

Appointment brief for the position of Trustee



Welcome

Driver Youth Trust (DYT) was founded in 2007. As parents of four children, three of whom are dyslexic and one fundamentally so, my husband Mark and I have spent the past 23 years struggling with the education system.

We created a charity that would work to ensure that all children and young people in our country who struggle with literacy get the support they deserve, so they can reach their full potential.

Ten years later, and with over 15,000 teachers trained to better support literacy difficulties and SEND, DYT has matured from a grant-giving fund to a national charity that develops programmes, conducts research, supports schools and influences policy.

Following the development of a new strategy (2020-2023) DYT is on a path to achieve its goals, expand its influence and create a distinctive impact on the education system. We are now looking to recruit additional Trustees with the commitment and expertise to help us achieve our vision.

Sarah Driver

Founder and Chair



Introduction

About DYT

There are learners in our schools who consistently underperform in literacy, and therefore ultimately in accessing the curriculum, because of underlying difficulties that seem to not respond to standard educational approaches. Overwhelmingly, these children are in mainstream schools.

We believe that teachers, equipped with the right knowledge and skills, are our greatest asset in overcoming literacy difficulties. Substantial evidence points to the quality of teaching as a critical determinant of outcomes for 'at risk' learners. This is why we continue to place teacher training and partnerships with key stakeholders in education at the heart of our strategy for 2020-2023.

Our vision

We want to be recognised for our distinctive impact in education as the leading organisation that enables teachers to better meet the needs of young people with literacy difficulties. To achieve this, DYT must become sustainable in order to secure our longevity and grow our reputation and influence to become the leading organisation for literacy difficulties.

Our mission

DYT's mission is to help young people who struggle to read and write. We do this by:

- Working in partnership with teachers and other educational professionals to equip them with the knowledge and skills they need to identify and support learners with literacy difficulties.
- Campaigning on behalf of young people, teachers and schools so that they have the resources and support they need to succeed.



Our 2020 - 2023 strategy

Over the past few years, we have focused our resources on extending our reach to teachers through in-school support, initial teacher training and continuous professional development. We continue to expand our offer to teachers, teaching assistants, leaders and governors to increase our reach and impact.

we would like to build on our strong reputation and are ambitious in our plans to meet the needs of children and young people with literacy difficulties. The strategic objectives agreed by the Board are:

- 1** **Every teacher and TA we reach improves their practice for learners with literacy difficulties**
We will create and deliver an education offer that supports teachers and teaching assistants at every stage of their career.
- 2** **Grow our network of education partners**
We will establish new and develop existing partnerships which provide opportunities to help the education system to improve provision for learners with literacy difficulties.
- 3** **Shape national policy**
We will use the power of our voice and expertise to influence the national policy agenda to secure the best possible outcomes for young people with literacy difficulties.
- 4** **Secure sustainability**
We will become a resilient and self-sustaining charity attracting the best talent.
- 5** **Be the leading charity for literacy difficulties**
We want to be known for our expertise, developing new research and turning our knowledge into programmes and campaign to improve the lives of young people with literacy difficulties.

Our strengths

DYT has a clear vision and purpose.

We want to see widespread and systemic change for young people with literacy difficulties. The best way to achieve this is to help teachers and other educational professionals to develop so that every learner can thrive.

DYT are experts.

Multi-disciplinary working and inter-disciplinary respect produce greater benefits than narrow skillsets. Our team have diverse professional and personal backgrounds which add a real depth of insight to our work. Literacy, dyslexia, Special Educational Needs, assessment, psychology, school leadership, programme design and social policy are all brought together so that we can make the change necessary.

We work together.

DYT has long standing positive relationships with individuals and organisations which share our values. National training providers, schools and Trusts, politicians and policymakers all make up our extensive support network so that together we can achieve more.





Our priorities

Educational insights

DYT prides itself on working with teachers, in schools, in a collaborative way, with an understanding of the challenges that different schools in different areas face. We therefore need to stay very current with the working world of schools. A trustee who could bring this insight to the board would be very welcome.

Influence

DYT delivers high-quality work in schools, has a real understanding of the issues of literacy facing this country, has carried out influential research, and has viable and sustainable 'solutions' based around schools and teachers. Going forward, we want to build on this to grow the charities influence and profile. In order to be seen as the 'go to' charity for literacy difficulties, the board would like to attract a trustee with experience of lobbying, extending influence and engaging stakeholders at the highest levels.



Role description

What is the role?

The Charities Act 1993 defines charity Trustees as those responsible under the charity's governing document for controlling the administration and management of the charity. For DYT, the charity Trustees are also the board of non-executive directors, known as the Trustee Board.

The Trustee board comprises:

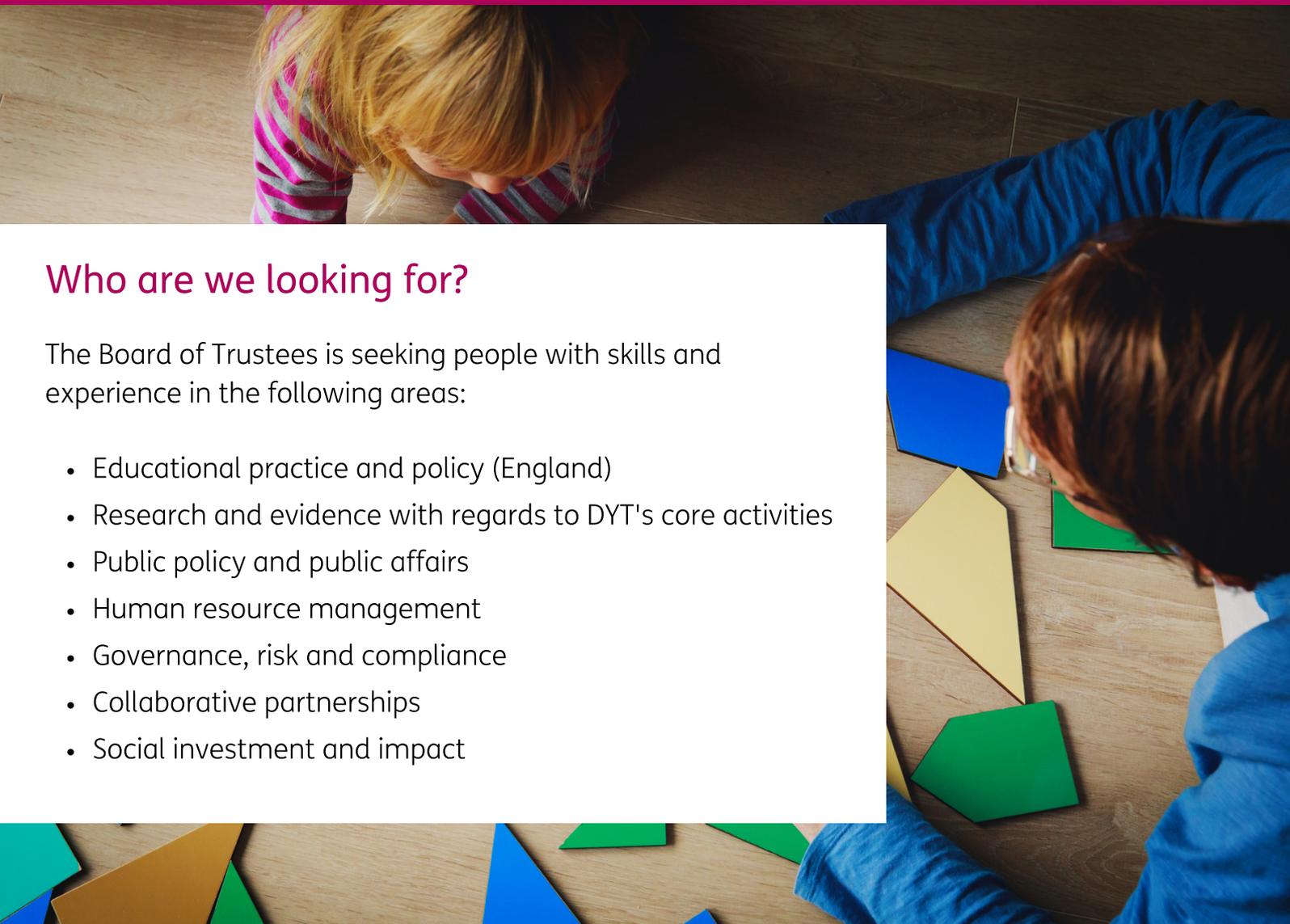
- The Chair
- The Treasurer
- Appointed Trustees

The role of the Trustees Board is to agree the Charity's strategic direction, including its mission and vision, and to support and challenge executive leaders. The Trustee Board must always act in the best interests of DYT, exercising the same standard of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. The Trustee Board acts as a group and not as individuals.

Who are we looking for?

The Board of Trustees is seeking people with skills and experience in the following areas:

- Educational practice and policy (England)
- Research and evidence with regards to DYT's core activities
- Public policy and public affairs
- Human resource management
- Governance, risk and compliance
- Collaborative partnerships
- Social investment and impact



What are the responsibilities of a Trustee Board member?

- Ensure that DYT complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations.
- Ensure that DYT pursues its Objects as defined in its governing document.
- Ensure DYT applies its resources exclusively in pursuance of its Objects. For example, it must not spend money on activities which are not included in the Objects, however worthwhile.
- Contribute actively to the Board of Trustees by giving strategic direction to DYT, setting overall policy, defining goals and evaluating performance against agreed targets.
- Safeguard the reputation and value of DYT.
- Ensure the financial stability of DYT.

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees to reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the Trustee has particular expertise.



Qualities of a DYT Trustee

- A commitment to DYT's mission
- A willingness to meet the minimum time requirement
- Integrity, in line with the expectations set out for roles in public life
- Strategic vision
- Sound, independent judgement and a willingness to speak their mind
- Ability to think creatively
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team and to take decisions for the good of DYT.

Terms

The charity's Trustee Board members will serve a three-year term and be eligible for reappointment for one additional term.

Time commitment

- Remuneration:** The role of the Trustee is not accompanied by any financial remuneration, although expenses for travel may be claimed.
- Location:** Currently online but usually London.
- Time commitment:** Four Board meetings per year. Time to meet the team and see our work in action (currently online). Trustees may also need to attend the charity's AGM and committee meetings.
- Reporting to:** Board of Trustees

How to apply

Please send us your CV and a cover letter indicating your areas of interest and experience, and setting out the qualities you have to enable you to become a DYT Trustee in 2021.

Applications and queries should be addressed to DYT's CEO Chris Rossiter, at chris.rossiter@driveryouthtrust.com.

Driver Youth Trust is committed to safeguarding children, young people and vulnerable adults. Successful candidates may be subject to a DBS Check, along with other relevant employment checks.

Driver Youth Trust as a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by us is held and processed in accordance with relevant data protection legislation. The data you provide us with is securely stored on our computerised system for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <https://www.driveryouthtrust.com/privacy-policy/>

