**Education Support**

**Appointment of Trustees 2025**

**Who we are**

We are the UK’s only wellbeing and mental health charity for the entire education workforce. We have been here for teachers and education staff since 1877. We are non-judgmental, compassionate and committed to providing the highest quality support to those who need it most.

**Our Vision**

That everyone working in education is respected, supported and resilient.

**Our Mission**

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

**Introduction from our Chair**

Thank you for your interest in Education support.

Educators change lives. They create possibilities, open doors, and sometimes, gently nudge people over thresholds they didn’t believe they could cross. Most people who choose to work in education want to make a real difference in the world. And they do - day in, day out, to millions of children, young people and adults across the UK.

Education Support is the UK’s only mental health and wellbeing charity for the entire education workforce. We work to improve education by supporting the people who support the children and young people. With a looming recruitment and retention crisis in teaching, our work will make a direct impact on the quality of education over the next ten years.

We support the sector at three levels. Firstly, we help individuals. In 2023-24, our free and confidential helpline supported 4,083 individuals who spoke to a qualified counsellor in their moment of need.

Secondly, we work directly with schools to support the development of healthy, productive workplaces. Thirdly, we research issues relating to the education workforce and use that data to advocate for policy change at a government level.

This is an exciting time to join an organisation that has burst onto the national media agenda, has recently featured in multiple debates in the House of Commons, House of Lords and given evidence at a Select Committee hearing.

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education. We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

It is our belief that the health of the people doing the teaching affects the quality of the outcomes for the students and pupils in their classes. That is why we are on a mission to improve the mental health and wellbeing of the education workforce.

We have a group of committed Trustees who support and guide the organisation in delivering its key objectives. Sadly, some of those trustees are due to step down in the next twelve months and we are beginning a process of Trustee recruitment.

There is excitement and expectation within the current Board and our Executive Team that along with our supporters and partners, we can achieve something special over the coming years.

To reach our potential though, requires the highest level of governance and strategic decision making, which can only be achieved with a talented, experienced and diverse Board of Trustees.

**What we need**

The Trustees wish to attract diverse candidates, with a wide range of skills and experience, to join the existing, experienced Board.

We are looking for people who can bring their expertise and show a commitment to the Charity’s mission, and vision

The Board wish to increase diversity within its governance structures, and we welcome applications from candidates with protected characteristics under the Equality Act 2010, which we will prioritise in our selection process.

In light of our considerable programme delivery funded by the Welsh government we also welcome applications for candidates from Wales.

Whilst we aim to have a mix of skills within the board, we welcome applications from candidates with the following skills:

* Clinical expertise in mental health
* Finance:
  + General Finance
  + Charity Finance
  + Charity Fundraising
  + Commercial Finance in a charity context
* Risk Management
* Change management

**Trustee Role description**

Trustees are the people responsible under the governing document of Education Support and for controlling the management and administration of Education Support.

**The role of a trustee is**

* to ensure that Education Support complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations
* to ensure that Education Support pursues its objects as defined in its Memorandum and Articles of Association
* to maintain proper financial control and ensure that Education Support applies its resources exclusively in pursuance of its objects i.e. the charity must not spend money on activities that are not included in its objects, no matter how worthwhile or charitable those activities are
* to set and maintain vision, mission and values
* to develop strategy, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
* to ensure accountability
* to support the operational management of the organisation
* to draw up and monitor the implementation of internal policies, which must include equality and diversity as well as health and safety policies and grievance and disciplinary procedures
* to ensure that risk assessments for all aspects of the business are carried out
* to safeguard the good name and values of Education Support
* to maintain effective board performance and ensure the effective and efficient administration of the charity including funding, insurance and premises
* to promote Education Support
* to act in the best interests of the charity, never in the interests of yourself or another organisation

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have, to help the board reach sound decisions. These may involve scrutinising board and focus group papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives and other issues in which the trustee has special expertise.

A trustee is required to act reasonably and prudently in all matters relating to the charity and must always bear the interests of Education Support in mind.

**Trustee Person Specification**

Attitudes and characteristics:

* commitment to the organisation
* integrity, strategic vision and good/ independent judgement
* the ability to devote the necessary time and effort to their duties as a trustee
* ability to take decisions for the good of the organisation
* good, independent judgement and willingness to speak honestly and openly
* good communication skills
* tact and diplomacy
* an ability to work effectively as a member of a team
* Willingness to learn the legal responsibilities and liabilities of a trustee
* a commitment to equal opportunities

Desirable experience:

* prior experience of committee/trustee work
* knowledge of the type of work undertaken by the organisation
* a wider involvement with the voluntary and /or Education sector

**How to apply**

If you’re interested in becoming an Education Support Trustee and have the skills and experience to support and help further develop our organisation, please send us:

* A supporting statement indicating which role you are applying for illustrating your eligibility for this role against the criteria and experience sought, and crucially, your motivation for applying for the role (up to two sides of A4)
* A current comprehensive CV, including details of two referees (who will not of course be contacted without your prior knowledge and consent)

To access the recruitment portal please click the application link below

*https://hr.breathehr.com/v/trustee-40793*

**Recruitment timetable**

Closing date for applications: Monday 26 May

Candidates should also note the following important date:

* Interviews are scheduled for Week commencing 9 June

A reminder that these, like most trustee roles, are voluntary and not remunerated. For an informal conversation, please contact:

Sean Hanson, Chair of Trustees

[sean.hanson@edsupport.org.uk](mailto:sean.hanson@edsupport.org.uk)