

# Guy's and St Thomas Foundation Trustee Candidate Pack

2023

Guy's &  
St Thomas'  
Foundation



## In this pack

- Welcome from the Trustees
- The opportunity
- Who we are
- What we fund
- Person Specification
- Commitment to Equity, Diversity & Inclusion
- Our team
- How to apply



# Welcome from the Trustee Board

For over 500 years, we've been a constant in London's ever-changing landscape, at the leading edge of health. Our home in the heart of a global city is vibrant and diverse, but it is also a place with stark health inequity. As an independent foundation, we invest, partner, engage and influence to come at big health challenges from all angles. Through our family of forward-looking organisations, we collaborate with our communities, partners and hospitals, and use our assets to transform lives. We look to increase our impact by sharing and connecting with others working on better health – from our part of the city to cities around the world.

Beyond our many partners, at the heart of our success are our staff, our committee members and our Trustees. With a wealth of senior experience from a diverse range of sectors, including health, technology, investment and property, our Committee Members and Trustees enjoy a strong connection to our mission and exceptional collaboration with the executive team.

Thank you for your interest in becoming a part of what we do, and we hope you will choose to apply. We welcome all applications and our Board is committed to ensuring we reflect as much as possible across the organisation the diversity of the city we serve.

Becoming a healthier society is a collective endeavour, and what you bring to us would play a very important role.



## The Trustee Board



**Helen Bailey**  
Trustee



**Paul Brown**  
Trustee



**Susanne Given**  
Trustee (Vice-Chair)



**Tom Joy**  
Trustee



**Dr Nikita Kanani**  
Trustee



**Ron Kerr**  
Trustee



**Yasemin Lamy**  
Trustee



**Dr Danny  
Sriskandarajah**  
Trustee



**Katherine Ward**  
Trustee



# The opportunity

## Overview

We are an independent charity, and one of the largest health-focused endowments in the UK. Our mission is to build the foundations of a society that helps everyone stay healthier for longer.

We back people and ideas to drive more equitable health, aiming to ensure everyone has what they need to have the best possible health. Historically associated with Guy's and St. Thomas' hospitals, and still working in close partnership with Guy's and St. Thomas' NHS Foundation Trust, today we work innovatively and collaboratively with all parts of society, from communities and grassroots organisations to medical organisations, universities, charities, government and private companies.

We are place-focused: the inner city London boroughs of Lambeth and Southwark are where most of our work takes place, and we aim to improve the health of our place and to have local, national and global influence through sharing our experience of what works. We fundraise for the NHS Trust through our partners KCL, and cover the costs of fundraising from the endowment so that all donations go to the work of the Trust.

## The opportunity

We are seeking a new Trustee to join our Board and further support the good governance of the Charity.

In particular, we are looking for people with personal experience of the health issues we work on. We are also interested in hearing from people living in Lambeth and Southward or places with similar health inequities

## Role and Responsibilities

### Mission and Strategy:

- In line with its charitable purposes, analysing and contributing positively to the mission, strategic development and vision of the Foundation and long-term plans for the Foundation and its beneficiaries;
- holding the Chief Executive and Executive Team to account for the effective management and delivery of the Foundation's strategic aims and objectives, where appropriate;
- safeguarding the good name and reputation of the Foundation;
- building and maintaining close relations between the Foundation's various constituencies and stakeholder groups to promote the effective operation of the Foundation's activities;
- promoting the Foundation and its work to fulfil its charitable objects and provide public benefit;
- managing the Foundation's resources so as to optimise impact and the delivery of the Foundation's objects;
- promoting diversity, equity and inclusion both at board level and throughout the Foundation; and
- setting the tone for the Foundation through leadership, behaviour and performance.



## Role and Responsibilities

### (continued)

#### Governance and Board Activities:

- participating fully in the work of the Board, ensuring the collective responsibility of the Board;
- attending and participating in the scheduled and ad hoc meetings of the Board;
- membership and, where relevant, chairing of Foundation committees;
- actively engaging in and committing to the delivery of the Board's diversity, equity and inclusion action plan;
- maintaining the Trustees' commitment to board diversity, renewal and succession management in line with the Foundation's governing documents and the Foundation's Equity, Diversity and Inclusion Action Plan;
- participating in a board induction, any training and other evaluation identified as an individual and as part of the Board or Foundation committee;
- demonstrating inclusive behaviours;
- undergoing an individual and Board performance appraisal, and attending any additional training highlighted as a result of the evaluation process;
- maintaining absolute confidentiality about all aspects of the Trustees' business, bearing in mind the overriding legal obligations placed upon trustees;
- ensuring that appropriate procedures, processes and controls are in place and followed;
- managing potential conflicts of interest to ensure probity is maintained and there is appropriate transparency; and
- identifying and assessing risks and opportunities for the Foundation, determining which are appropriate or desirable.

#### Performance management:

- ensuring the effective implementation of Board decisions by the Chief Executive and the Executive Team, where appropriate;
- ensuring a fully effective and appropriate system for the recruitment, appointment and monitoring of the work and activities of the Chief Executive and, where applicable, other members of the Executive Team;
- setting challenging objectives for improving performance and monitoring performance against those targets, including, but not limited to, objectives relating to diversity, equity and inclusion; and
- paying due regard to ensure that any key performance indicators are in alignment with the Foundation's culture and mission.









## Who we are

We're an independent foundation. We invest in a healthier society, backing people and ideas to drive more equitable health.

For over 500 years, we've been a constant in London's ever-changing landscape, at the leading edge of health.

Our home in the heart of a global city is vibrant and diverse, but it is also a place with stark health inequality.

Our commitment and work are backed by our endowment, which allows us to take a long-term view while addressing the real and urgent health issues of today. We focus on backing people and ideas to drive more equitable health.

**At Guy's & St Thomas' Foundation, our mission is clear – to build the foundations of a healthier society.**





## Our Endowment

The Foundation holds close to 1bn GBP within its endowment, in the form both of securities and of property, with substantial property development underway over the next ten years. By April 2022 we will have deployed nearly 140m of charitable spending over the previous 5 years. In our role as an investor, we are working towards a portfolio where our investments achieve both financial returns and health impact. Of our £600m in financial investments, £120m is in healthcare and biotechnology. We aim for all our investments to meet recognised ethical, environmental and governance standards and to be consistent with our values and our need to generate financial returns. In addition, we work to engage and influence others to improve corporate and investment behaviours and create the conditions that support more equitable health.



## What we fund

**Some of the projects we have funded over the past financial year are detailed below:**

### Impact on Urban Health (our programmatic function)

#### Health Effects of Air Pollution Programme:

.Launching the Clear the Air campaign at COP26 with Asthma + Lung UK in November 2021, and contributing £200,000 to raise awareness of air pollution, gather stories from people most affected, and bring those stories to policymakers. Over the course of the campaign, Asthma + Lung UK delivered two major reports, engaged with 91 MPs, recruited 57 storytellers and organised seven events with politicians and decision makers. Media engagement reached almost a billion impressions, including coverage in the daily press.

#### Children's Mental Health Programme:

Supporting Loughborough Community Centre with £700,000 to continue delivering services that respond to families' needs during the cost-of-living crisis.

#### Multiple Long-Term Conditions Programme:

Investing £925,000 to trial Financial Shield's model for accessing debt advice through GPs in partnership with the Centre for Responsible Credit, helping to address rapidly rising levels of debt and related health issues for over 400 people in Lambeth and Southwark.

#### Childhood Obesity Programme:

Investing £2.1m to develop the pilot Healthy Zones project. In partnership with School Food Matters, the project is now being rolled out to 80 schools in Lambeth and Southwark to develop an approach to food and nutrition that puts children's health first.

### Innovation

Our innovation function explores issues such as trust, systemic inequalities in health systems and health equity, community engagement and empowerment, innovative funding practices, digital inclusion, and more. Last year, we allocated an additional £1.3m to 25 Black and minority-led organisations in Lambeth and Southwark that are still experiencing the impact of the Covid-19 pandemic. The funding will help to provide additional space for building capacity and financial resilience, develop strategic relationships and explore networking opportunities.

## What we fund (continued)

### Charities (our three fundraising charities that raise funds to support patients and staff at Guy's and St Thomas' NHS Foundation Trust)

We collaborated with NHS Charities Together and four other NHS charities to fund a £630,000 Long Covid project, co-designed with patients, that will create a new blueprint for care

We invested £2m in a staff psychological and spiritual care programme to help the dedicated teams at Guy's and St Thomas' recover from the pandemic.

Donations totalling £6m funded the opening of Guy's Head and Neck Cancer Centre in July 2021, with the aim of speeding up detection and diagnosis, enhancing treatments, minimising the impact of side-effects, and reducing the recurrence of cancer.

Donations of £47,000 have funded three specialist incubators so even the smallest and most vulnerable babies can be safely transported.

### Transformational Leadership Programme

Together with Do It Now Now and Inclusive Boards, we're testing how professional development for Black leaders in our communities can support our ambitions to reduce health inequities, alongside supporting organisations to strengthen their diversity, equity and inclusion (DEI) strategies.





## Person specification

The Charity Commission summarises the legal duties of charity trustees in its guidance, [The Essential Trustee](#).

The ideal candidate will have expertise/experience in addition to the following criteria:

- High level of understanding and interest in the issues the Foundation seeks to address;
- A commitment to the mission and values of the Foundation and to applying inclusive approaches;
- Ability to apply lived experiences of health or other inequalities, inequity and inclusive values and/or apply lived experience or understanding of the inequalities that exist within our place;
- Highly developed interpersonal and communication skills;
- Ability to understand complex strategic issues, analyse and resolve difficult problems;
- Sound, independent judgement, common sense and diplomacy;
- High standards of personal integrity and probity;
- Sound knowledge of governance;
- Willingness and ability to advance the Foundation externally;
- Sufficient time and commitment to fulfil the role; and
- Attitudes and behaviours that maintain and foster an inclusive culture and to work with peers from a diverse range of personal and professional backgrounds



# COMMITMENT TO EQUITY, DIVERSITY & INCLUSION

Guy's and St Thomas' Foundation is an equal opportunities employer, committed to equal opportunities policies. We welcome applications from all backgrounds so that our board mirrors the community we serve. We welcome applications from anyone regardless of ethnicity, heritage, disability, gender, sexuality, religion, socio-economic background or other differences.

Guy's & St Thomas' Foundation is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare and care costs whilst you are at interviews.
- Paying for your travel costs to the office and back for interviews.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.





## Our team

Key to the Foundation's governance, the Board is currently composed of nine Trustees. The Board meets six times per year. The Trustees lead and have ultimate responsibility for Guy's and St Thomas' Charity (the Foundation). They are responsible for directing the Foundation's affairs, providing appropriate oversight of delegated activity undertaken by the Foundation's Executive Team, governance and leadership to the Foundation in the pursuit of its strategies to fulfil its mission.

The foundation's executive team is led by Kieron Boyle. Kieron has been our Chief Executive since 2016 and is a leading voice on urban health. Since beginning his career at the Boston Consulting Group, Kieron has worked across the public sector at No.10, the Department for Business and the Foreign and Commonwealth Office. He headed the UK government's work on impact investment from the Cabinet Office. He is currently on the board of the Southbank Centre, Big Society Capital and the Design Council.

## Our staff

The staff team of approximately 100 people comprises professional expertise in finance, property, healthcare, fundraising, venture philanthropy, social investment, private equity, art and heritage and communications. Find out details

**of the full team at [gsttfoundation.org.uk](https://gsttfoundation.org.uk)**









A vertical photograph on the left side of the page shows a park scene. In the background, there are large, leafless trees and a brick building with large windows. In the foreground, there is a grassy area, a metal railing, and a dark, possibly paved or wet surface.

# How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Guy's & St Thomas' Foundation. If you wish to apply for this position, please supply the following by 23.59 12/02/2023.


- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.

If you have any questions or would like to arrange a call to discuss the role please email [GSTF@inclusiveboards.co.uk](mailto:GSTF@inclusiveboards.co.uk) or call 0207 267 8369.

**Please send your CV and cover letter to [GSTF@inclusiveboards.co.uk](mailto:GSTF@inclusiveboards.co.uk) or visit [www.inclusiveboards.co.uk/opportunities](http://www.inclusiveboards.co.uk/opportunities) to apply online.**

Trustees are appointed by the then current Board following an open competitive process. Term periods are 4 years, subject to a maximum 10-year term (unless the Board unanimously agrees that exceptional circumstances justify a longer term), in line with the Foundation's articles of association.



A young man is skateboarding on a city street at sunset. He is wearing a white t-shirt with a graphic, mustard-colored shorts, and brown sneakers. The background shows a red double-decker bus, trees, and buildings. The lighting is warm and golden, creating long shadows on the pavement.

Guy's & St Thomas'  
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Guy's &  
St Thomas'  
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# INCLUSIVE BOARDS

## About Us

*Inclusive Boards* is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

## Why Not Get in Touch?

If you think we can help to improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

If you aspire to join a Board, you can sign up to become a candidate on our website and be notified of the latest opportunities as and when they become available.

[www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk)



@InclusiveBoards



<https://linkedin.com/company/inclusive-boards>

