



Trustee

2025 recruitment pack



**Educational Opportunity
Foundation**
IMPROVING LIFE CHANCES WORLDWIDE SINCE 1808

Trustee Board Vacancies

We are a grant giving charity and work towards our vision of educational opportunity for all by awarding grants of around £700,000 per annum, to not-for-profit organisations, to address educational disadvantage in the UK and internationally.

We are looking for a new Trustee who has either direct experience of living in care or a thorough understanding of the UK care system. Our Trustees play an important role, working collaboratively to support the professional staff team to deliver our strategic plan, scrutinise our investments and spending, and make decisions on grant applications.

We seek to attract Trustees from diverse backgrounds, social identities, or perspectives. Previous Trustee experience is not necessary, but a commitment to the right of children and young people to be able to access high quality education and training as a driver for equality of opportunity, personal development and wellbeing is essential, whilst also appreciating that as a funder we have a responsibility to take action against the climate crisis.

Vision, mission and values

Our vision is for educational opportunity for all.

Mission

We believe in the right of children and young people to be able to access high quality education as a driver for personal development, wellbeing, and equality of opportunity.

We seek to achieve our vision by providing funding and support to UK-based charities and educational establishments for educational projects in the UK and throughout the world reflecting our history and heritage, and by facilitating knowledge sharing by charities about what works well.

Values

We value effective teaching and learning, and the sharing of good practice. We are committed to inclusivity, integrity, and to valuing and respecting others in everything we do.



About Us

Our Foundation was formed in 1808 by Christian social reformers under the name of the British and Foreign School Society, to run charitable schools to teach the masses by using the monitorial system developed by Joseph Lancaster, a pioneer of school and teacher education. We no longer run schools and are now a non-religious grant giving charity. Our regular grants fund international projects which improve access, quality and sustainability of education in marginalised and deprived communities, and UK projects which improve educational outcomes and life chances for care experienced young people. We changed our name to Educational Opportunity Foundation in 2024 to better communicate the life-changing work that we support.

We are committed to fairness and inclusion, gender equality and protecting the environment. We support this by funding projects which remove barriers to education and develop the skills of local people from low-income communities through teacher training, whilst seeking to minimise any environmental impact and supporting education to adapt to the changing climate. Our projects give young people the tools to enable them to transform their education and their own life chances as well as those of their families and communities.

In addition to funding grants, we facilitate shared learning amongst our Grant Partners and 170 Members from the not-for-profit and wider educational sector, via occasional events, publications, an online Forum and CEO WhatsApp group. We also have an impressive Archive, hosted by Brunel University, which offers opportunities to learn from history including Joseph Lancaster's pioneering work in the UK and American continents and the British and Foreign School Society activities.

Trustee Role

Trustees make up our Council, which is the governing body of Educational Opportunity Foundation. A Trustee is a voluntary position with responsibilities that reflect UK charity law including:

- Ensure Educational Opportunity Foundation complies with its Charter, Statutes and Bye-laws, UK charity law and any other relevant legislation or regulations.
- Ensure the Foundation pursues its objects as set out in its Charter.
- Ensure the Foundation uses its resources exclusively in pursuance of public benefit.
- Contribute actively to the Council's role in giving strategic direction to the Foundation, defining goals and targets, and evaluating performance against agreed targets.
- Protect the good name and values of the Foundation.
- Ensure the effective and efficient administration of the Foundation.
- Ensure the financial stability of the Foundation.
- Ensure the proper investment of the Foundation's funds.
- Ensure sufficient safeguarding is in place and adhered to.
- Ensure diversity and inclusion is fully considered in all of the Foundation's activities.
- Ensure the Foundation delivers on its commitment to climate change.
- Appoint the Director and monitor his/her performance.
- Maintain effective Council performance by full attendance and actively participating in the work of the Council.

Trustee Role (continued)

In addition to the above, each Trustee is expected to use any specific skills, knowledge or experience to help the Council reach sound decisions. This may involve:

- Serving on Trustee Committees.
- Providing information/advice on particular activities/countries/organisations which might be potential candidates for funding.
- Providing guidance on new initiatives.
- Advising or taking the lead on other issues on which the Trustee has special expertise.

General Requirements

General Skills & Experience

- A strong interest in Educational Opportunity Foundation, its purpose and its work.
- A good understanding of UK charity law and the Charity Commission regulations which the Foundation must adhere to.
- Excellent communication and interpersonal skills.
- Good analytical ability.
- Integrity, good judgement and independence of mind.
- Capacity for clear, creative and strategic thinking and vision.
- Understanding and acceptance of the role of a charity Trustee.
- A willingness and ability to be an ambassador for the Educational Opportunity Foundation and to promote its activities.
- Ability and commitment to give the necessary time.
- UK resident.

Time Commitment

Attendance commitment per year for Trustees includes:

- Attendance at three Council meetings (usually 11am to 4pm).
- Attendance at a Strategy Day (full day).
- Attendance at the virtual AGM (1.5 hours).
- Attendance at two meetings for at least one Committee (half day).
- Optional attendance at a Grants Workshop (full day).

Usually Council meetings, Strategy Day and the Grants Workshop are held as face-to-face meetings in London. All other meetings are usually virtual. In addition to attending meetings, Trustees are expected to give time to prepare for meetings and to contribute to discussion papers that are circulated between meetings.

Trustees are reimbursed for reasonable standard class travel expenses, within the UK only, incurred to attend meetings.

Election Process

Educational Opportunity Foundation is a Membership organisation and we have a formal election process for our Membership to appoint new Trustees at our Annual General Meeting.

Recognising that we need to access a more diverse pool of people and skills than just our existing Membership, we run an open recruitment process for new Trustees. Our plan is to have conversations during February/March 2025 with anyone interested in becoming a Trustee. A sub-committee from the current Council will then agree a shortlist of candidates who have the relevant experience and invite them to submit their formal nominations into the election process. Member voting will take place from 27 March to 17 April 2025, and the successful candidates will be appointed at our Annual General Meeting on 13 May 2025.

The initial term of office is three years, with potential for a second term of three years.

To Express An Interest

To express an interest in becoming a Trustee please complete our [online form](#) by 30 January 2025, which will ask you a few short questions.

If you are not already an Educational Opportunity Foundation Member, the form will ask you to apply for Membership as part of the process of expressing your interest. Only individuals who are a Member of Educational Opportunity Foundation on 1 February 2025 are eligible to be nominated for the 2025 Trustee vacancies. Membership is entirely free and can be cancelled at any time.

If you have any queries, you are welcome to address these to our Director, Joanne knight, via director@educationalopportunity.org.uk

