



**GET
FURTHER**

Trustee Recruitment Pack

MAY 2024

WELCOME LETTER FROM THE CHAIR OF TRUSTEES

We are looking to recruit a new committed Trustee who can use their experience and expertise to guide and drive the charity forwards on the next stage of its important journey.

Every year, around 200,000 16-year-olds miss out on gateway qualifications at school, limiting their options for further study and within the world of work. Without a 'standard pass' (grade 4 or above) in GCSE English and maths, 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 over £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 from disadvantaged backgrounds to gain gateway qualifications in further education and get back on track. We have an award-winning tuition programme, delivered by subject-specialist English and maths tutors. Our tutors provide tailored one-to-one or small-group tuition to students retaking GCSE English or maths in further education or studying for Functional Skills qualifications so that they can progress to a high-quality apprenticeship. Our tutors build confidence and skills to support students to secure the gateway English or maths qualifications that open doors in education 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, we have grown our reach to over 2,000 students this year and are now delivering our programmes across the nation. We play a critical role in delivering extra, high-quality tutoring to young people who missed out on the grades they need while at school, and who would otherwise not be able to access this support. After our first five years of rapid growth, we are now in the process of developing our next five-year strategy, which will guide the charity on this next crucial stage of its journey. The overarching theme of this will be improving programme quality and impact for the Further Education and Apprenticeship sectors. A key enabler of this will be creating a robust fundraising function in the charity, diversifying our income from grants in a sustainable way.

As you can see, we have an ambitious mission. If you would like to help us achieve this mission, then please consider this role. If you would like to know anything further, in advance of applying, please contact our COO, Stacie Bond (Stacie.bond@getfurther.org.uk).

Thank you for considering this role. We look forward to hearing from you.

Michele Sutton CBE, Chair, Get Further

ABOUT GET FURTHER

Get Further is the first charity dedicated to providing high-quality tuition to students facing challenges in further education, adult education, and the apprenticeship sector. We aim to transform the experience of these students, 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 while at school, locking them out of many university courses, apprenticeships, and key professions.

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 work in partnership with further education providers 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 helps students from disadvantaged backgrounds to pass the gateway English and maths qualifications they need to progress in education and work. We are the only non-profit organisation offering tuition to young people in the Further Education (FE) sector. We focus our efforts here because young people studying in further education are disproportionately from disadvantaged backgrounds.



We deliver **tailored one-to-one or small-group tuition**, building student confidence and skills to support them to secure the gateway English or maths qualifications that **open doors in education and work**. Small group tuition is proven to be the most effective intervention for improving outcomes, fast.



We recruit, train and place **subject specialist tutors** in further education settings, who deliver our **bespoke English and maths curricula** and establish positive, **mentoring relationships** with the young people they support.



We are an **influential voice** that drives improvements across the further education sector, through disseminating our positive impact and practice.



“I was really struggling with maths. Having a Get Further tutor and not just relying on college classes was perfect – it made me feel like I was ahead. It’s thanks to my tutor that I have my maths GCSE and my plan is to go on to study for an undergraduate degree in Clinical Psychology.”

- **GBEMI, 18, GCSE MATHS STUDENT**

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. 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 in their knowledge, but too often, this is out of reach for the poorest young people in further education.

By the end of 23-24, we will have matched over 2,000 students in 30 colleges, sixth forms and independent training providers, to top tutors and will have delivered over 11,000 tuition sessions. Approximately two thirds of the young people we support meet at least one disadvantage indicator¹.

OUR REACH 20-21



800 STUDENTS



20 COLLEGES



3,000 TUITION SESSIONS

OUR REACH 22-23



1,300 STUDENTS



26 COLLEGES



8,000 TUITION SESSIONS

To accommodate for this growth, we have:

- trained over 200 tutors to deliver our programme across the country and online.
- grown our team from 14 members of FTE staff to 28.

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.



KEY BIOGRAPHIES

SARAH WAITE – CEO AND FOUNDER



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.

MICHELE SUTTON – CHAIR



Michele is a former Principal and Chief Executive of several further education colleges including in Rochdale, Bradford, Birmingham and London. She has also represented the FE sector in senior positions including as a FE National Leader of Governance and President of the Association of Colleges, for which she was awarded a CBE in 2014. She is also Vice-Chair of the Association of Education Advisors (AOEA). Michele is committed to equality of opportunity, especially for students from diverse backgrounds and cultures, and for her work on this issue she was awarded an OBE in 2009.

DR. CHRIS WILSON – TRUSTEE



Chris is a Director and Co-Founder of ImpactEd Group (IEG) which supports education charities and multi-academy trusts to maximise their impact and develop sustainable business models. At IEG we support purpose-driven organisations with evaluation, strategy, people and communities, philanthropy, and governance. ImpactEd Group is incubating The Engagement Platform which measures school and teacher engagement to support the development of positive working cultures. Before this, Chris was CEO of the university access charity The Brilliant Club. He is a trustee at Delta Academies Trust and a medieval historian by training.



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. Natasha has a background in public sector start up and was previously a teacher and senior leader in inner city schools. This included co-founding King Solomon Academy and leading their frontier cohort to groundbreaking GCSE results in 2014. Natasha has also worked as a government adviser and in the Westminster think tank Policy Exchange.

In her spare time, Natasha is an advisor to the Children’s Commissioner, Commissioner for The Times on their Crime and Justice commission, and a charity trustee at Impetus PEF and Get Further. She also sits on the Grants and Evaluation committee at the Youth Endowment Fund and the Building Future’s Advisory Board at Prison Reform Trust. In 2022 Natasha was awarded an OBE for services to HM Prison and Probation Service.

JACK DAVIDSON - TRUSTEE



Jack is a Partner at Boston Consulting Group (BCG), a global management consulting firm. He advises corporations on business strategy, with a particular focus on the commercial transformation of large industrial companies. 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

CHIOMA ETIENNE – TRUSTEE



Chioma is a Venture Partner at Purposeful Ventures. She was previously an Engagement Manager at McKinsey, where she developed strategy for youth charities, and served private and public sector clients. She has held senior roles at education-to-employment charities Generation and SEO London. She is a governor at her former primary school and was Chair of governors at Lambeth Academy. Chioma has a master’s and undergraduate degree in Economics from Cambridge University

FIONA FORBES – TRUSTEE



Fiona started her career at Unilever before setting up a boutique marketing consultancy, Off the Fence Marketing. Fiona's key charitable interest is Social Mobility in the UK. She is a Trustee at Ark Schools and a governor at Ark Putney Academy. Fiona is also on the Board of the Sutton Trust and was the founder of parent group Sept for Schools, campaigning for children and education to be prioritised in the pandemic. Fiona attended state schools in Warrington and read Modern Languages at Durham University.

LAURA ROBERTS – TRUSTEE



Laura Roberts is Head of Brand & Marketing Insight EMEA, Google. Laura plays a central role in strategy development for Google marketing priority campaigns, including Grow with Google, a digital skills training programme. Prior to this, she was Managing Director of brand and insight consultancy, Sparkler, working with a wide range of organisations (not-for-profits and commercial) on product and programme development, including with schools and teachers. Laura attended a further education college in London, before studying Modern Languages at King's College, Cambridge.

PHIL MCGUIRE – TRUSTEE



Phil has worked in and around education and academic publishing for over ten years. In his current role, as Finance Director of BMJ, he regularly interacts with both external auditors and the BMJ board on governance and financial matters. Previously, his role in Pearson commercial finance involved the review and challenge of investment proposals, strategic plans and draft budgets, all focused on the UK education sector. Phil qualified as an accountant with Deloitte, after studying Modern History at New College. He applied to university after completing A Levels, including Maths and English, in his hometown of

Wigan, where his parents, both retired teachers, still reside.

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

TRUSTEE ROLE

SALARY: Unremunerated (reasonable travel expenses will be paid)

LOCATION: Meetings are mostly remote, but we aim for at least one in-person meeting per year in our London office. We actively encourage applications from candidates based across the UK

TIME COMMITMENT: Four Board of Trustees meetings per year (2.5 hours each) & sub-committee meetings (2 hours each) depending on your area of expertise.

These are held within the hours of 10am-6pm Monday-Friday

START DATE: July 2024

TERM: Three years in the first instance, with the possibility of one further term

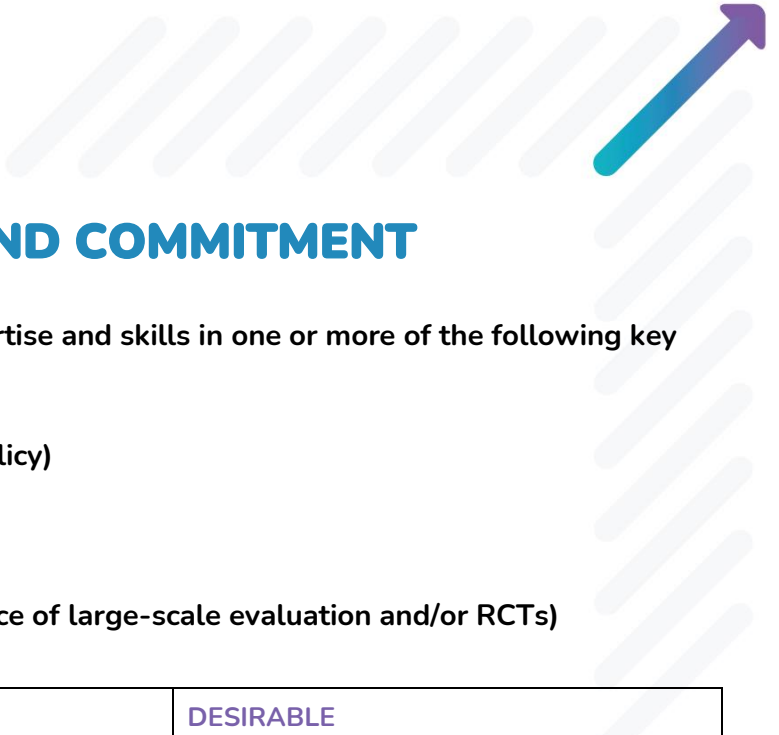
MAIN TRUSTEE DUTIES:

Governance

- 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



TRUSTEE SPECIFICATION AND COMMITMENT

We are looking to recruit a trustee who has expertise and skills in one or more of the following key areas:

- Further Education (teaching/leadership/policy)
- Apprenticeship Sector
- Fundraising
- Legal, including charity law
- Impact and Evaluation (including experience of large-scale evaluation and/or RCTs)

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Commitment to Get Further’s mission and values, including passionate about tackling educational inequality. • Financial qualifications and experience within a charity, not for profit or business in a senior financial role. • Proven ability to communicate and explain financial information to members of the Board and other stakeholders. • Analytical and evaluation skills, demonstrating good judgement. • Understanding/willingness to learn and acceptance of the legal duties, responsibilities and liabilities of trusteeship. • Good communication and leadership skills. • Creative thinking, especially in ensuring equality, diversity and inclusion considerations are part of the charity’s decision making and strategy. • An openness to challenge and question others. • Willing to act as an ambassador to external bodies, charities and companies. • A team-oriented approach to problem solving and management. 	<ul style="list-style-type: none"> • Knowledge of charity SORP and aware of impending changes. • Demonstrated knowledge and experience of charity fundraising and finance practices. • An understanding of the education landscape in the UK.

Trustee commitment:

- The term of a board member is an initial three years.
- Expectation to attend all quarterly board meetings, as well as sub-committee meetings and ad hoc Get Further events, which may involve speaking engagements for example, student alumni events or tutor training.
- Training and support are available, and each new trustee will receive a full induction.



HOW TO APPLY

To express your interest in the Trustee role, please send a CV of no more than two sides of A4 and a cover letter of no more than one side. Your cover letter should highlight **your interest in Get Further, your motivation for the role of Trustee, an indication of how your professional or personal experience fits with the criteria above and any other information you feel is relevant.**

- Submit to applications@getfurther.org.uk with the subject line "Get Further Trustee Recruitment" by **10am on Monday 27th May 2024.**
- 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 and/or with first-hand experience of the FE sector or educational disadvantage. 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
13 th May 2024	Application window opens
27 May 2024 at 9am	Application closing date
w/c 27 th May	Shortlisting process
w/c 3 rd June	Meetings with shortlisted candidates
w/c 10 th June	Outcome announced
July 2024	Next Board Meeting will be in person on Thursday 18 th July 2024

If you would like to arrange a short phone call with the COO or CEO in advance of applying or if you have any questions or require further information, please contact Stacie Bond via stacie.bond@getfurther.org.uk