



**The
New
School**

**Head of Fundraising
July 2024**

About the Role



Job Title	Head of Fundraising, The New School, a registered CIO, number: 1191796
Role:	To lead on all aspects of fund-raising and marketing, with the active support of the leadership team and trustees
Reports to:	Director of The New School
Contract:	12-month consultancy contract (initially), with intention for the role to become permanent. Flexible; with full-time/part-time (minimum 28 hours per week over 4 days) and hybrid working opportunities available
Location:	UK based, with regular trips to The New School in South London; travel as required to donor meetings
Salary:	c.£50,000 pa (depending on experience)
Commencing:	September 2024, or as soon as possible after that
Closing date:	15 th August 2024, midday (early applications encouraged)
Interviews:	From w/c 19 th August 2024

Background



This is an exciting opportunity for an experienced, dynamic, and professional fundraiser to join the team at The New School.

As the Head of Fundraising, you will develop and implement innovative fundraising strategies, generating significant income through a variety of channels, including (but not limited to) trusts and foundations, events, corporate partnerships, individual giving, and major donations. We are looking for someone with a strong track record in senior-level charitable fundraising, who can combine strategic planning with excellent execution.

You should bring advanced knowledge of a variety of fundraising channels, compliance expertise, and strong teamworking skills. Experience in the education or youth sectors and relevant qualifications in fundraising are advantageous.

In return, we offer an opportunity for you to play a key role in the exciting scale up journey of an educational social enterprise that can positively change mainstream schooling. This is a broad role, with aspiration to become permanent, with further recruitment to develop and fundraising and philanthropic partnerships team, which you will lead.

We also provide a flexible work environment with options for home and regular engagement with TNS community, as well as part-time opportunities (i.e. 28 hours per week over 4 days, or similar).

About The New School



The New School: Pioneering a New Model of Education

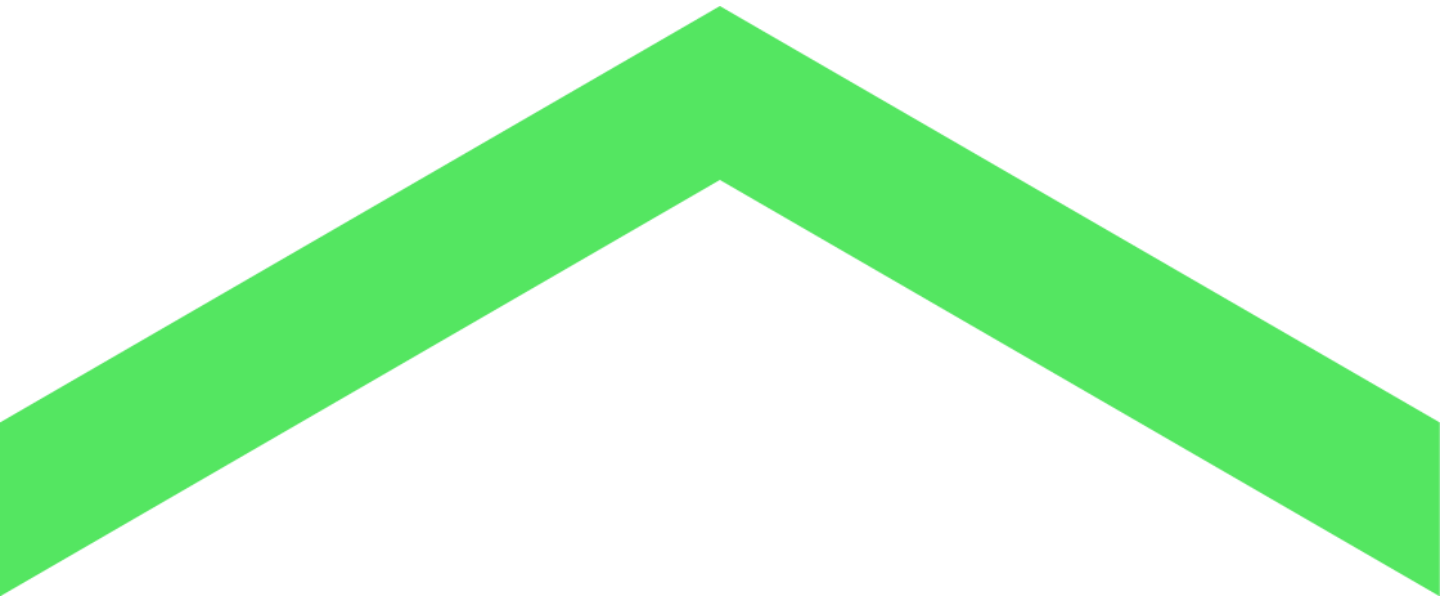
For too many children, our education system is in crisis. Too many are unsupported and excluded from a system unable to meet their needs.

We propose an evolution of the system – to one built on relationships, kindness, empathy, and resilience. One that elevates children’s voices, creates interactive and flexible approaches to learning, and champions the freedom to play. Through research, collaboration, and learning in action, we’re developing the tools and practice that put children at the heart of the learning experience, prioritising their happiness, confidence, knowledge and skills so they can reach a bright future.

And it’s already working. Our school model is right now leading to better outcomes for 90+ children, teachers and the wider community.

We’re actively recruiting for the next steps on our exciting journey.

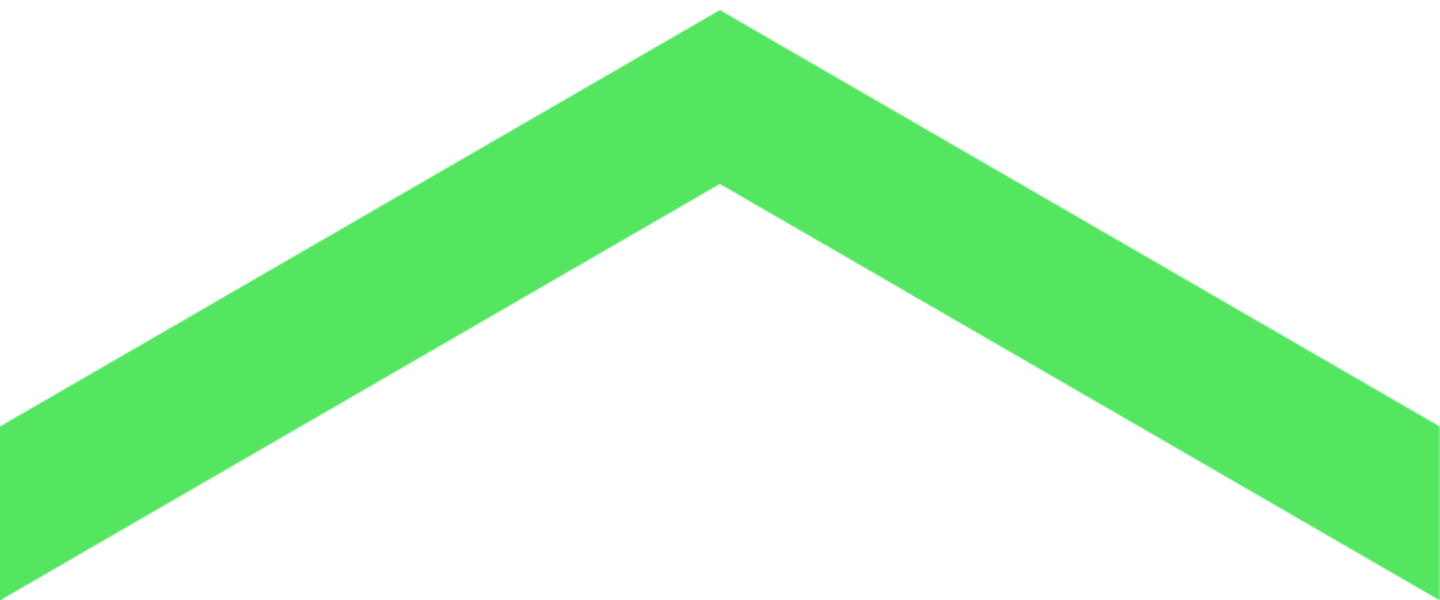
<https://www.thenewschool.org.uk/>



Who we are & what have we achieved to date?



- The New School opened in September 2020 and was rated 'Good' by Ofsted in 2021.
- Independent research by the University of Nottingham (2022) confirmed the positive educational value of TNS' emotional and social learning approach.
- University College London (UCL) identified the active elements of the school model that will drive knowledge dissemination and scale (2023). The school continues to be hugely oversubscribed.
- The school has an overall attendance rate of 94% (vs under 45% at some students' previous schools). 82% have progressed on the Boxall scales (describing how a child improves emotional security, makes constructive, adaptive relationships, is able to co-operate and self-regulates).



Our ambitions over the next three years



1. Educational leadership: we will continually enhance our pedagogical model to develop young people's social, emotional and academic skills. We will further our relational practice and multisensorial learning environments. This will strengthen the evidence base for the education and policy ecosystem. Key results:

- To capture a pedagogical model that can be developed into a replicable product for educators regardless of school governance, status and policy.
- To use academic research to independently verify the pedagogical model.

2. Changing mainstream education: educational leadership & guidance, practical solutions and online resources, making our innovation and learning accessible for and adopted by multi-academy trusts, schools and local authorities. Sharing our model to increase understanding of how to develop inclusive practice and reduce disadvantage gaps. Key results:

- Engagement by schools, Multi Academy Trusts & teacher trainers to run training sessions for practitioners
- Engagement by Local Authorities to develop their outreach programmes for schools

3. Building a Sustainable Future: we will co-create the funding mechanism and collaborative delivery between health and education (primarily Lambeth, Southwark and the SE London Integrated Care Partnership). We will then replicate and scale this model in other localities (in part or wholly depending on context), building a sustainable funding model for our work. Key results:

- Develop a funding mechanism that unifies health and education to enable innovative school models to exist in the system and to test solutions that support disadvantaged and at-risk young people
- To create an evaluation framework across health and education that is replicable by other LA's and enables understanding of different models within the system that can create change.

About the Role



The role is new role for a growing, dynamic organisation. The role will be responsible for nurturing current donors and establishing and stewarding new supporter relationships with high net-worth individuals, trusts & foundations, and corporate partners.

This is a relatively new organisation with an exciting challenge; to embed exceptional fundraising and partnerships thinking and practice to drive TNS forward on the next stages of our journey.

Having had the ongoing generous support of a single donor for its initial years, TNS is looking for a proactive fundraising leader to increase and diversify the organisation's income, through current relationships and exciting new partnerships.

In this role you will be able to develop strategy and lead operations. In doing so you will be part of a truly transformational organisation that is going through an exciting period of growth, maturity and change.

You will play a vital role in driving The New School forward through 2025 and beyond, and therefore playing a leading role in driving positive change across the UK education sector.



Key Duties / Responsibilities:



- Strategic planning to deliver short- and longer-term fund-raising objectives, aligned to the organisation's vision and ambition.
- Research, qualify and actively seek out new funding opportunities, establishing and ultimately managing a dynamic pipeline of prospects. Demonstrating clear, timely progression through the pipeline.
- Develop relationships with donors and other major funding partners, raising high-value, multi-year donations and grants.
- Build relationships with new and existing senior volunteers including members of our Board, forming and leading a (fundraising) Committee to advance prospect and donor relationships.
- Work collaboratively across the organisation to ensure our funders see the impact of their support and are kept updated about ways for them to engage and increase their involvement.
- Write persuasive proposals, reports and other engagement materials that clearly communicate the impact and importance of a donor's commitment to our work.
- Pitch compelling partnership opportunities through presentations, visits, events and personal conversations with potential donors.
- Develop the donor database to ensure new business and donor activity reflect work being undertaken and progression of all relationships.

Note: This job description is intended to convey information essential to understanding the scope of the role. It is not intended to be an exhaustive list of responsibilities and duties required.

Skills / Experience / Knowledge:



- A strong understanding of philanthropy and corporate giving trends and what motivates different donors
- A flair for new business development and resilience in the face of knock-backs and challenges
- Exceptional verbal and written communication skills and confidence presenting in internal and external meetings
- Strong interpersonal skills, with an ability to build positive and authentic relationships with a range of people, teams and organisations
- The experience to make informed approaches to prospects and manage relationships with emotional intelligence and an appreciation of motivations to give
- A strong passion and empathy for TNS model, vision and the young people we exist to serve
- Experience of fundraising and harnessing prospective donor interests and motivations to support charities and social enterprises
- Experience of building compelling asks responsive to donor/client interests and working with a complex organisation to deliver on these
- Experience of delivering on time within a target driven environment
- A collaborative approach; taking others on the journey with you and sharing knowledge / expertise for the benefit of the wider organisation
- Track record of securing and managing 5 and 6 figure gifts from a range of donors

The Application Process:



How to apply

- If you have any questions about this role that we've not answered, please get in touch with us. We warmly welcome interested applicants to arrange a short Zoom/Teams call with one of the team to discuss the role in more detail.
- To formally apply, please complete an application letter (max 2 pages), setting out why you are interested in the role and how you meet the person specification criteria, along with a summary level CV (max 2 pages). This information will be used to select candidates for interviews.
- Please send your CV and cover letter to lucy@thenewschool.org.uk
- You will need to have the right to work in the UK as we are not able to provide sponsorship for this role.
- Please note that first round interviews will be held remotely from 19th August 2024.
- Final round interviews, as well as the opportunity to meet the Team in person, will take place in early September.

No agencies/sales call please – as a non-profit we work hard to keep our costs down and therefore will not be engaging agencies to support this recruitment.





The New School



Appendix: What is the challenge with the UK education system?



Too often, education is overly focused on passing tests with a narrow curriculum that doesn't help children develop the skills they need for life, work, community and wellbeing.

Large class sizes can lead to a disciplinarian approach to behavioural issues. Too many children are excluded. Research shows that children living in poverty, those with family problems, mental health issues or SEND are all disproportionately excluded. Exclusion leads to poor educational attainment and NEET (not in education, employment or training).

Standard school performance measures do not value social and emotional learning, so will not improve wellbeing. These limitations have a direct knock-on effect on key outcomes: attainment, attendance and development. **This is why our whole child, wellbeing-oriented education is producing better life skills and social and emotional development alongside academic attainment.**

Local Authorities and health commissioners recognise the demand for new educational models and the importance of emotional and social learning. They are backing a number of TNS places, and further financial support is expected in future years.

Appendix: What is different about our model from mainstream education?



Our unique model offers practical learning and evidence of how to change mainstream education:

- **Self-directed learning:** Allowing students to pursue their own interests alongside the main curriculum in a structured setting with teacher support. 94% of families think their child(ren) can express and develop their personal attitudes and values at TNS (UNotts).
- **Multisensorial learning environment:** We offer a human-centred approach to creating a rich learning environment, where greater awareness, space, and priority is given to the emotions, needs, and preferences of the children. The environment allows children “to be themselves, to voice their opinions and to most importantly have fun” (UNotts).
- **Flexible structures and boundaries:** We build a sense of autonomy and ownership amongst students, through negotiation of rules, flexibility where needed, and an emphasis on self-generated routines.
- **Relational practice:** Educational research evidences the benefits of positive relationships at school to ensure children. TNS understands that connection is closely connected to educational performance, inclusivity and a sense of belonging. ‘We witnessed many examples of positive role modelling of respectful, fun and healthy relationships between staff and students and among themselves’ (UCL).
- **Freedom to play:** As people start to build relationships together, this can lead to feelings of connection, comfort and safety. 94% of parents agreed or strongly agreed with the statement “My child can pursue their passions and interests at The New School” (UNotts).