



# Trustee Appointments: Candidate information pack

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## Message from the Chair



Welcome to **nurtureuk** and thank you for your interest in applying to become one of our trustees. We are looking to recruit three new trustees to help lead the charity in its next stages of development.

Our aim is to ensure that our Board is inclusive and we welcome applications from a wide diversity of people who share our goals, particularly those who have first-hand experience of the impact of disadvantage and deprivation. We are particularly interested in appointing trustees with understanding and expertise in:

- Education policy in the nations of the UK and the role of related professions
- Financial management and the challenges facing growing organisations
- Public sector procurement and managing major contracts
- Research into educational impacts and psychology.

I hope that you will want to join us.

In recent years, under the strong leadership of our Board and CEO Arti Sharma, **nurtureuk** has moved from operating as a relatively niche organisation to one with a turnover of over £2 million and a powerful purpose – and we have ambitious plans to grow our influence and impact over the next few years.

We recently updated our strategy and adopted three new goals:

- Every child's education and development embraces nurture
- Boxall Profile® is integrated into every school's nurturing activities
- UK governments adopt nurture for all children.

You can find much more information on **[www.nurtureuk.org](http://www.nurtureuk.org)**. We are now determined to make rapid progress towards these targets.

The current focus on well-being within education and the impact of the pandemic on opportunities and achievements matches our ethos and *raison d'être*. We have the opportunities, but also the responsibilities, to grow and to help ensure that all children and young people can thrive within our education system. Every child should be able to leave school well-prepared to fulfill their potential, looking forward to participating fully in society and the workplace.

**Nurtureuk** is in a strong position to make a significant contribution to the lives of millions of children and young people. We have a highly motivated and skillful team matched by a Board of Trustees who are fully supportive and engaged. If you feel you would like to play a key role as a trustee, helping us take this work forward, there couldn't be a better time to join us.

We very much look forward to hearing from you.

Best Wishes

**Nicola Hannam**

Chair of the Board of Trustees

# About nurtureuk

## Our vision

A world where:

1. Child development isn't limited by lack of nurture in education
2. Adults working with and caring for children and young people (CYP) are supported and equipped with evidence-based tools to help them flourish and learn

## Our mission:

Nurture**uk** is dedicated to improving the life chances of children and young people by promoting nurture across the whole education system and beyond:

- We are proud of being a charity and driven by social purpose
- Children and young people's development is at the heart of everything we do
- We want to amplify the benefits of nurture for CYP within and beyond the classroom
- We are evidence-based and practice-led: guided by the six principles of nurture

Just over 50 years ago, the first nurture group was set up in Hackney, London. Marjorie Boxall, then an educational psychologist with ILEA (the Inner London Education Authority), had noticed that large numbers of young children were entering primary school with severe emotional, behavioural and social difficulties. This was leading to unmanageable rates of referrals to special schools or for child guidance treatment.

Marjorie understood that the difficulties presented by most of these children were the result of impoverished early nurturing. She developed nurture groups to provide much-needed "restorative and development experiences" for these children, many of whom came from difficult and disadvantaged backgrounds.

Marjorie's insights and experience remain profoundly relevant today. As one nurture teacher put it recently: *"If pupils don't feel happy and safe within school, they won't learn anyway. You can carry on teaching... but they won't take it in if they don't feel secure and their basic needs aren't being met."*

In 2022, increasing numbers of children and young people are affected by social, emotional and behavioural difficulties that inhibit their progress and limit their life chances.

Nurture**uk** – a charity established to address these issues – has developed a range of services and support to provide vulnerable children and young people with the opportunities to be the best they can be.

We are a national charity working across the UK, delivering a variety of nurture interventions that support the social, emotional and mental health needs of children and young people. Nurture interventions are educational psychologist-designed, teacher-led interventions for children who often feel disengaged and unhappy in an educational setting.

As a charity, we rely on several different income streams. We work mainly as a trading organisation, and gain most of our income from selling our products and services. This includes our training courses and programmes, publications, membership, and our social, emotional and behavioural assessment tool, the Boxall Profile® Online.

We provide training, consultancy, research, online tools, publications, and advocacy alongside whole-school approaches that support mental health, and improved behaviour, attendance and academic attainment. We also commission research and promote good practice.

We work in close collaboration with ministers, elected members and officials across all four UK nations, along with educational leaders, teachers and other charities.

Even with our small staff, we have a significant impact and influence – and we know that it is growing.

You can find more information about nurture**uk** via [our website](#).

# Job description

## Role: Trustee

### Main purpose

Trustees lead the charity, and are responsible for the good governance, success and future of nurtureuk. In this role, they:

- Ensure that nurtureuk works for the public benefit
- Ensure that the work of nurtureuk is compatible and consistent with its aims and purposes and that it acts within nurtureuk's stated charitable objectives
- Ensure that nurtureuk complies with its governing document and the law and upholds its values
- Act in the best interests of the charity
- Manage resources responsibly
- Act with reasonable care and skill
- Ensure that nurtureuk is accountable and well governed
- Agree nurtureuk's strategic direction and policies
- Ensure that nurtureuk achieves its aims and objectives
- Establish and oversee control and risk management frameworks
- Support and advise the CEO and executive staff

### Key functions

Individual trustees of nurtureuk make a vital contribution to the work of the charity. To achieve this (either individually, through committees or as a Board) they:

- Attend Board meetings regularly and contribute to the relevant sub-committee meetings as appropriate
- Attend occasional (usually annual) 'away-day' updating sessions
- Define and ensure compliance with the values and strategic objectives of nurtureuk ensuring that nurtureuk follows all legal requirements laid down by the Charities Act 1992, 1993 and 1996 (as amended) and The Companies Act
- Formulate, review and monitor, together with the Chief Executive, the long-term strategy and related business plans of the charity
- Provide appropriate challenge and scrutiny
- Approve the annual accounts each year prior to publication, approve each year's budget and business plan, and exercise overall control over nurtureuk's financial affairs.

- Establish and oversee a framework of delegation and systems of internal control
- Establish and oversee a framework for the identification and management of risk
- Appoint the Chief Executive
- Ensure effective development and implementation of sound policy and procedures within nurtureuk
- Develop a working knowledge of the activities, products and services of nurtureuk

### The nurtureuk Board

Nurtureuk's Board brings together trustees with backgrounds in education and research with others who are skilled and experienced in finance, communications, digital businesses, governance and charities. The Board normally meets at offices in London and met virtually during the pandemic. The charity values the diversity of its Board and is keen to receive applications from qualified people of all backgrounds and perspectives.

The Board is committed to developing the skills of individual trustees and its collective performance. Some training opportunities are available to trustees.

### Terms of office

Trustees are normally appointed for a three year term (with the understanding that exceptional circumstances may not make this always possible) and can serve a maximum of three terms.

### Support – induction and mentorship

New members of the Board are offered a comprehensive induction programme which includes a visit to nurture practitioners and time with the CEO and staff, along with a 'buddy' relationship with an experienced board member.

There is also essential reading material on the role of a trustee and our relationship with the Charity Commission, our Charitable Objectives and requirements of good governance.

We also introduce new trustees to how the Board makes decisions, our values and culture and how we operate as a board.

## Person Profile

### Board member personal traits

- Honest, trustworthy and able to meet the Charity Commission's requirements for trustees
- Supportive of the values and objectives of nurtureuk together with a desire to help children and young people to succeed in life
- Willingness to spend the required amount of time on nurtureuk business
- Energetic and committed
- Able to share expertise with a busy executive team and be creative in seeking new opportunities for the charity
- Positive attitude to change, 'can-do' approach – but also pragmatic and realistic

### Core skills/experience

- Good communication and interpersonal skills
- Potential to fulfil the legal responsibilities of being a trustee
- Understanding of (or willingness to be trained) in key aspects of governance, including (but not exclusively) the development of strategic plans, financial probity/transparency and the implications of conflicts of interest
- An understanding of the role and contribution of charities, their responsibilities and potential

### Specialist skills/experience

We are looking to appoint candidates with experience and understanding in one of the following areas:

- Education policy in the nations of the UK and the role of related professions
- Financial management and the challenges facing growing organisations
- Public sector procurement and managing major contracts
- Research into educational impacts and psychology.

### Commitment

The Board meetings are four times a year and reasonable expenses are paid, including for additional costs incurred through Board membership. Some time should be set aside to prepare for each Board meeting. There will also be sub-committee work, telephone conferences and email contact. Trustees should contribute to one or more of the sub-committees reflecting their specialist interests and experience.

The charity does not have a head office as staff mostly work remotely. Board meetings are held in a variety of locations, mostly in London.

## How to apply

To apply, please complete the application form. You are welcome to attach a covering letter and/or CV along with the application form. Please email your application to [apply@tpp.co.uk](mailto:apply@tpp.co.uk) "Trustee – nurtureuk" in the subject line. We would welcome alternative methods of application and reasonable adjustment. Please contact our retained recruitment advisors at TPP Recruitment to discuss further.

The closing date is 9am on Monday 3rd October.

Contact details for the TPP team are below – please do get in touch if you have any questions or if you would like to arrange a conversation with one of the nurtureuk Trustee team.

**Lisa Ross** [Lisa.ross@tpp.co.uk](mailto:Lisa.ross@tpp.co.uk)

**Emma Patmore** [Emma.patmore@tpp.co.uk](mailto:Emma.patmore@tpp.co.uk)

**Matt Adams** [Matt.adams@tpp.co.uk](mailto:Matt.adams@tpp.co.uk)

All of the team are contactable via telephone on **0207 198 6060**

### Recruitment timetable

Date	Activity
9am on Monday 3rd October	Application deadline
18th – 19th October 2022	Interviews with nurtureuk