

Consultant Forensic Psychiatrist, Clinical Director and Lead, academic and national policy leader with extensive experience in mental health inequality, forensic mental health, intensive care and emergency psychiatry, sexual and reproductive side effects of antipsychotic medication, physical health in severe mental illness, rapid tranquillisation policy, service transformation, and national mental health guideline development.

EXPERIENCE

PRESIDENT, ROYAL COLLEGE OF PSYCHIATRISTS

2023–PRESENT

National leader overseeing psychiatric practice, policy development, equality programmes, workforce development and national clinical standards. Key achievements include national programmes on mental health equity, governance of NICE-related guidelines, and strategic College developments – women and mental health strategy, mental health and menopause, early years mental health, international collaboration and global mental health, retention and wellbeing, physical health and SMI.

CLINICAL LEAD, ACUTE FORENSIC PATHWAY, SOUTH LONDON PARTNERSHIP

2017–PRESENT

Responsible for and oversee all admissions to Acute Forensic Services for the 3 South London Mental Health hospitals (South London and Maudsley NHS Foundation Trust, Southwest London St Georges and Oxleas NHS Foundation Trust). Developed the acute pathway referral system, single point of access and policy to ensure timely assessment and reduce waiting times for admission.

CLINICAL DIRECTOR, FORENSIC SERVICES, SOUTH LONDON & MAUDSLEY NHS FOUNDATION TRUST

2020–2025

Led service from 'Requires Improvement' to 'Good' (CQC). Developed Covid-19 4-phase response strategy; maintained full operational capacity. Led forensic pathway redesign, physical health strategy, and acute violence-reduction programmes.

CONSULTANT PSYCHIATRIST, SLAM NHS FOUNDATION TRUST

2000–PRESENT

Developed innovative ES1 ward model reducing injectable rapid tranquillisation; implemented 7/7 therapeutic programmes; developed Clinical Decisions Unit at Bethlem improving patient flow and reducing Medium Secure Unit delays. Developed medication review services and nurse-led physical health clinics.

CLINICAL DIRECTOR, NATIONAL COLLABORATING CENTRE FOR MENTAL HEALTH

2017–2023

Led NICE-commissioned guideline development across acute mental health care, community care (CMHF), suicide prevention, staffing (ESCaSS), and equality frameworks (PCREF). Contributed to national Mental Health Act Review and CMO reports. Oversaw major programmes including the Acute Mental Health Care Pathway, Advancing Mental Health Equality, Community Mental Health Framework, ESCaSS, MEED, self-harm and suicide prevention competence frameworks, and the Patient & Carer Race Equality Framework.

DIRECTOR, FORENSIC MENTAL HEALTH TEACHING UNIT, IOPPN

2004–2014

Developed and directed MSc programmes in Clinical Forensic Psychiatry, Forensic Mental Health Science, Clinical Forensic Psychology and Clinical Neurodevelopmental Science; delivered expert witness training; violence risk assessment and management (HCR-20) trainer.

EDUCATION

MD, UNIVERSITY OF LONDON: THESIS ON ENDOCRINE AND REPRODUCTIVE SIDE EFFECTS OF ANTIPSYCHOTIC MEDICATION.
2011

MAUDSLEY HOSPITAL PSYCHIATRY TRAINING ROTATION, LONDON
1992-1999

GUY'S HOSPITAL MEDICAL SCHOOL, UNIVERSITY OF LONDON
1985-1991

PROFESSIONAL QUALIFICATIONS

- FRCP (Edin) – Fellowship of the Royal College of Physicians Edinburgh (2025)
- FFPH (Hon) – Fellowship of the Faculty of Public Health (2025)
- FRCPSych – Fellowship of the Royal College of Psychiatrists (2013)
- MD – Doctorate in Medicine, University of London (2011)
- CUBS Expert Witness Certificate – Cardiff University Bond Solon (2005)
- Certificate of Completion of Specialist Training (CCST) (Jan 2000)
Specialist Register: General Adult & Community Psychiatry
- MRCPsych – Membership of the Royal College of Psychiatrists (1995)
- Approved under Section 12(2) of the Mental Health Act 1983 (amended 2007)
- FRSM – Fellowship of the Royal Society of Medicine (1994)
- MBBS (London) (1991)

HONOURS AND RECOGNITION

- HSJ Top 50 Leaders (2026)
- HSJ Top 50 Leaders (2025)
- Elected President, Royal College of Psychiatrists (2023)
- HSJ 50 BAME Leaders (2023)
- HSJ 50 BAME Leaders (2024)
- HSJ 100 BAME Leaders (2020)
- Psychiatrist of the Year (2019)
- Commander of the Most Excellent Order of the British Empire (CBE) – Queen's Birthday Honours (2019)
- Shortlisted – HSJ Value Awards, Mental Health Team of the Year (2019)
- Shortlisted – RCPsych Team of the Year – Sustainability Award (2019)
- Clinical Excellence Award – Silver (2021)
- Clinical Excellence Award – Bronze (2017)
- Clinical Excellence Awards (2005–2015)
- Shortlisted – RCPsych Team of the Year (2011)
- BMA Pioneering Consultant Award (2002)
- NHS Research Fellowship (1995)
- Gillespie Prize for Psychological Medicine (1991)
- Myer's Prize for Psychological Medicine (1991)

CLINICAL MANAGEMENT

CLINICAL DIRECTOR, FORENSIC SERVICES, SOUTH LONDON & MAUDSLEY NHS FOUNDATION TRUST (SLAM)
2020 – PRESENT

Responsible for driving quality improvement and strategic change across the Forensic service in SLaM, including developing a four-phase Covid-19 response strategy that enabled uninterrupted service delivery, prevented ward closures, and ensured all patients (despite significant outbreaks and staffing pressures) received timely, high-quality physical healthcare with excellent outcomes.

PHYSICAL HEALTH OVERSIGHT GROUP, SLAM
2020 – 2023

Member of specialist group developing the trust's covid-19 physical health response, long-term physical health planning, and policy.

CO-CHAIR, PHYSICAL HEALTH LEADERS' NETWORK – STOLEN YEARS GROUP, HEALTHY LONDON PARTNERSHIP

2018 – PRESENT

Developed physical health strategy and policy for people with SMI in London. Convened all physical health leads of the London mental health hospitals to implement and embed better mental health practice as well as influencing Primary Care to improve physical health care to people with SMI.

LEAD, ACUTE FORENSIC PATHWAY, SOUTH LONDON PARTNERSHIP

2017 – PRESENT

Developed the Clinical Decisions Unit and the Single Point of Access.

HEAD OF PHYSICAL HEALTH STRATEGY, BEHAVIOURAL & DEVELOPMENTAL DISORDERS, SLAM

2016 – 2024

Authored the original physical health strategy for SLaM and led the implementation of our service area becoming the Trust's first smoke-free unit in 2013, a successful pilot that informed SLaM's transition to a fully smoke-free service and was subsequently adopted by King's College London. The Physical Health Oversight Group is a five-member clinical and academic group responsible for shaping the Trust's Covid-19 response and leading the development of its long-term physical healthcare strategy.

PHYSICAL HEALTH CQUIN LEAD, SLAM

2013 – 2018

Led implementation of improvements in physical health outcomes, and oversaw the first smoke-free unit in SLaM (2013), which became the pilot for the entire trust and later adopted by King's College London.

PROGRAMME DEVELOPMENT AND ACADEMIC LEADERSHIP

EXECUTIVE ORGANISING COMMITTEE, ROYAL COLLEGE OF PSYCHIATRISTS INTERNATIONAL CONGRESS

2015–2023

Co-Chair from 2017; contributed to significant international expansion, attracting more than 3,000 delegates annually.

CO-LEAD, MODULE 4 – MSc CLINICAL NEURODEVELOPMENTAL SCIENCE

2018–2019

Planned course content; organised speakers; developed assignments; taught and tutored students.

LEAD FOR MEMBER TRAINING, CENTRE FOR ADVANCED LEARNING & CONFERENCES (CALC), ROYAL COLLEGE OF PSYCHIATRISTS

2014–2018

Led the development and organisation of educational content for Members and trainees of the Royal College of Psychiatrists, designing the programme of workshops, seminars and conferences that attracts large national audiences and generates significant income for the College.

PROGRAMME LEAD, MSc CLINICAL FORENSIC PSYCHIATRY

2004–2018

Oversaw the operational running and academic quality of the MSc programme, including curriculum development, monitoring and revision, liaison with teaching staff, and development of the programme handbook and logbook, alongside serving as Personal and Academic Tutor, Deputy Chair of the Exam Board, organiser of educational events, and coordinator of the risk-assessment programme.

DIRECTOR, FORENSIC MENTAL HEALTH TEACHING UNIT, IOPPN

2004–2014

Led the Forensic Teaching Unit through its transition from Ministry of Justice funding to full self-sufficiency, managing a £370,000 annual budget and overseeing a re-organisation that made the service more efficient and enabled it to generate approximately £80,000 per year in income.

DEVELOPED MODULES FOR THE MSc IN CLINICAL NEURODEVELOPMENTAL SCIENCE

Contributed to early curriculum development and module design.

TEACHING AND TRAINING

SUPERVISORY ROLES

- Personal tutor for MSc Forensic Mental Health students.
- Academic and clinical supervisor for postgraduate trainees.
- Deputy Chair, FANS IoPPN Examination Board.
- Organiser of educational meetings, workshops, and conferences.
- Deliver teaching to medical students, psychiatry trainees, consultants and MDT teams.
- HCR-20 (Violence Risk Management) Trainer.
- Expert Witness Training Instructor.

POSTGRADUATE TEACHING

- Deliver national lectures to consultant psychiatrists on short-term management of violence and physical health in SMI.
- Teach junior doctors on the SLAM NHS Foundation Trust rotational scheme (MRCPsych course).
- Lecturer on MSc programmes in Forensic Mental Health Science, Clinical Forensic Psychology and Clinical Neurodevelopmental Sciences.
- Provide teaching on the DClInPsy programme at the IoPPN.

MULTIDISCIPLINARY TEAM (MDT) TEACHING

- Provide lectures and training to inpatient and community MDT staff locally and nationally.
- Deliver training to GPs and primary care teams on physical health in severe mental illness (SMI).
- HCR-20 Violence Risk Assessment & Management Trainer (ongoing).

MAJOR GRANTS AND FUNDING

- Maudsley Charity Award – Advance Choice Document Implementation (ACDI) (2024) – £2,610,526.28
- Maudsley Charity Award – Advance Statements for Black African & African-Caribbean people (AdSTaC) (2021) – £249,894
- Maudsley Charity – Outdoor Gyms for SLaM Secure Forensic Units (2018) – £55,000
- NIHR HTA Award – Culturally Adapted Family Intervention (CaFI) (2018) – £2,316,872.62
- NHS England – Evidence-Based Treatment Pathways (EBTP) National Guidance Development (2017) – £2,907,198.70
- Guy's & St Thomas' Charity – SHRINE: Sexual Health & Reproductive Rights in Marginalised Groups (2016) – £446,555
- Stanley Medical Research Institute – D-FEND (Vitamin D First Episode Neuroprotection) (2014) – £861,000
- Department of Health Programme Grant – IMPACT (Improving Physical Health & Reducing Cannabis Use in SMI) (2007) – £1.9 million
- Eli Lilly – Physical Health Nurse Advisor for SMI Services (2003) – Funding support
- Development Forum Grant – Physical Health in Severe Mental Illness (2002) – £20,000
- AstraZeneca Research Grants (2000) – Reduced bone mineral density (£60,465) & sexual functioning – £43,415
- Nuffield Foundation Grant – Racial Stereotyping in Psychiatry (1999) – £22,000
- Eli Lilly Research Grant – Hyperprolactinaemia & Endocrine Effects (1997) – £30,000
- South Thames NHS Research Fellowship – Endocrine Effects of Antipsychotics (1995) – £73,000

HEALTH POLICY AND INEQUALITIES WORK

I have been committed to improving access, experience and outcome for all those with mental health problems, but particularly those from marginalised and disadvantaged communities. To this end, I have focused my work

over the years on mental health in women, people from minoritised ethnic backgrounds, and the physical health of those with severe mental illness.

JOINT PRESIDENTIAL LEAD FOR RACE AND EQUALITY, RCPSYCH

2020–2023

Developed Equality Action Plan, Equality Champions network, LGBTQ survey, Disability Taskforce; authored guidance on Acute Behavioural Disturbance and Tackling Racism in the Workplace.

CLINICAL DIRECTOR, NATIONAL COLLABORATING CENTRE FOR MENTAL HEALTH

2017–2023

COMMISSIONER, TIMES CRIME AND JUSTICE COMMISSION

2024-2025

AUTHOR, CHIEF MEDICAL OFFICER'S ANNUAL REPORT - IMPACT OF URBAN LIVING ON MENTAL HEALTH

2024

Wrote chapter on the impact of urban environments on mental health.

CONTRIBUTOR, MODERNISING THE MENTAL HEALTH ACT – INCREASING CHOICE, REDUCING COMPULSION

2017-18

Core Committee - Independent Review of the Mental Health Act of England and Wales (chaired by Professor Sir Simon Wessely)

OTHER

- Advised government and No.10 on Covid-19 impacts on ethnic minority communities (2020).
- Contributor to Public Health England's Beyond the Data report on Covid-19 and ethnicity (2020).
- Deputy Chair, African & Caribbean Working Group, Independent MHA Review – co-authored recommendations (2018).
- Co-developer of the Patient & Carer Race Equality Framework (PCREF), now being implemented nationally.
- Led development of NHSE's Advancing Mental Health Equality resource to improve access, experience and outcomes for underserved groups.

OTHER DUTIES, COMMITTEES, AND MEMBERSHIPS

LOCAL COMMITTEES

- South London Partnership (SLP) Clinical Directors/Leads Meeting
- Behavioural and Neurodevelopmental Disorders Executive Committee
- Physical Health Committee, SLAM NHS Foundation Trust
- Drugs and Therapeutics Committee, SLAM NHS Foundation Trust
- Chair, Acute (A2) Forensic Pathway Meeting

NATIONAL COMMITTEES AND ROLES

- Board Trustee, Academy of Medical Royal Colleges, (2025-present)
- Board Trustee, National MIND (Charity), (2020 – present)
- Chair of Board, Royal College of Psychiatrists (2023-present)
- National Advisory Board, NHS Race and Health Observatory (2023 – present)
- Advisor, Mental Health committee, NHS Race and Health Observatory, (2020-2023)
- Commissioner, Times Crime and Justice Commission (2024-2025)
- Schizophrenia Commissioner, Independent Schizophrenia Commission (2011–2012)
- NICE National Guideline Consortium Committee
- Core Committee Member, Independent Review of the Mental Health Act
- Advisory Board Member, MHA Review Implementation Board (2019–2022)
- Executive Member, Forensic Faculty, Royal College of Psychiatrists (2014–2018)
- Organising Committee, RCPsych International Congress (2014–2023)
- Mental Health Treatment Requirement Working Group, Department of Health (2016–2018)

- Co-Chair, Physical Health Leaders' Network, Stolen Years Group (until 2022)
- Adult Mental Health Programme Board, NHSE – CMHF presentation
- Clinical Advisory Group, Rethink Mental Illness (2014–2024)
- Board Member, Mind (Trustee)

PROFESSIONAL MEMBERSHIPS

- Member of British Medical Association
- Fellow of the Royal College of Psychiatrists
- Fellow of the Royal College of Physicians of Edinburgh
- Hon Fellow of the Faculty of Public Health
- Fellow of the Royal Society of Medicine
- Member of the British Association of Psychopharmacology

RESEARCH EXPERIENCE – H INDEX 39

INTERESTS AND CONTRIBUTIONS INCLUDE

- Over 70 peer-reviewed data-base publications, journal articles and book chapters
- Short-term management of violent behaviour, with work adopted into national Rapid Tranquillisation guidance (NaPICU/BAP) and the Maudsley Prescribing Guidelines.
- Improving treatment outcomes in severe mental illness.
- Side-effect profiles of antipsychotic medication.
- Endocrine and reproductive effects of psychotropic medication.
- Racial stereotyping and bias in psychiatric assessment.
- Physical health, sexual health, and rights in people with severe mental illness.
- Implementation and evaluation of Advance Choice Documents under the Mental Health Act.

PEER REVIEWER

British Journal of Psychiatry; Journal of Clinical Psychopharmacology; Psychiatric Bulletin; Current Opinion in Psychiatry; Journal of Mental Health; General Hospital Psychiatry; Schizophrenia Research; Schizophrenia Bulletin; Journal of Forensic Psychiatry & Psychology; BMJ; International Journal of Social Psychiatry; Frontiers in Psychiatry.

EDITORIAL ROLE

Member, Editorial Advisory Board, Lancet Psychiatry.

PRESENTATIONS (SELECTED AREAS)

- Antipsychotic side effects (sexual, endocrine, cardiovascular)
- Women and psychosis; women in psychiatry
- Psychosis and ethnicity; mental health inequality
- Short-term management of violence and emergency psychiatry
- Physical health in severe mental illness; SSRIs and metabolic health
- Economic investment and mental health care
- Public education on mental illness risk – to laypeople and media
- Gresham College lectures – to general public and to schools

SKILLS

- Forensic psychiatry; violence reduction; risk assessment (HCR-20)
- Intensive Care and Emergency Psychiatry
- General Adult and Community psychiatry
- Service transformation and strategic leadership
- Policy writing (NICE guidance, Patient and Carer Race Equality Framework, national MH frameworks)
- Teaching, supervision and programme leadership
- Research leadership and grant acquisition
- Physical health in SMI; reproductive psychiatry, metabolic psychiatry
- Expert witness and medico-legal assessment

REFEREES

PROFESSOR SIR SIMON WESSELY

Department of Psychological Medicine

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Weston Education Centre, Cutcombe Road, London SE5 9RJ

PROFESSOR SIR ROBIN MURRAY

Department of Psychosis Studies,

Institute of Psychiatry, Psychology and Neuroscience, Kings College London

Decrespigny Park

London SE5 8AF