



# ENVISION TRUSTEE

## INFORMATION FOR PROSPECTIVE EDUCATION TRUSTEE

### ABOUT ENVISION

Envision enriches education by enabling pupils to develop the agency and skills they need to contribute to society, both in the workplace and the wider community.

We achieve this outcome through the medium of youth social action. We practice a youth-led approach, empowering young people to tackle the issues that matter most to them. Our role is to ensure that young people learn from this experience, by providing coaching and guided reflection.

Our programme, Community-Apprentice is loosely based upon the TV series The Apprentice: young people, working in teams, must develop, and crucially, demonstrate personal competencies, whilst managing their own social action projects. Young people compete for a place 'in the boardroom' where they must evidence both the impact they have had on the community and the skills they have developed.

Over the past five years we have developed a highly effective version of the programme for KS5 pupils. The programme combines weekly group activities, facilitated by Envision coaches, mentoring from business volunteers and cross-school events. Over a period of ten months they identify an issue, create a concept for a project, develop a plan and implement it.

One of the advantages of using youth social action as a vehicle for development, is that we succeed in engaging young people who do not self-identify as 'an entrepreneur' and would therefore be unlikely to participate in more business focused enterprise competitions. Two thirds of our participants qualify for pupil premium and they are motivated by the opportunity to tackle issues which matter to them such as gang crime or mental health.

Independent research, conducted by the Behavioural Insights Team, provides "compelling and robust evidence that young people who take part in the programme develop some of the most critical skills for employment and adulthood". For example students that participated on the programme showed an 11% increase in empathy, an 11% increase in co-operation, a 7% increase in grit and resilience, a 6% increase in problem solving and an 11% improvement in attitudes towards their education compared to a rigorously selected control group.

We are currently being supported by the Careers and Enterprise Company to pilot a new KS4 version of the programme for year 10s. This also combines weekly activities, business mentoring and cross-school events, but is condensed into a single term. Young people all do the same activity - fundraising - but they can choose who they fundraise for and how they do it.

Next year (2017-18) we are scaling our KS4 pilot from just five schools in Birmingham to 30 across 3 cities. What is also very exciting is that this programme is also being subjected to a randomised control trial managed by the Education Endowment Foundation. Through collaborative working such as this we are able to influence wider education policy and practice as well as impact on the lives of individual young people who are in need of additional support and opportunity.

You can find out more about us on our website at [www.envision.org.uk](http://www.envision.org.uk)



## EDUCATION RELATED STRATEGIC CHALLENGES

1. We have ambitious plans to reach more young people and that means more schools. Our three year plan sets out a two pronged strategy to achieve this: firstly, by reaching more schools within the cities where we currently operate and secondly, through exploring the potential for a model to reach into new cities. As for many education charities, one of our biggest barriers to expansion is **finding a cost-effective route to market** in an increasingly complex education environment. Our operational concept relies on cluster working to foster competition among schools and we want to harness this to cluster schools more effectively, such as linking to MATs and developing beacon schools.
2. Adapting our model for year 10s is **requiring us to work more collaboratively with schools** than has been the case for older age groups, mainly due to safeguarding and timetabling issues. We need to keep abreast of the changing policy environment and understand the pressures and challenges schools are facing. We also need to think creatively about how to get the best outcomes for young people through practical partnership working, such as integrating our programme into schools' existing behaviour and reward systems.
3. Many organisation and individuals share our desire to increase the importance of character development in formal education. We will only achieve this by **working with others to inform and shape wider policy and practice**. To add value in the right places, we need to be able to join the dots and ensure we use limited resources to add value and collaborate where we can have greatest impact.

## ABOUT THE BOARD

Trustee meetings take place quarterly in London and run from 10.00 am until 12.30pm. Trustees also attend at least one Envision event a year. Between these times there are occasional phone conferences. Trustees also give time to support the management team, according to their areas of expertise, and help to raise the profile of the charity among their networks.

The trustee board is a small and therefore focused team currently made up of seven individuals including a Chair, a Treasurer, one of the original founders (who we keep persuading to stay), a trustee with experience in wealth management, an expert on social action and campaigns, a youth trustee and a retired school head.

Ken Nimmo has brought educational expertise to our board for the past six years and made a fantastic contribution which is greatly valued by both the trustees and the management team. He owns a home (and vineyard) in Slovenia and now that he is retired he plans to spend more time there, hence his decision to step down. We will miss him, but are looking forward to crates of wine in our trustee meetings!

Simon Lough has been chair for two years. He has a strong commitment to improving the life chances of more disadvantaged young people. Prior to Envision, Simon served for 10 years as Trustee (and ultimately Deputy Chairman) of Fairbridge, a medium sized charity tackling social exclusion in inner city areas. Fairbridge became part of the The Prince's Trust in 2011. Simon is also a Governor of The Fulham Boy's School, a new free school in Fulham (where he has lived for 20 years).

In his business career Simon worked for 7 years in Tokyo. He moved back to the UK in the mid-1990s, and joined his brother who had established a UK wealth management business. Heartwood was acquired by Handelsbanken, the highly regarded Swedish bank. Simon recently got his old Tokyo friends together for an amazing sponsored bike ride which he conceived and organised, raising over £120,000 for Envision!



## RESPONSIBILITIES

### Statutory (shared by all Trustees)

- To ensure that the organisation complies with its governing document, charity law, company law and other relevant legislation or regulations.
- To ensure that the organisation pursues its objects as defined in its governing document.
- To ensure the organisation uses its resources exclusively in pursuance of its objects.
- To contribute actively to the Board by providing firm strategic direction to the organisation, advising on overall policy and working with the CEO and the SMT to help set targets and evaluate performance against these agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure proper oversight and management of risk across all aspects of the charity and its work
- To work with the CEO to ensure the financial stability of the organisation, approve annual budgets, monitor financial forecasts and, where necessary, set corrective action.
- To ensure the effective and efficient administration of the organisation

### Strategic

- To support the Chief Executive Officer (CEO) and SMT on organisational strategic thinking and to provide support and feedback on proposed project plans
- To identify opportunities to attract potential funding, specifically through research and relationship building
- To identify opportunities to raise Envision's profile and to broker introductions to valuable contacts within the sector that Envision operates

### Specific to the Education Trustee role

- To ensure that the needs of our key stakeholder group are represented on the board and that decisions are shaped by an informed understanding of how schools work in practice and the challenges they face.
- To ensure that trustees fulfil their Safeguarding responsibilities and to provide a sounding board for the Lead Child protection Officer.
- To support the management team to develop marketing strategies to promote our service cost-effectively to schools and contribute to shaping practical partnership working.
- To be an ambassador for Envision within the wider educational context, raising our profile, identifying opportunities to collaborate and forging new relationships for the organisation.

## PERSON SPECIFICATION

We are particularly looking for an individual who can bring the following skills and qualities to our Board:

- Experience of working at a senior level within education.
- Strong education network
- Expertise in safeguarding.
- General understanding of process of the secondary school curriculum with some knowledge of secondary school/sixth form PSE/Enrichment programmes.
- Independent judgement and willingness to speak out
- Ability to think strategically
- Impartiality, fairness, and ability to respect confidences and confidentiality
- Willingness to utilise own network for the benefit of Envision, where appropriate