

# Co-opted Committee Member

Candidate Pack 2026



INCLUSIVE BOARDS

Impact  
on **Urban**  
**Health**<sup>1</sup>



# Welcome from our Executive Director

Thank you for your interest in becoming a co-opted member of the Impact on Urban Health Committee.

In recent years, Impact on Urban Health has achieved meaningful progress across Lambeth and Southwark. Working with residents, community organisations, anchor institutions and national partners, we have supported change that is beginning to shift systems: families accessing support with dignity, schools becoming hubs of wider wellbeing, cleaner air around hospitals, and work that strengthens financial security for people under the greatest strain. These achievements matter. They show what is possible when evidence, lived experience and committed partnership come together with purpose.

This recruitment represents our next step in our journey, a step we've been working towards for some time. We want to see lasting reductions in the health inequalities across our boroughs, so we must ensure that people with deep insight into local realities help shape the decisions that guide our work.

For the first time, we are bringing community-rooted members directly into our governance. This is not a symbolic gesture. It reflects our belief that the expertise needed to guide our strategy does not sit solely inside formal institutions. It lives in residents who have organised, cared for others, challenged unfair systems and worked for change in their communities. As co-opted members, you will play a vital role in strengthening how we make decisions and how we steward the resources entrusted to us.

I am proud of the work our teams have delivered so far, and equally clear that we are entering a new and necessary phase one that asks us to share power with intention and humility. We will support you with training, preparation and an environment that values honest challenge, collaboration and clarity.

If you want to help guide the next chapter of our mission to build fairer health outcomes in Lambeth and Southwark, and beyond, we would be delighted to receive your application.

**Peter Babudu**

Executive Director, Impact on Urban Health


A photograph of a man from the back, wearing a dark tank top and a black baseball cap, looking out a large window. The window reflects the city street outside, showing blurred figures of people and buildings. Inside the room, a poster on the wall reads 'GOALS OF THE WEEK' and 'Be a forerunner'.

# About Impact on Urban Health

Poor health, poverty and racism are deeply connected. Poverty causes bad health and bad health worsens poverty. Racism means minoritised communities are more likely to be living in poverty and have poor health as a result. We see these connections most starkly in urban areas where poverty and affluence sit side by side. People living just streets apart can be worlds apart in their health. This is why we focus on urban health. We believe cities are the best places to find ways to break these links.

We address these health inequalities by focusing on a few complex health issues that disproportionately impact people living in cities:

- children's health and food
- financial foundations for adult health
- the health effects of air pollution
- children's mental health.



**We collaborate with partners and share what we learn to build health equity for people in Lambeth and Southwark and beyond. Using our funding and expertise, we back home-grown initiatives, evidence-based approaches and exciting, brand-new ideas.**

**As a funder, we concentrate our efforts where evidence shows we will have the greatest impact and then layer up multiple initiatives that approach the issue from different angles. We combine lived experience with evidence to shape solutions, share what we learn, and influence systems so more people can live healthy lives.**





# Join us to improve health equity in Lambeth and Southwark

We're looking for people who want to use their insight and experience to help shape decisions that improve health and reduce inequality. To do this, we are recruiting for the first time first time recruiting co-opted members to help us govern our organisation as members of the Impact on Urban Health Committee.

As a co-opted Member of the Impact on Urban Health Committee, you would be invited to join because of the skills, experience, or community insight you bring. Co-opted members are not trustees or employees, but they play a full part in discussions, have equal voting rights, and share the same responsibilities as other committee members.

In this role, you'll influence strategy, decide on major funding proposals, and ensure the voices and realities of local communities are reflected in our work.

## **Reports to:**

Chair of Impact on Urban Health Committee

## **Term:**

Up to 3 years (renewable once)

## **Time commitment:**

10–13 days per year

## **Remuneration:**

£500/day for an expected 10-13 days/year

## **Number of roles:**

3 Total

- Two new members will also join our Executive Investment Committee



# What's in it for you?

Serving as a Co-opted Member of the Impact on Urban Health Committee (and the Executive Investment Committee) is an opportunity to make a direct and lasting difference in Lambeth and Southwark.

## You will:

### Shape important decisions

Influence strategy and funding decisions on millions of pounds of investment in local health and wellbeing.

### Bring your experience to the table

Ensure lived experience, community voice, and specialist skills are reflected in how we work.

### Learn and grow

Access training in governance, finance, and leadership, plus a buddy system for support.

### Build your network

Work alongside senior leaders, community changemakers, and decision-makers from diverse sectors.



# Our commitment to equity, diversity & inclusion

We actively encourage applications from people reflecting the diversity of Lambeth and Southwark. We aim to be inclusive and representative, with an environment where all members can thrive. We welcome applications from anyone regardless of age, disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background or other difference.

**We are deeply committed to inclusive working practices, so during the application process we commit to:**

- Paying for care and childcare whilst you are at interviews.
- Paying for your travel costs to the office and back for interviews held in person.
- 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.

**If successfully appointed to the role, we also provide:**

- A dedicated staff liaison for practical support.
- Structured induction and jargon-free briefing packs.
- Accessibility adjustments (e.g. plain-English summaries, pre-meeting calls, interpreters).
- Funding for childcare support where needed to enable participation.
- Reimbursement for reasonable travel expenses.
- Regular feedback opportunities and six-month reviews.

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



# About the roles

## Responsibilities:

### Committee contributions:

- Attend at least two Impact on Urban Health Committee meetings each year, plus one annual learning session
- Contribute to strategic oversight and ensure our programmes prioritise health equity
- Review and advise on funding proposals over £2m
- Vote on Committee recommendations (equal voting rights)

### Community insight:

- Bring lived-experience perspectives on health inequalities in Lambeth and Southwark
- Challenge assumptions to ensure decisions reflect community priorities
- Gather insights from your networks

### Learning and improvement:

- Take part in induction, training, and ongoing development
- Contribute to Committee self-assessment and suggest improvements

### Conduct and compliance:

- Meet HMRC's Fit and Proper Person requirements (guidance provided)
- Declare conflicts of interest and maintain confidentiality
- Follow the Committee's Terms of Reference and governance standards



## Additional duties for Co-opted EIC Members:

**Two of the three people we recruit will join our Executive Investment Committee (EIC). If you join the EIC, you will:**

- Decide on funding proposals between £150k and £2m and advise on larger ones going to the Board
- Assess financial, impact, and risk considerations
- Attend 4–8 EIC meetings per year

## Additional duties for Non-EIC Co-opted Members:

In addition to their responsibilities as members of the Impact on Urban Health Committee, these members will take a lead role in activities that strengthen the Committee's connection to our partners, communities, and staff. This may include:

### **Events and public engagement**

Attending Impact on Urban Health or partner events and contributing to discussions, panels, or learning sessions.

### **Partner and stakeholder meetings**

Joining selected meetings with funded partners, prospective applicants, or sector stakeholders to listen, provide insight, and help strengthen relationships.

### **Relationship brokering**

Making introductions to relevant individuals or organisations to help advance Impact on Urban Health's work.

### **Supporting recruitment**

Participating in recruitment processes for relevant roles or advisory groups.

### **Ambassador activity**

Representing Impact on Urban Health externally and sharing our work in line with our communications guidance

These activities will be planned with adequate notice and coordinated with the Impact on Urban Health team.



# Who we're looking for

We want a mix of perspectives and experiences across our Co-opted Members.

All candidates must be either a resident of Lambeth or Southwark, or have a meaningful, ongoing connection to the local community. This may be through lived experience of local health inequalities, deep and sustained involvement in community life (e.g., caring responsibilities, volunteering, community leadership), or other direct roles that provide insight into local realities.

## **The ideal candidates must also:**

- Be strongly committed to equity, diversity, and inclusion
- Be confident in contributing to group discussions in a formal setting
- Have integrity, good judgement, and respect for confidentiality
- Be reliable and able to prepare for meetings in advance
- Comfort with basic digital tools (email, MS Teams, document readers)

## **Desirable (not essential):**

- Proven community leadership experience, ideally within Lambeth or Southwark (we also welcome leadership in other locations)
- Experience contributing to group decision-making (e.g., in a board, steering group, or community panel)

**No prior governance experience is required — we provide full induction, training, and ongoing support.**



# Skills we are seeking

## You only need one of these priority skills to apply:

### **Tackling Inequity and Structural Racism**

Work focused on anti-racism, diversity, equity and inclusion, addressing discrimination in services or policy, or ensuring marginalised communities shape decisions.

### **Community Power and Collective Action**

Work that involves community organising, power-building, strengthening local leadership, or supporting communities to influence decisions.

### **Climate and Environmental Impact on Health**

Work on climate justice, sustainability, environmental risks to health, or supporting communities most affected by climate-related harms.

## Other skills we would value:

### **Anchor-Institution Partnerships**

Building relationships with major local institutions (e.g., hospitals, universities, housing associations) to influence their work for community benefit.

### **Strategic Communications & Narrative Change**

Creating messages and campaigns that shift public understanding, shape debate, and influence opinion.





# Additional information

## Time commitment

**All Co-opted Members:** Around 10–13 days per year.

### **Impact on Urban Health Committee:**

- Approximately 5 meetings a year (hybrid, typically late afternoon)
- Pre-reading for each meeting (~2–4 hours)

### **EIC Members:**

- 6–8 meetings a year (hybrid, typically early afternoon)
- Pre-reading (~2–4 hours per meeting)

## Eligibility

You must be 18 years or older to apply.

You must have the legal Right to Work in the UK to receive the remuneration for this role.

### **Funding status and independence**

We welcome applications from people who have, or plan to seek, Impact on Urban Health funding. Any potential conflicts will be considered during shortlisting and interview, however, candidates without existing or planned funding will be preferred.





# How to apply

## Pre-Application Q&A session

Impact on Urban Health will host a pre-application Q&A session at **13:00 on 29/01/2026**: [Please join us on this link.](#)

- Meeting ID: 326 654 910 772 7
- Passcode: j8jM68dt

If you are unable to attend, a recording of this session will be available upon request, please email [IOUH@inclusiveboards.co.uk](mailto:IOUH@inclusiveboards.co.uk) or call 0207 267 8369.

## Application

The recruitment process is being undertaken by Inclusive Boards on behalf of Impact on Urban Health. If you wish to apply for this position, **please complete the [Application form](#) by 11:59pm 15/02/2026.**

**[Please complete our diversity monitoring form found here.](#)** The information you provide will stay confidential, and will be reviewed and processed separately from the application you make.

## Assessment

Your application will be assessed against the person specification outlined in this candidate pack.

Shortlist interviews will take on the following dates:

- 09/03/2026: Inequity and Structural Racism role.
- 11/03/2026: Community Power and Collective Action role.
- 12/03/2026: Climate and Environmental Impact on Health role.

Interviews will take place in person at The Grain House 46 Loman Street London SE1 0EH.

**If you require any support or have further questions after reading this pack, please email [IOUH@inclusiveboards.co.uk](mailto:IOUH@inclusiveboards.co.uk) or call 0207 267 8369.**

# 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.

## Contact us today

Improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

To join a Board, sign up to become a candidate via 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://twitter.com/InclusiveBoards)



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

