



**LONDON'S
AIR AMBULANCE
CHARITY**



**TRUSTEE
CANDIDATE
PACK**

INTRODUCTION FROM BOB FORSYTH, OUR CHAIR OF TRUSTEES



Thank you for your interest in becoming a trustee at London's Air Ambulance Charity. I hope you enjoy learning more about us from this pack and by browsing our website. Of course I would be delighted if this leads you to make an application.

London's Air Ambulance Charity provides London with world-class, complex medical care when a life is on the line. Since we were founded in 1989, we have treated over 50,000 patients and attended all of the major incidents in London including 7/7, the Grenfell Tower fire and the London Bridge terror incident.

Working in partnership with Barts Health NHS Trust and the London Ambulance Service, London's Air Ambulance has pioneered a number of world firsts in pre-hospital care: we constantly strive not only to save more lives every day, but share our knowledge within the trauma community, the learnings so painfully garnered on scene.

Our vision is to bring hope to every one of our patients across London, when they need us most, where they need us most. Our mission is to use everything we know, our specialist skills and unmatched experience to save lives and ensure the best outcomes for every one of our patients and their families. Our new 15 year strategy has been created with these aims in mind, ensuring we will invest in research and interventions that will continue to push the boundaries of pre-hospital care.

As is explained in more detail in this pack, we're looking to recruit new trustees to expand and refresh our skillsets on the board, following the retirements by rotation of trustees. Mindful of the diversity in the city we serve, we're keen to diversify our leadership and welcome applications from all.

You'll be joining a dynamic, energised and free-thinking board. We're passionate about our need to be the best we can be to serve the outstanding frontline crews – the doctors, paramedics, pilots and fire crews – as well as our unbelievably committed and professional executive team, charity staff and army of volunteers.

It's a stimulating, challenging and rewarding environment for dedicated trustees. It would be great if you were to become part of it.

A handwritten signature in black ink that reads "R. Forsyth". The signature is written in a cursive, slightly stylized font.

Bob Forsyth
Chair of Trustees



ABOUT US
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TRAUMA DOESN'T STOP. NEITHER DO WE.

London's Air Ambulance provides London with a unique team of expert doctors, paramedics and pilots who are dedicated to bringing world-class medical care to the scene when a life is on the line.

When someone suffers a life-threatening injury, only our team can provide them with the help they need, performing innovative procedures like open chest surgery and blood transfusions at the roadside, saving lives where others can't.

We can get there in time to make a difference thanks to our fleet of helicopters and rapid response cars. But we're a charity, with 95 per cent of our funding reliant on donations.

Only with the support of London can we continue to provide hope for the patient, today, tomorrow, always.

WHO WE ARE



OUR VISION

Our vision is to bring hope to every one of our patients across London, when they need us most, where they need us most.

OUR MISSION

Our mission is to use everything we know, our specialist skills and unmatched experience to save lives and ensure the best outcomes for every one of our patients and families.

OUR VALUES



Compassionate

We're kind, respectful and always keen to listen to feedback.



Courageous

We're prepared to achieve our mission in challenging environments.



Pioneering

We embrace and lead change through our innovation and creativity.





SUPPORTING OUR PATIENTS

JIM'S STORY

In July 2020, Jim was cycling in Catford, training for the British Triathlon Championship when a large lorry pushed him off the road.

"I was flipped underneath it," recalled Jim, "and dragged up the road for 80m. A motorcyclist flagged the lorry down and once we were stationary, I put my hand down. But the truck started moving again and my right arm went under the back wheels.

"I knew instantly I had lost the arm. I tried to get up, but I couldn't move – some of my arm was still trapped under the wheel. That's when the pain really kicked in."

Given the nature of incident, our advanced trauma team was dispatched within two minutes of the 999 call. On arrival, our team quickly administered ketamine to Jim which is a strong and fast-acting painkiller. He had suspected collapsed lungs caused by broken ribs, suspected intra-abdominal bleeding and a complete amputation of his right arm. A blood transfusion was given, alongside a roadside general anaesthetic. The team then performed surgical procedures to Jim's chest to release the trapped air that was causing his lungs to collapse.

The team then accompanied Jim to hospital, where he remained in a coma for six weeks.

After months of hard work, Jim is now back working for the NHS with patients who require prosthetics and running regularly.

"As far as London's Air Ambulance goes, I am very aware that if it had taken any longer to get that hospital treatment at the roadside, I would have died. I was very lucky to survive."

COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

London's Air Ambulance Charity 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.

London's Air Ambulance Charity is committed to inclusive working practices. During the application process we will:

- + Pay for childcare and care costs whilst you are at interviews
- + Pay for your travel costs to the office and back for interviews
- + Make any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them
- + Provide this document in a Word document format readily available to download
- + Offer 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're concerned about or think we could provide, please let us know.



OUR STRATEGY OUR STRATEGY OUR STRATEGY OUR STRATEGY OUR STRATEGY



HOPE ACROSS LONDON.

Our new 15 year strategy, launched in 2024, sets out our ambitious aims to make sure we can achieve our mission and ensure the best outcomes for our patients.

The strategy includes five objectives for the organisation, which will hold us accountable in delivering strategic research, further developing our education and training programmes and holding the patient at the centre of all we do.

You can read our [full strategy document here.](#)



THE ROLE AND RESPONSIBILITIES



The principal task of trustees is to ensure London's Air Ambulance Charity operates efficiently and effectively to fulfil its charitable objectives. Our trustees:

- + Safeguard London's Air Ambulance Charity's charitable objects, activities and values
- + Contribute actively to the board's role in shaping strategies
- + Oversee the financial sustainability of London's Air Ambulance Charity and ensure that appropriate financial controls and policies are in place and reviewed regularly
- + Ensure effective processes are in place for monitoring and managing risk
- + Galvanise support for the mission within the wider community and their own networks and act as ambassadors for the mission
- + Protect and manage the property of London's Air Ambulance Charity and ensure the proper investment of the organisation's funds
- + Devote the necessary time and effort to develop a good understanding of the charity and its activities
- + Drive improvements in the board's own performance to build an effective, high-performing team and a positive, energising and inclusive culture in the charity.

Rehabilitation of Offenders Act 1974

The charity meets the requirements under section (2) of the Rehabilitation of Offenders Act 1974 to ask exempted questions. Individuals who are offered employment are subject to a Basic Disclosure & Barring Service (DBS) check.

PERSON SPECIFICATION

To take up the critical role of trustee, individuals will be engaged and motivated in the vision, mission and values of London's Air Ambulance Charity. Commitment, engagement and reliability are key to fulfilling your responsibility as a trustee.

We're particularly interested to hear from candidates with skills in at least one of the following three areas:

- + Trauma network
- + UK fundraising, marketing and communications
- + Charity leadership.



Experience, attributes and skills:

- + Ability to build and sustain positive relationships with key stakeholders and colleagues to achieve organisational objectives
- + An ability to contribute to strategic discussions in a collegiate yet robust manner
- + A curious mindset with the ability to challenge constructively
- + A strong social and data impact focus
- + Understanding and awareness of risk management in a governance context
- + Financial acumen and/or business understanding
- + Ability to operate at both strategic and detailed levels, to navigate complexity and to make strategic financial and business decisions
- + A wholehearted commitment to the values, vision and mission of London's Air Ambulance Charity
- + A collaborative approach to problem solving and to management
- + Understanding of and investment in the role and responsibilities of a trustee
- + Sound, independent judgement, strategic vision and the ability to think creatively
- + A commitment to fairness and to promoting equality, diversity and inclusion.

Equal opportunities policy

London's Air Ambulance Limited is committed to eliminating any discrimination and promoting diversity and equality of opportunity in all it does. It's therefore London's Air Ambulance Limited's commitment to provide equal opportunities in employment and we will not unlawfully discriminate against job applicants, employees of the company, trustees, volunteers, workers or contract workers on the grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

ADDITIONAL INFORMATION

TIME COMMITMENT

The board meets six times a year, plus an annual strategy away day. We also usually hold two to three ad-hoc intra-board sessions focussing on key strategic topics (e.g regulatory risk) or a strategy review/refresh. Trustees are also encouraged to join board sub-committees and engage in charity activities/events, such as staff team away days, weekly stand-ups and fundraising events.

CONFLICT OF INTEREST

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

TERMS OF APPOINTMENT

An offer of appointment will be made once all candidates have been interviewed and will be subject to satisfactory completion of eligibility checks, including reference checks. If you're offered an appointment you'll receive a detailed summary of your main terms and conditions. Board members are appointed for a four year term and maybe eligible for reappointment for one additional term of up to four years.



LOCATION

Hybrid – a combination of in-person, primarily at our central London offices, and remote.

REMUNERATION

This role is unremunerated. Travel expenses as well as other out of pocket expenses directly incurred as part of official trustee business will be reimbursed.



"Appointing a trustee with a background in the trauma network would significantly strengthen the board's expertise and strategic oversight. The trauma network is complex, fast-moving and highly collaborative, requiring a deep understanding of clinical pathways, cross-agency working and the long-term impact of trauma on individuals and communities.

"A trustee with direct experience in this area would bring valuable insight into best practice, risk management and service integration, helping the board make more informed decisions and ensuring our governance is grounded in the realities faced by those delivering and receiving trauma-related care."

Dr Anne Weaver,
Medical Director,
London's Air Ambulance Charity

"Having fundraising and marketing expertise on the board is essential to our growth and ambition as a charity. This trustee will play a key role, working alongside us as well as constructively challenging us, on shaping our income and marketing strategy, supporting portfolio diversification and strengthening our long-term sustainability.

"Alongside the vital voice of our patients, we believe it's equally important that the voice of our donors is represented at the board. This role ensures their perspective helps guide our decisions and future direction."

Jayne Clarke,
Director of Fundraising and Marketing,
London's Air Ambulance Charity



HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of London's Air Ambulance. If you wish to apply for this position, please supply the following by **11.59pm on 19/04/2026**:

- + A detailed CV, setting out your career history, with responsibilities and achievements.
- + A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- + 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.

Please consider filling out **our diversity monitoring form**. The information provided to us is confidential, stored securely and separately from your application, and is only used to ensure we are meeting our obligations for equal opportunities under the Equality Act 2010.

If you have further questions after reading this pack, please email **LAA@inclusiveboards.co.uk** or call 0207 267 8369.

Please visit **www.inclusiveboards.co.uk/opportunities** to apply online or send your CV and cover letter to **LAA@inclusiveboards.co.uk**





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Registered Charity (801013)

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.

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



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