

From his base in the Black Country, from 2000 to 2011 Simon was a member of the regional Chartered Institute of Personal Development (CIPD) Committee and a Director of the Black Country Chamber of Commerce from 2016 to 2021. During this time, he was responsible for the governance of the organisation and supported the recruitment of a new Chief Executive and Chair.

Since 2019 Simon has been a legally qualified chair of the Medical Practitioners Tribunal Service, run by the General Medical Council (GMC), where doctors' fitness to practice is called into question. Simon is also a member of the Human Fertilisation and Embryology Authority's License Committee which makes decisions about whether fertility clinics and human embryo research centres can have a license, how long for, and on what terms.

He carries out independent investigations for a range of businesses, such as the NHS, Universities, charities and not for profit organisations where HR teams don't have capacity or want an independent expert to provide an objective view.