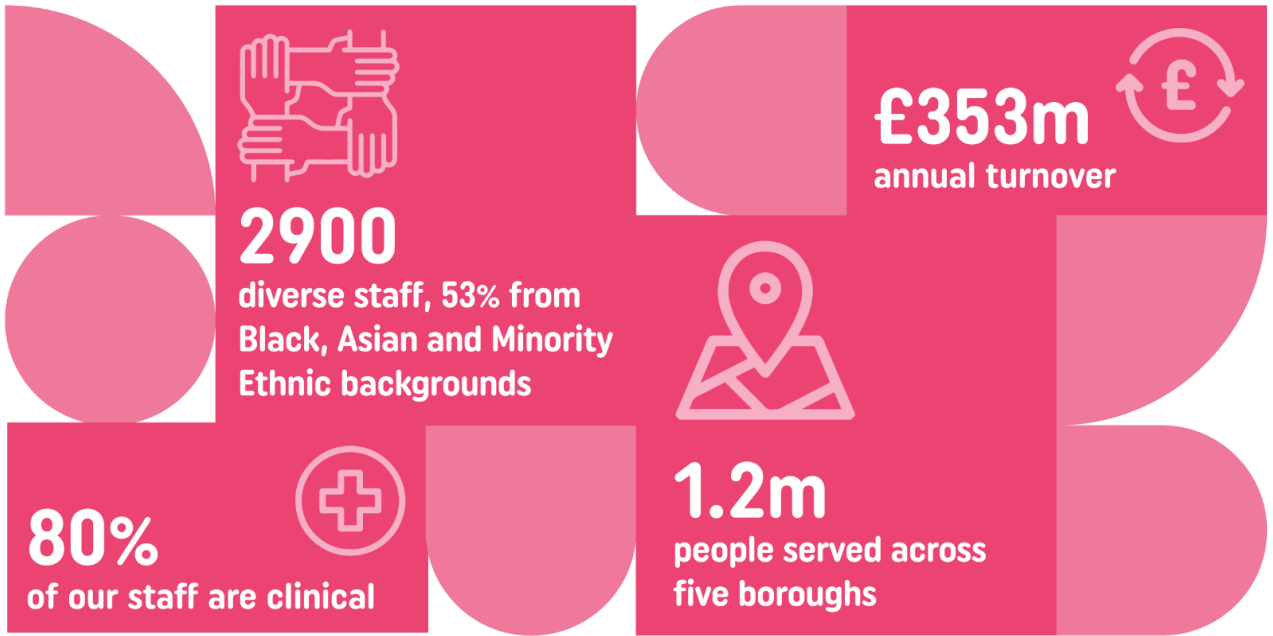


About us

Our Trust in numbers



About us



About our services

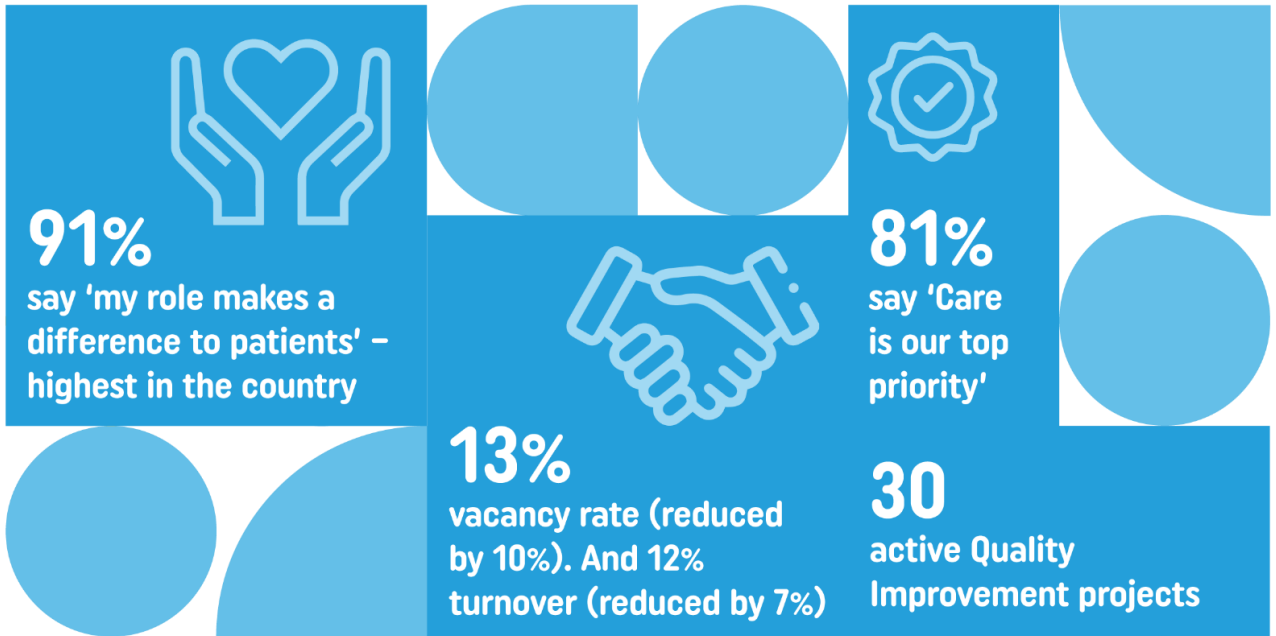


About us

Our Trust in numbers



Staff experience



Patient experience



About us

Our strategy: mission, ambition and values



Our vision:
Our mission:

Patients are at the heart of all our delivery. Working in partnership, by 2031, we want everyone who uses our services to have excellent, timely, personalised and recovery focused mental health support.



Making Life Better Together

Our ambitions:



Our values and principles guide everything we do

-  **Respectful**
-  **Consistent**
-  **Collaborative**
-  **Open**
-  **Compassionate**

We are:

- actively anti-racist and inclusive
- ambitious for mental health
- patient-centred, clinically-led and expertly-managed
- digital first and accessible 24/7
- evidence-based and consistent
- rooted in our communities
- continuously improving and building confidence across the system

About us

Our Board and Executive Advisory Group



The Trust Board

The Board leads the Trust and provides a framework of governance within which high quality mental health and social care services are delivered to the communities we serve in south west London and nationally.

Chief Executive and Chair



Chief Executive
Vanessa Ford



Chair
Ann Beasley

Executive Directors



Chief Medical Officer
Dr Billy Boland



Chief Operating Officer
Aliston Ntuli



Chief Finance & Performance Officer and Deputy
Philip Murray



Chief Nursing Officer
Sharon Spain



Chief People Officer
Katherine Robinson



Integrated Programme Director
Ian Gorington



Director of Communications and Stakeholder Engagement
Janna Khalifan



Chief Strategy Officer
Amy Scammell

Non - Executive Directors



Non-Executive Director
Sola Atuape



Non-Executive Director
Juliet Armstrong



Non-Executive Director
Jonathan Warren



Non-Executive Director
Ebele Akoje



Non-Executive Director
Steve Giffard



Associate Non-Executive Director
James Watson-O'Neill



Associate Non-Executive Director
Dr Iram Sattar

The Executive Advisory Committee

The Executive Advisory Committee is part of our commitment to ensuring diverse representation in our decision making.

Co-chairs



Co-Chair
Noel Brown



Chief Executive
Vanessa Ford

Members



Our values into actions

RACISM STOPS HERE

BE PART OF THE SOLUTION

We are respectful of our differences and celebrate our diversity.

We acknowledge that racism exists and openly call it out.

We collaborate and listen to people who aren't often heard.

We are compassionate and believe people's experience of racism.

We consistently role model actively anti-racist behaviours.

About us

Our Integrated Care System



We are an active partner in the South West London Integrated Care System (ICS), which serves over 1.5 million residents across six boroughs. Bringing together NHS organisations, local authorities and community partners, it works collaboratively to:

- Understand local needs and inequalities
- Develop long-term population health strategy
- Commission services and allocate resources
- Monitor performance and improve outcomes

The Integrated Care Board (ICB) leads the planning and commissioning of NHS services across the system. In 2025, South West London and South East London ICBs established a formal cluster arrangement, sharing senior leadership while remaining separate statutory organisations. This partnership strengthens strategic commissioning across south London.

The NHS in South West London has developed a Mental Health Strategy setting out the ways it will improve and support the mental health of everyone who lives, work or studies in Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth over the next five years.

Our vision is to make South West London the best place to live for emotional wellbeing, with everyone having access to high quality, accessible wellbeing and mental health services. We will do this through:

1

Prevention and early support including:

- a) Support for children and young people and families
- b) Healthy environments
- c) Mental health literacy and reducing stigma

2

Bio-psycho-social model including:

- a) Physical healthcare for people with SMI
- b) Neighbourhood teams & integration
- c) Complex needs & co-occurring issues

3

Inequalities including:

- a) At risk communities
- b) Unwarranted variation

4

Timely access including:

- a) Least restrictive care & recovery
- b) Waiting times
- c) Transitions
- d) Discharge

About these roles



The Trust is looking to recruit two Non-Executive Directors to replace two members of its Board.

Working collaboratively as part of a unitary board, you will contribute to the development of strategy, support long-term sustainability and help ensure the Trust continues to provide safe, effective and compassionate care. You will also work closely with executive colleagues and partners across the wider health and care system to support system-wide thinking and collaborative leadership in partnership.

The successful candidates will demonstrate sound judgement, strategic thinking and the ability to provide constructive challenge while building positive and collaborative working relationships. Our successful candidates will be passionate about tackling health inequalities.

We particularly want to encourage candidates from groups currently under represented in NHS Board roles.

All Non-Executive Directors must champion the standards of public life – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. All Board roles are subject to NHS England's [Leadership Competency Framework](#).

For these roles, it would be preferable that applicants should live in or have strong connections with the area served by the Trust.

On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken. The remuneration payable for this role is £13,000 per annum for a 3 year term.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England makes a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on the [NHS England website](#).



Person Specification



Non-Executive Director - Chair of Audit Committee

Supporting the Board to keep the highest standards of governance, assurance and accountability. You will provide constructive support and challenge across areas including financial reporting, risk management, internal control and organisational performance.

We are looking for a senior leader with substantial experience operating at Board or senior leadership level within a complex organisation, ideally within the NHS, wider public sector or a similarly regulated environment. We are particularly interested in hearing from candidates who bring significant financial leadership experience, alongside a recognised financial qualification and relevant professional registration.

- Strong understanding of governance, audit, risk and assurance
- The ability to interpret complex financial information and support robust decision-making
- Experience of leading within complex and changing environments
- Commitment to equality, inclusion and compassionate leadership
- An understanding of partnership working across organisational boundaries
- Excellent interpersonal and communication skills

Non-Executive Director - Clinical

As a Non-Executive Director, you will come from a strong senior clinical background in psychiatry or psychology or as an allied health professional. You will enhance oversight of Trust quality, safety, and patient experience, ensuring its effective operation and alignment with Board priorities.

You will offer robust scrutiny and assurance on quality, patient safety, clinical effectiveness and patient experience, as well as supporting a culture of openness, learning and continuous improvement across the Trust.

About you

Recruitment timetable

and how to apply



Apply for the role via the GatenbySanderson website here: www.gatenbysanderson.com . The closing date for applications is Monday 6th July.

Applications should include:

- An up to date copy of your CV, along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements.
- A completed Fit and Proper Person Form - the template can be downloaded from the same place as the job description.
- Detail any employment or education gaps.
- The names, positions, organisations and contact details for two referees, one of whom should be your current or most recent position. Please note, should you be appointed, you will be required to provide references covering your last 6 years of employment. Where there have been gaps in employment, this six-year period will be extended accordingly. **We would not approach these referees before the shortlist stage, and only with your permission.**
- Let us know any difficulty with the indicative timetable.

Once you have submitted your application, you will receive an automated email to confirm that you have applied. If you do not receive this email, please make contact with GatenbySanderson.

For a confidential discussion, contact our executive search partners at GatenbySanderson:

- Carmel Bell - carmel.bell@gatenbysanderson.com
- Melanie Shearer - melanie.shearer@gatenbysanderson.com
- Jim Canning - jim.canning@gatenbysanderson.com

Closing date for applications: 6th July 2026

Final panel interviews: Mid – end of July





Making Life
Better Together

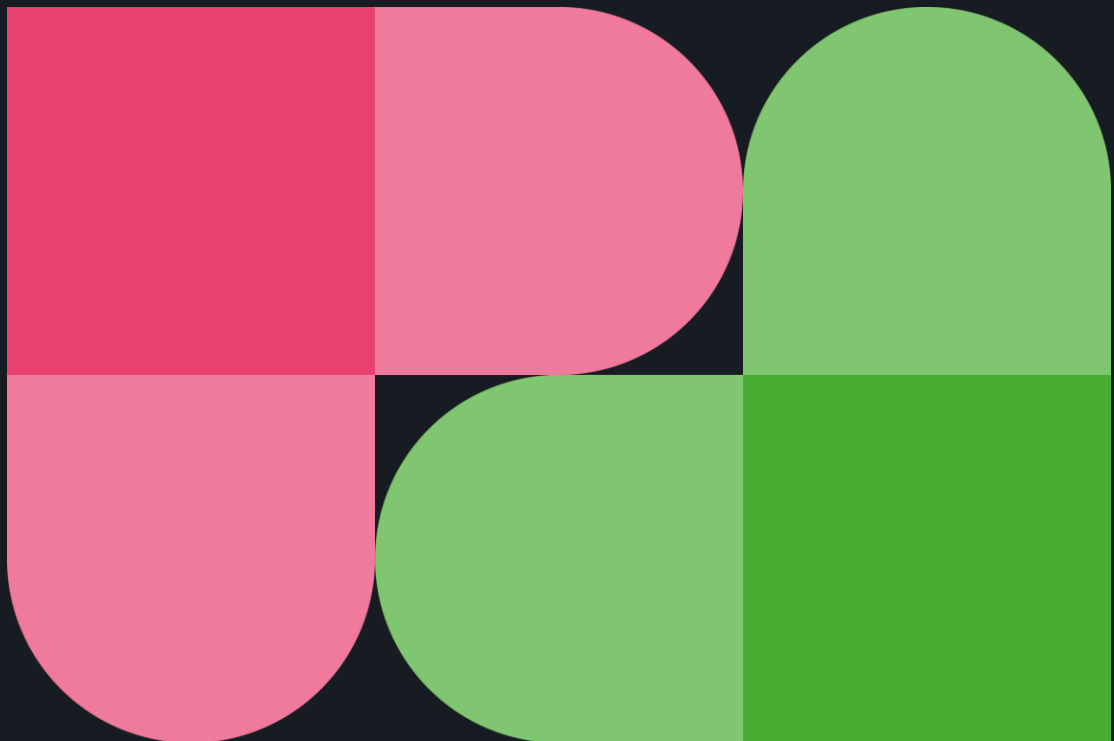
NHS

South West London and
St George's Mental Health
NHS Trust

Thank you

Website: www.swlstg.nhs.uk

Join us on social



 Respectful

 Open

 Collaborative

 Compassionate

 Consistent

PUBLIC