



**Ambition  
Institute**



**AMBITION INSTITUTE | JOB PACK:**  
Trustee

# CHAIR'S MESSAGE

Thank you for your interest in joining our Board of Trustees.

Thank you for your interest in joining our Board of Trustees. Ambition Institute's vision is an education system where every child can thrive, no matter what their background. Our mission is to help educators serving children from disadvantaged backgrounds to keep getting better.

This work has only become more important as we emerge from a period of extended disruption due to the Covid-19 pandemic. This disruption has been felt most acutely by children from disadvantaged backgrounds. It is an exciting and rewarding time to join Ambition Institute. We are respected as one of the sector's biggest providers of high-quality professional development and have an exciting future ahead of us.

We are looking for at least two motivated and talented individuals to join our Board of Trustees and contribute to either our Education and Impact Committee or our People Committee. We are particularly interested in adding the following areas of expertise to our Board and the People Committee:

- > Workforce planning and organisational design.
- > Building organisational capacity.
- > Scaling up and growth.
- > Increasing workforce diversity and inclusion.

We are committed to creating a diverse and inclusive organisation at all levels, including our Board. We would be particularly interested to receive applications from people in currently underrepresented groups, including black and minority ethnic candidates. We also welcome applications from people at all career stages and, as a national organisation, from any geographical location within England.

If you are inspired by our work and think you could help us to achieve our vision and mission, then we would very much welcome an application from you.

**Rebecca Boomer-Clark**  
**Chair of the Board**

# WHY WE EXIST

Children from disadvantaged backgrounds don't do as well as their peers at school.

We know that improving teaching and school leadership is the best way to address this gap. No other aspects of the school system have as much influence on pupil achievement, particularly the achievement of pupils from disadvantaged backgrounds.

Ambition Institute has one purpose: to help educators serving children from disadvantaged backgrounds to keep getting better.

# WHAT WE DO

At Ambition Institute we help schools tackling educational disadvantage to keep getting better, and help their teachers and school leaders to become more expert over time.

That's how we'll make sure every child gets a great education and the best possible start in life.

- > We train teachers and leaders at all levels to get better at the things that make the biggest difference: what you teach, how you teach it, and how you create the conditions for schools to thrive.
- > We share what works. Everyone can benefit from evidence of how great teaching and leadership can improve schools and change lives, so we connect people to the latest research and the best practice out there in the system.
- > We champion every teacher and school leader's potential to develop, as the driving force for sustainable school improvement.

# OUR IMPACT

We have worked with **14,000** educators,  
across over **3,000** schools, reaching more  
than **1.3 million** children across the country.



## Trustee

### **Role overview:**

This is an exciting time to join Ambition Institute. We are looking for motivated and enthusiastic individuals to join the Board of Trustees and our People Committee. Part of your role would be to support and challenge the Executive team as we look to strengthen our culture and our internal ways of working.

We are therefore looking for people who can help shape how we approach this: on workforce planning, organisational design and development and increasing workforce diversity and inclusion. You will play a vital role in making sure we achieve our vision and mission.

### **About us:**

Our focus is on improving education for children from disadvantaged backgrounds. The evidence shows that one of the most powerful and effective things schools can do to make this happen is by focussing on the professional development of their staff. We design and deliver a range of programmes for teachers and school leaders, which support them to keep developing their expertise. We're respected as one of the sector's biggest providers of high-quality professional development and have an exciting future ahead of us.

We have a permanent staff team of c.220 people, from all backgrounds and parts of the country. Our goal is to make Ambition Institute a place where we attract, recruit, retain and develop highly-skilled and motivated staff who are supported and enabled to perform at their best.

We are changing and expanding our programme portfolio, and the scale of our operations significantly over the years ahead, and we are keen to have trustees who can bring expertise and experience to support us on that journey.

### **Key skills and experience:**

#### **Essential:**

- > Commitment to:
  - Ambition Institute's mission to end inequality.
  - The role that professional development can play.
  - Diversity and inclusion.
- > Experience of:
  - Shaping and developing workforce strategies.
  - Leading change and growth.
- > Skills:
  - Strong interpersonal and relationship skills.
  - Ability to think creatively and work as a group.

#### **Desirable:**

- > Experience in one or more of:
  - Workforce planning and organisational design.
  - Building organisational capacity.
  - Scaling up and growth.
  - Increasing workforce diversity and inclusion.
  - Delivering professional development.
- > Understanding of charity governance and requirements.
- > Strategic leadership in your own or other organisations.

We are an inclusive organisation that works with local communities nationally, we want this diversity to be reflected on our board. We particularly welcome people from all backgrounds so that our board mirrors the communities we serve. We welcome applications from anyone regardless of age, disability, ethnicity, heritage, gender, sexuality, socio-economic background, and other differences. We are deeply committed to inclusive working practices, so during the application process we commit to:

- > Paying for childcare whilst you're at our interviews where these take place in person.
- > Paying for your travel costs to the office and back for interviews when this is held in person.
- > Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- > Providing this document in a Word document format readily available to download.
- > Offering a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role with Inclusive Boards.

If there is anything else you're concerned about or think we could provide, please let us know.

### **The role of the Board:**

The Board of Trustees is Ambition Institute's highest decision-making body and is ultimately responsible for the decisions and actions of the charity. The People Committee is a sub-committee of the Board and monitors the health and culture of the organisation and staff. It focuses on these main areas: HR performance; talent priorities; organisation structure, operating model and size; and Board composition and effectiveness. There are two other sub-Committees – the Education and Impact Committee and the Finance and Risk Committee.

The Board has strategic oversight over the organisation and ultimate responsibility for the following:

- > Overall leadership, strategic aims and oversight of operations.
- > Approval of the strategy to achieve the charity's objects, holding the executive to account for its implementation, and monitoring and communicating performance.
- > Major changes to the corporate and control structure and contracts in line with Delegation of Financial Authority.
- > Oversight of the organisation's risk management and framework.
- > Approval of annual budget and annual report and accounts.
- > Acting as the guardians of the charity's assets, both tangible and intangible, taking all due care over controls, risk and application.
- > Ensuring that Ambition Institute complies with all constitutional, legal and regulatory requirements.

There are currently six existing Board members, and we are looking to add two to four new trustees.

### **Additional information:**

- > Trustees will attend the four Board meetings held each year. Each trustee is encouraged to sit on one committee and we're looking for this trustee to join the People Committee.
- > Some additional engagement between meetings on key issues, if needed.
- > Attendance at one or two 'away days' a year.
- > The appointment will be for one term of three years, which can be followed by a second term, up to a maximum of six years in total.
- > Meetings are held at Ambition Institute's London office although teleconferencing facilities and reasonable travelling expenses are available – applicants are encouraged regardless of geographical location.

**Salary:**

This role is an unremunerated voluntary position, with reasonable travel expenses.

**Location:**

Applicants are encouraged regardless of geographical location.

**How to apply:**

The recruitment process is being managed by Inclusive Boards on behalf of Ambition Institute. If you wish to apply for this position, please supply the following:

- > A detailed CV setting out your career history, with responsibilities and achievements.
- > A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application.
- > Details of two professional referees together with a brief statement of their relationship to you and over what periods of time they have known you, referees will not be contacted without your prior consent.
- > Diversity monitoring form – your data will be stored separately from your application and will at no time be connected to you or your application.

Please submit your CV and Cover Letter using the form on this page or to [ambition@inclusiveboards.co.uk](mailto:ambition@inclusiveboards.co.uk).

If you would like to discuss this role informally before applying, please call 0207 267 8369 to leave a message for Jelil Akinwande/Elizabeth Oni-Iyiola or send an email to [ambition@inclusiveboards.co.uk](mailto:ambition@inclusiveboards.co.uk).

**Key dates:**

Closing date for applications: Sunday 2 May 2021, 23:59.

Selected candidates are invited to observe the People Committee on Tuesday 8 June, 10:00-12:00, and the Board meeting on Wednesday 7 July, 09:30-12:00.