

TUTORS
UNITED

Trustee

Role Description





Our Mission

We're Tutors United. **We're on a mission to end the attainment and employability gap through the power of community-based tutoring.**

We support young people to thrive at two key transition points – from primary to secondary school, and from university to employment.

About Tutors United

Primary school pupils from low-income families face an uphill battle at school. Children from statistically disadvantaged backgrounds are 20% less likely to achieve expected standards in reading, writing, and Maths by the time they finish primary school, resulting in an average attainment gap of 10.3 months. Catching up is often an impossible task, as private tuition is far too often out of reach.

That's where we come in. Founded in 2013, Tutors United is an award-winning national charity that uses the power of tutoring to support young people's attainment, confidence, and skills at two key transition points: from primary to secondary school, and from university to employment.

Working primarily with housing associations, we deliver our community-based tutoring programmes across London, the Midlands, and the North West to primary school children from low-income, migrant and refugee backgrounds, providing access to vital educational support to those who need it most.

We hire, train, and pay inspiring university students – most of whom also come from low income households – as tutors, providing them with meaningful, paid work experience, underpinned by academic and professional development.

Our work ensures primary school children can transition to secondary school literate and numerate with a strong foundation of soft skills and ongoing family support to guarantee long-term success. We upskill parents and carers with functional skills to maximise both their children's and their own education and employment opportunities.





To date, we have worked with over 600 university students to deliver tuition to 3,400 primary school pupils across London and the UK.

Our life-changing programmes have led to average improvements of 48% in Maths after just 12 hours of tuition – an amazing achievement by all our budding mathematicians! In the same period, pupils have also progressed, on average, by 1.5 sub-levels in English. Over 80% of parents and carers report their child's increased confidence in learning, which is sustained into Year 7.

We're proud of our track record – but as the cost-of-living crisis bites and inequalities deepen post-pandemic, our work has never been more needed.

We're ambitious to build new partnerships and grow our reach – particularly beyond London – but like many small charities, we're grappling with the twin challenges of scaling our programmes in the face of a deeply difficult economic climate.

So we need new trustees to help us navigate the way ahead.

See some of our work in action [here](#). Find out more about the board of trustees [here](#) and our staff [here](#).

The Role

We're at an exciting point in the charity's development, setting a new four-year strategy which will guide our mission to grow our presence across the country and deepen our impact in the communities we work in.

Emerging priorities for our new strategy include diversifying our delivery partnerships, launching new hubs in the North, evolving our core programme to embrace new subjects and support the transition to Year 7, and harnessing corporate partnerships to boost career development opportunities for our tutors.

At the same time, some of our trustees have been with us for over 6 years and, having met their maximum term, will be leaving us later this year. While we are incredibly saddened to lose them and grateful for their phenomenal contributions to the growth and development of TU, we also welcome the opportunity to bring in new skills and are committing to finding the best people to continue their great work.

We are looking for at least three new trustees, based anywhere across England. We welcome applications from people who share our passion and commitment to supporting every child to succeed, alongside skills and experience in any of the following:



Experience teaching or working with schools

This could include direct teaching experience or wider experience working with schools or within the broader education space – including, but not limited to, school governors, a professional body for teachers, the civil service, etc. People with experience in supporting children with special educational needs and/or curriculum development and design are of particular interest.



Charity governance or senior leadership

We would like to enhance our governance structures and procedures, and provide stronger support and challenge to our CEO and Senior Management Team as we continue the transition from start-up to scale-up. Therefore, we are keen to hear from individuals who have a strong understanding and/or experience of charity governance or executive leadership, ideally at Trustee, CEO or Director level.



Experience working with housing associations

We partner with some of the most forward-thinking housing associations and want to understand the changing landscape and priorities of these bodies as we evolve our work to maximise impact. We are keen to hear from individuals who have experience working in and with these organisations and can add value to our ongoing work with the housing sector.



Community development and neighborhood investment

Working in and with communities is at the heart of how we deliver for our pupils and families. We are keen to hear from individuals with a good understanding of how to work with community groups, local government and other partners to increase our work in this space.

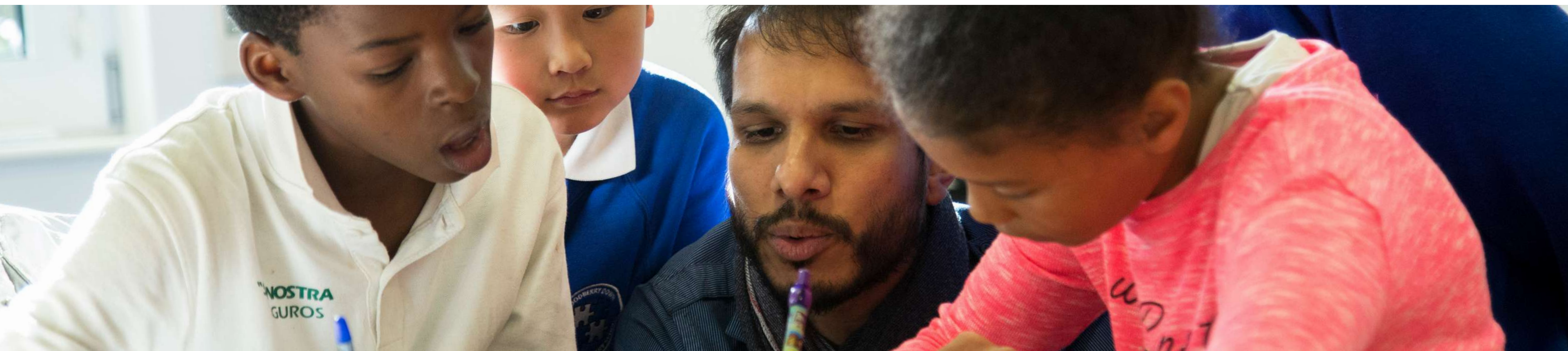


Management consulting, finance and organisational change

We are fortunate to have had brilliant management consultants and experts in organisational transformation on our board, who have been instrumental in helping us maximise growth and improve our performance as a social enterprise. We would be very interested in hearing from people in this field to continue this work. Experience may be from in-house or consulting roles.

Equity and inclusion matters to us

Equity and inclusion are central to our ethos at Tutors United. We want our Board to harness diverse opinions and reflect the communities we work with. We strongly encourage applications from underrepresented groups on charity boards, including women, Black, Asian and LGBTQ+ people. We are also eager to hear from individuals with lived experience of educational inequality who offer valuable insights or skills to contribute to our mission, be it as a parent, carer, former tutor, recent graduate or otherwise.





How does the Board work?

We are a fast-paced organisation with ambitious growth plans. Tutors United Trustees help set the strategic direction to reflect our ambitious goals and position TU within the right networks to support more families. In addition to ensuring good governance, as a Trustee, you will have the opportunity to influence our delivery, operations, strategy and business decisions to help the organisation address challenges and maximise opportunities, so we can continue to excel and create more opportunities for young people to succeed in education and employment.

Individual appointments will be for a three-year term in the first instance. The full Board meets quarterly, online, with days and timings agreed in advance. Trustees should also attend at least one in-person away day for the whole Board and staff team each year, plus additional events or meetings such as our annual graduation or high-level engagement with funders.

All trustees are expected to also be part of one of the following sub committees:



Finance, Audit and Risk: Oversees our income, expenditure, operational risk and compliance with regulatory requirements e.g. from the Charity Commission and Companies House.



Managing Impact and Strategy: Oversees how we measure, monitor and communicate our impact, and how we meet our strategic goals.



People and Equity: Oversees how we recruit, retain and support our team, including our commitment to staff wellbeing and embedding equity throughout TU.

Additional communication or ad hoc meetings may be required between Board meetings. The position is voluntary and not remunerated, although reasonable travel expenses may be claimed.

Interested?

To apply for a Tutors United Trustee position, please send your CV, alongside a brief covering letter (maximum one-side of A4), detailing why you would like to become a trustee and any relevant skills or experience you have (as highlighted in this role description).

Applications close on Friday 22nd March 2024 at 12:00pm.

All applications and requests for further information or an informal phone call can be directed to our CEO Amy Whitelock Gibbs:

Amy.WhitelockGibbs@tutorsunited.org

We look forward to hearing from you!

The Tutors United Team

