

CHIEF PEOPLE OFFICER

Candidate Pack 2026



This pack was created with you in mind.

We wanted to put something together that would give you a genuine feel for the organisation, the board, and the role itself.

Our hope is that this gives you an honest insight into BPAS and helps answer some of the questions you may have as you start to explore this opportunity.

You'll find a contents page which will help you easily navigate through the pack.

We're looking forward to getting to know you throughout the process!

BPAS
Agency Advisory

▶▶
next time.

CONTENTS

A WORD FROM THE CEO

ABOUT BPAS

THE CHIEF OFFICERS

THE BOARD

VALUES

PRESS & CAMPAIGNS

THE ROLE



A WORD FROM HEIDI

“

I joined BPAS two years ago and feel incredibly privileged to lead a healthcare charity that provides such a vital service, advocating and caring for women's reproductive health and autonomy.

As the leading specialist of abortion advice and treatment in the UK we support over 100,000 women each year.

*You will join us at an exciting time as we shape a new **strategy** that takes BPAS into the **future**.*

Demand for abortion services are at the highest they have been and we face many challenges going forward. However, we have many opportunities to ensure we secure a sustainable future for the organisation. As a key member of our leadership team you will share collective responsibility for delivering our strategy.

*My ambition is to build a leadership team that is driven by **values** and **purpose**, committed to **women's choice**, recognises the importance of our people, and ensures that each member of the team embraces the **accountability and expectations** of their role.*

”



Heidi Stewart - BPAS CEO



ABOUT BPAS

BPAS exists to support and enable people to make their own reproductive choices.

We believe women are the ones best placed to make their own choices in pregnancy, from contraception to pregnancy and birth choices, using unbiased, evidence-based information to support their decisions, and high-quality services to exercise them.

We have been providing women-centred Sexual Reproductive Healthcare for more than 50 years, mostly on behalf of the NHS.

We continue to advocate, educate and campaign to defend and extend Sexual Reproductive Healthcare services to better suit the needs of women in the UK.

You can read our 3-year strategy [here](#).

Find our website [here](#).

48 CLINICS

5 TELEMEDICINE HUBS

41 CONTRACTS

14 PROVISION ARRANGEMENTS

74 CARE DELIVERED IN 74 LANGUAGES

392 PATIENTS FUNDED TO TRAVEL SAFELY

98% OF OUR CLIENTS WOULD RECOMMEND BPAS

Overview

In 2023/24 we provided:

106,424
Abortions

109,210
Telemedicine
Consultations

44,714
Face-to-face
Consultations

65,388
Pills By Post

442
Terminations of Pregnancy
for Fetal Anomaly (TOPFA)

35,302
Patients with
Contraception

THE CHIEF OFFICERS



Natalie Blunt

Chief Operating Officer

“

Since joining BPAS in 2025 I've experienced a **supportive** welcome and strong **connection** to purpose of BPAS.

As a team, I feel we have rapidly fostered **collaboration**, mutual **support**, and a shared understanding of the roadmap ahead and the actions needed.

I look forward to working with the new CPO to **drive through the workforce transformation** and jointly **uplifting organisational expertise** in the handling of culture and people complexity.

”



“

What's stood out to me at BPAS is how much people **genuinely care** - about patients and about each other - while still being open to **changing** and **improving** how we work.

I've been fortunate to lead some ambitious, sector-leading digital transformation.

I'm looking forward to working closely with our new Chief People Officer to ensure our **workforce evolves alongside that change** in a way that is **sustainable** and true to our **values**.

”



Adam Ward

Chief Technology Officer





Laura Clare

Chief Finance Officer



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BPAS is an **incredible** place. The sense of **purpose** is palpable and it drives you every day – even when it feels hard!

The Chief Officer team is special - we have built trust and understanding really quickly and are tackling some big challenges.

The CPO role is so important – without the **passion** and expertise of our **people**, we are nowhere. This person will help us shape the **best possible professional experience for BPAS staff**.

“

I love working for BPAS because it offers a genuine opportunity to make a meaningful difference to women's health services.

The strong sense of **purpose and the real ability** we have to drive change and improve outcomes are what motivate me every day.

I'm really looking forward to working with our new CPO to **help ensure we're a great place to work**, with efficient structures and the right support in place for our people to thrive.

”



Katie Saxton

Chief Strategic Communications
Officer



”



Ingrid Granne

Chief Medical Officer



“

Since joining BPAS, I've been struck by the **commitment** of our teams to delivering high-quality, **compassionate** care.

My focus is to ensure that care is consistently safe, effective and clinically excellent, **supported by a workforce that is able to perform at its best.**

I'm looking forward to working closely with our new Chief People Officer to build a **sustainable, skilled workforce** for the future

”

“

BPAS is an **exceptional and unique charity** who put the women we serve at the heart of everything we do. This, plus a brilliantly curated community of colleagues, is why I have stayed at BPAS for 16 years.

The strong sense of **purpose** and the real ability we have to drive change and improve outcomes are what motivate me every day.

I'm really looking forward to working with our new CPO to help ensure we're a **great place to work**, with efficient **structures** and the right support in place for our people to thrive.

”



Karin Clements

Board Secretary



THE BOARD OF TRUSTEES



Dr Lucy Moore
Chair of the Board of Trustees



Sam Smethers
Deputy Chair of Board of Trustees



Dawn Johnston
Trustee & Chair of CGC



Dr Caroline Turner
Trustee



Graham Colbert
Trustee & Chair of FPAR



Siobhan Kenny
Trustee & Chair of RICA



Julian Atkins
Trustee & Chair of People & Culture



Professor Sheelagh McGuinness
Trustee



Ian Hill
Trustee



Natasha Walton
Trustee



Dr Edgar Dorman
Trustee

VALUES

Be people and patient-focused.

We value, support, and empower every patient and employee, making sure their voices shape the care and workplace experiences we provide.

Be kind and considerate.

We listen to each other and our patients and build relationships based on kindness, dignity, trust, and respect.

Be courageous and dedicated.

We believe women are best placed to make decisions about their bodies and we will advocate for the changes needed to enable this.

Be innovative and pioneering.

We will push boundaries and challenge the status quo in pursuit of practical excellence and equity in reproductive healthcare.



PRESS, CAMPAIGNS & SOCIAL MEDIA

COSMOPOLITAN

Anti-choice groups are pushing to end pills-by-post abortions – here's how to help stop them



Campaigners deliver 100,000 signatures to Downing Street calling for abortion law reform



COSMOPOLITAN

The shocking reality of the archaic abortion law MPs just voted out: 'I wasn't allowed to hold my baby'

End 1861



THE ROLE

BPAS has been a trusted champion of women's reproductive rights for over 55 years, supporting more than 100,000 women a year across the UK. This is a rare opportunity to join an organisation where the work genuinely matters - and where the right People leader can make a profound difference.

A cause worth leading for.

This role will resonate with someone who cares deeply about women's health, bodily autonomy, and equitable access to healthcare. Our values aren't a wall poster - they shape every decision we make, and we need a CPO who lives them too.

A seat at the table.

As a full Executive Leadership Team member, you'll work shoulder-to-shoulder with the CEO and fellow Chief Officers to shape the organisation's future - contributing to strategy, financial sustainability, and the big calls that matter.

People leadership with heart.

We're looking for a leader who brings kindness, empathy and genuine curiosity about people - someone who builds trust across all levels of an organisation and creates environments where colleagues feel valued, heard, and able to do their best work.

Deep HR/OD expertise.

You'll have broad expertise across the full people agenda - workforce planning, ER, reward, resourcing, L&D and organisational development - and know how to build people functions that are both operationally excellent and strategically impactful.

A transformation opportunity.

BPAS is in an exciting period of change. With a new strategy, a refreshed Chief Officers team, and real momentum behind us, this role is central to reshaping our culture, our ways of working, and how we develop and support our people and patients for the future.

WE LOOK FORWARD TO RECEIVING YOUR APPLICATION

