



GET FURTHER

TRUSTEE RECRUITMENT PACK

MARCH 2021



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Getting students ahead in further education

WELCOME LETTER FROM INTERIM CHAIR OF TRUSTEES

Every year, around 200,000 children miss out on gateway qualifications for further study or the world of work. Without GCSES in English and maths at the expected standard, young people are drastically more likely to drop out of education and are locked out of many university courses, apprenticeships and key professions. On average, they will lose out on £100,000 in earnings over their lifetime.

This raises a significant challenge for social mobility in our country. These young people are disproportionately from disadvantaged backgrounds. To break the cycle of inequality, it is essential that this moment at age 16 doesn't limit their future opportunities. These young people need a strong offer of extra support – beyond what they received at school – to gain the qualifications they need to progress to their next steps.

We know that having a tutor to provide tailored support and rebuild confidence can get students back on track – but too often, the cost of private tuition is out of reach for many young people in further education. **Get Further exists to change this.** We are the first charity dedicated to helping students in further education to gain gateway qualifications and get back on track. We run innovative catch-up tuition programmes to young people from disadvantaged backgrounds studying in further education. Our tuition is delivered by subject-specialist graduates, who are trained by expert English and maths teachers. Students who complete the programme join our alumni network, where they are signposted to opportunities and receive support with the transition into higher study and work.

It is an exciting time to join our Board of Trustees. The charity formed in 2018, after winning the Teach First Innovation Award – a nationwide competition to find the best new ideas to tackle education inequality. From a small successful pilot in 2018-19, we have grown our reach to over 1,000 students in 20-21 and are now delivering our programmes in four regions. We have and are continuing to play a critical role in delivering extra, high-quality tutoring to young people who missed out on the grades they need during the Covid-19 crisis.

We have an ambitious mission. To support us in achieving this mission, we are looking to recruit committed trustees, including a Chair of trustees, who can use their experience to guide and drive the charity forwards on the next stage of its important journey.

Thank you for considering this role.

Dr Chris Wilson, Interim Chair, Get Further



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ABOUT GET FURTHER

Get Further is the first charity dedicated to providing high-quality tuition to students facing challenges in further education. We aim to transform the experience of these students in further education, helping them to build their skills and realise their aspirations for education and work.

Every year, 200,000 children – disproportionately from disadvantaged backgrounds – do not achieve the expected standard in crucial English and maths qualifications, locking them out of many university courses, apprenticeships and key professions. If half of the students who missed out by one grade, went on to achieve this in college, these opportunities would be unlocked to an extra 16,000 young people every year.

Get Further's ambition is to reach this goal. Twice as many disadvantaged 16- to 18-year-olds go to further education colleges than school sixth forms, and yet for too long, the needs of students in further education have not taken centre stage in education policy or funding. We are working in partnership with colleges to prove that, when given the means, all young people can build the skills needed to progress in education and work.

WHAT WE DO

Get Further is an award-winning charity that delivers high-quality tuition to students retaking GCSE English or maths in further education.



We work directly with colleges and sixth forms to match students in need of extra help in English or maths to top tutors, who deliver small group tuition that complements their classroom education and is tailored to the strengths of each student.



All our tutors are talented, subject-specialist graduates, trained by expert teachers and supported by a bespoke curriculum and resources that build confidence and fluency in English or maths. Tutors build strong mentoring relationships with students, increasing their motivation and supporting them to secure the grade they need.



Students join our Get Further Alumni Network, where they are signposted to opportunities and receive support with the transition into higher study and work.



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OUR PRIORITIES AND SCALE

With the fallout from Covid-19, now, more than ever, young people need extra support to help them progress to their next steps in education and work. This year, many young people enrolled in college or sixth form after a large gap in their education. We know that having a tutor to provide tailored support and rebuild confidence is one of the most effective ways to help students close gaps but too often, this is out of reach for the poorest young people in further education.

With increased demand for our support, we have expanded our reach this year to four regions. By the end of 20-21, we will have matched around 1,000 students to top tutors and will have delivered ~8,000 tuition sessions. Approximately 8 in 10 of the young people we support meet at least one disadvantage indicator¹.

OUR REACH 19-20



~150 STUDENTS



7 COLLEGES



~470 TUITION SESSIONS

OUR REACH 20-21



1,000+ STUDENTS



20+ COLLEGES



~8,000 TUITION SESSIONS

To accommodate for this growth, we have:

- taken delivery of tuition online, while maintaining our programme quality;
- trained over 120 tutors to deliver our programme;
- grown our team from two members of FTE staff to eight.

We have ambitious plans to continue our growth. In August 2020, we became a registered charity and we are now looking for trustees, including a Chair of trustees, that believe in our vision of an education system where young people in further education are not left behind. We are seeking dynamic and committed trustees, who can bring the experience, skills and connections to help us achieve our goals.

Over the next three years we aim to:

- Develop a 3-year strategy to enable us to continue to scale our core programme with a focus on the areas of greatest need;
- Build on our impact and develop our evaluation framework further;
- Explore diversification strategies to enable us to accelerate our growth and deepen our impact.

¹ The three disadvantage indicators we report on are 1) whether students are in receipt of Free School Meals, 2) in receipt of benefits, or 3) whether they live in one of 30th percentile most deprived postcodes across England.



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BIOGRAPHIES OF CHIEF EXECUTIVE, TRUSTEES AND ADVISORS

SARAH WAITE - FOUNDER AND CHIEF EXECUTIVE



Sarah began her career teaching maths, seeing first-hand the difference that gaining GCSE maths and English can have on the opportunities that are available to young people. Sarah has also worked as a Political Advisor to the Shadow Education Secretary and as Head of Policy at the Social Mobility Commission – where she started developing the idea for Get Further, recognising that improving levels of basic skills is a key social mobility challenge for our country.

In 2018, Get Further won the Teach First Innovation Award – a nationwide competition to find the next big ideas to tackle education inequality. Sarah is a Shackleton Leader and was shortlisted for the inaugural Virago/New Statesman Women's Prize for Politics and Economics. She has a first-class degree in mathematics and was awarded a distinction for her Masters in Education.

DR. CHRIS WILSON – INTERIM CHAIR



Chris is a freelance consultant who supports charities and social enterprises to design strategies for impact, financial sustainability and growth. He recently stepped down as CEO of The Brilliant Club, an award-winning education charity which mobilises PhD students and graduates to support the progression of underrepresented pupils to university. During his time at The Brilliant Club, Chris rolled out the charity's provision to ~850 schools across the four nations of the UK, co-founded the teacher-training programme Researchers in Schools, and saw the organisation listed as the second best non-profit to work for in the country. Chris holds a PhD in thirteenth-century ecclesiastical history.

NATASHA PORTER – TRUSTEE



Natasha is the founder and Chief Executive of Unlocked Graduates – a charity that attracts high-calibre graduate talent to work in the UK prison service. Before this, Natasha was a founding teacher and Senior Leader at King Solomon Academy, leading the English department and then the upper school from pre-opening stage until their first GCSE results which were some of the best in the country. She has extensive experience in educational policy development, both at think tank Policy Exchange where she published research into post-16 English and maths, and the Department for Education. Natasha continues to be involved in setting up new schools, and is a founding governor of One Degree Academy.



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JACK DAVIDSON - TRUSTEE



Jack is a Project Leader at Boston Consulting Group (BCG), a global management consulting firm. He advises large corporations on business strategy, with a particular focus on the transformation of large industrial companies. During his time at BCG Jack has worked for clients across Europe, the USA, China, and Australia. Prior to this, Jack was a maths teacher at a secondary school in Kent, completing the Teach First programme. Jack has a degree in Economics & Management from Oxford University.

PROFESSOR MARTIN DOEL CBE – BOARD ADVISOR



Martin was appointed as the first FETL (Further Education Trust for Leadership) Professor of Leadership in Further Education and Skills at the Institute of Education in April 2016, after having previously been the Chief Executive of the Association of Colleges (AoC). Prior to this, Martin served for 28 years in the Royal Air Force where his final appointment was as Director of Training and Education for all three Armed Services, working in the Ministry of Defence, the largest employer of apprentices in the UK.

In April 2019, Martin was appointed Interim Chair of West Kent and Ashford College. He is also a Trustee of the Royal London Society for the Blind and of The Challenge, a social integration charity delivering the National Citizen Service. He is the independent member of the Audit and Risk Committee of the Institute for Technical and Further Education and is Governor of Cambridge Regional College. In what little spare time he has left, he is a Life-Vice President of the RAF Football Association and a qualified FA Coach. Martin was appointed OBE in 1998 for his work in support of operations in the Balkans and for his contribution to Anglo-German relations, and CBE in the 2016 New Year Honours for his contribution to education.

For more information about the Get Further team, visit <https://getfurther.org.uk/our-team/>



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TRUSTEE ROLE

We are looking to recruit an additional 4 trustees for our board, as well as a Chair of trustees, with the appointment in June 2021 for a three-year term.

Salary: Unremunerated (reasonable travel expenses will be paid)

Location: Meetings will take place in London, or remotely, given Coronavirus restrictions, but we actively encourage applications from candidates based across the UK

Time commitment: Four Board of Trustees meetings per year (2.5 hours each)

Start date: June 2021

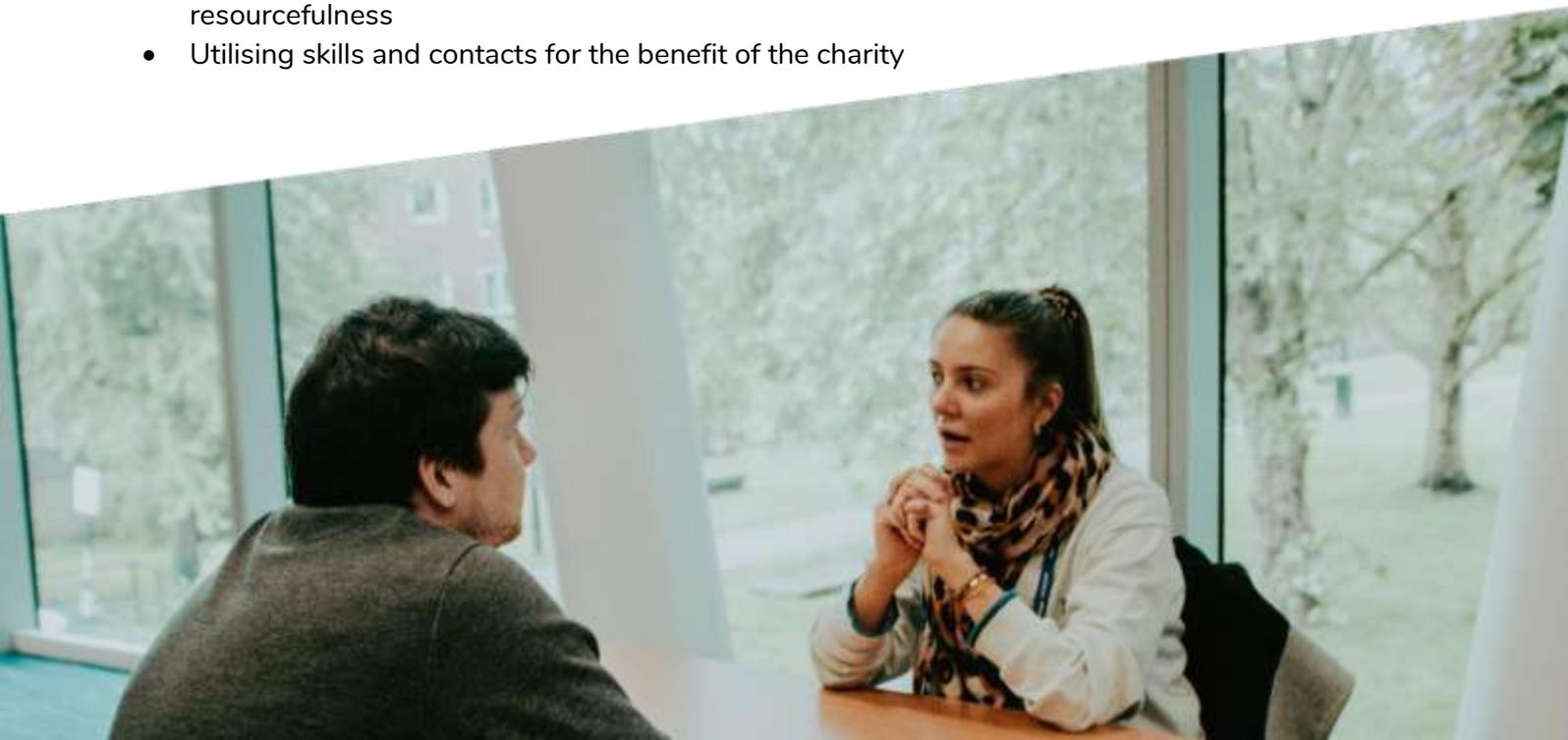
Term: Three years in the first instance, with the possibility of further terms

Main trustee duties:

- Ensuring that the charity complies with its governing documents and charity law
- Ensuring that the charity's strategy is fit for purpose to deliver its mission / objectives
- Ensuring the financial stability of the charity, protecting and managing the charity's assets
- Championing the charity's mission within your network and the wider community
- Safeguarding the charity's reputation and values, ensuring that risks are properly recognised and mitigated and promoting the public profile of Get Further
- Supporting and providing guidance to the management team of Get Further

Additionally, trustees will be responsible for:

- Championing and demonstrating a commitment to our cause
- Attending and participating fully in Board of Trustees meetings
- Attending and participating fully in strategy workshops, where relevant
- Taking a lead role in fundraising for the charity
- Inspiring effective leadership, monitoring performance and ensuring accountability and resourcefulness
- Utilising skills and contacts for the benefit of the charity





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TRUSTEE SPECIFICATION AND COMMITMENT

We are looking to recruit trustees, including one Chair of trustees, who have expertise and skills in one or more of these areas:

- Fundraising
- Marketing
- Legal, including Charity and Company Secretarial law (ideally a qualified solicitor)
- Human Resources and people management
- Further Education (teaching / leadership / policy)

Trustee specification:

- A strong commitment to the charity's vision, mission and objectives
- An understanding / willingness to learn the responsibilities of trusteeship
- Demonstrable experience in exercising strategic development and sound judgment
- Creative thinking, especially in ensuring equality, diversity and inclusion considerations are part of the charity's decision making and strategy
- An ability to work well as part of a team
- An openness to challenge and question others
- An understanding of the education landscape in the UK.

Trustee commitment:

- The term of a board member is three years
- Expectation to attend all quarterly board meetings, as well as committee meetings and ad hoc Get Further events, which may involve speaking engagements for example, student alumni events or tutor training
- The role of trustee is unremunerated (we will cover reasonable travel expenses)
- Training and support is available and each new trustee will receive a full induction





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HOW TO APPLY

To express an interest in a trustee or the Chair role, please send a CV and a cover letter outlining your motivation to apply, together with your relevant skills and experience.

- Submit to sarah.waite@getfurther.org.uk with the subject line “Get Further Trustee Recruitment”.
- Please note as standard practice all trustees are DBS checked before taking on the role of trustee

We are passionate about diversity and inclusion and strongly encourage applications from people from black and minority ethnic backgrounds. We are committed to ensuring that all trustees applicants are treated fairly and with respect, irrespective of their actual or assumed background including gender, sexual orientation, marital status, age, race (including colour, nationality and ethnic origin), religion/belief or disability.

TIMELINE

DATE	ACTION
31 March 2021	Application window open
2 May 2021 at 11:59pm	Application closing date (including the time)
3 – 14 May 2021	Shortlisting process
w/c 24 May 2021	Selection panel with Chair/CEO/Director
w/c 31 May 2021	Outcome announced
June 2021	In post. Board of Trustee meetings in the 20-21 academic year are: <ul style="list-style-type: none">• Thursday 3rd June 10am – 12:30pm

If you would like to arrange a short phone call with one of the serving trustees or if you have any questions or require further information, contact sarah.waite@getfurther.org.uk