



## Trustee Recruitment Pack

*We seek skilled people, from a range of backgrounds and communities, to join our Board of Trustees and help provide enrichment and extra-curricular activities for disadvantaged children in Reading. We are particularly interested to hear from people with charity experience or professional skills in Fundraising, Digital or Marketing*

### 1. About Aspire2

#### Vision

That children in all areas of Reading have an equal opportunity to access enrichment activities that enable them to overcome the impact of social, financial and cultural disadvantage. Projects we fund develop skills that are essential to successful, happy, fulfilled lives.

#### Mission

To empower children and families to access non-formal learning and enrichment opportunities that will enable them to gain skills to improve their engagement with their local community and their future.

#### Goals

To work with children and families in disadvantaged areas of Reading, to develop their capacity and skills in such a way that, they are better able to identify and help meet their own needs and participate more fully in society. A key aim is to involve the community in our work and to empower families to aspire to improved futures for themselves and their children. We do this through community research with local residents and community organisations, close relationships with schools and Headteachers and discussions directly with children through school councils. Through activities that develop skills and aspirations, we aim to develop:

1. Increased social mobility
2. Better self-awareness and resilience
3. Improved self-esteem
4. Ability to make informed decisions

#### What we do

Aspire2 provides an annual programme of activities, which this year includes day/residential visits to an outdoor education provision, tailored taster days at Reading University, interschool competitions including poetry, public speaking and sports, an Early Years Music programme, a Covid recovery play project and multiple projects with local arts organisations

Over the next five years, we hope to launch a large scale community music project, develop our community work in consultation with local residents, student groups and community groups to empower them to launch their own initiatives, relaunch a local cultural festival that ran annually pre-

Covid and expand our offer of trips and after school enrichment activities for children. You can read more about Aspire2 and our projects [here](#).

## 2. The role of Trustee

Aspire2 has a Charity Development Manager who runs the charity on a day-to-day basis. The role of our Trustees is to:

- Contribute to strategic planning and development
- Support Aspire2 staff to run an effective organisation
- Get involved with and/or provide leadership on specific developments and initiatives
- Monitor performance against delivering our charitable objectives
- Provide overall governance, ensuring compliance with relevant legislation and Charity Commission / Companies House requirements
- Receive regular financial reports, and oversee good financial practices
- Advocate for the organisation and its work

### What we look for in a Trustee

Aspire2 is looking for Trustees who:

- are committed to the purpose, objects and values of the organisation
- are constructive about other trustees' opinions in discussions (and in response to staff members' contributions at meetings)
- are able to act reasonably and responsibly when undertaking such duties and performing tasks
- are able to maintain confidentiality on sensitive and confidential information
- are supportive of the values (and ethics) of the organisation
- understand the importance and purpose of meetings, and be committed to preparing for them adequately and attending them regularly
- are able to analyse information and, when necessary, challenge constructively
- are able to make collective decisions and stand by them

We are particularly interested in hearing from candidates with experience of Whitley and Reading, and an interest in children's education.

### Our recruitment priorities

We are particularly interested in enhancing the following skills on our Board:

- Fundraising
- Digital
- Marketing

We also aim to appoint a Vice Chair, which could form part of this recruitment process. Current Trustees and our Development Manager are very keen to increase diversity within our Board. Applications are therefore strongly encouraged from Black, Asian and other ethnic minority

communities, nonbinary and trans people, disabled people and younger people, as these groups are currently underrepresented. Experience as a Trustee is not essential, and training can be provided.

### Time commitment

The Board of Trustees meets six times per year, usually on a mid-week early evening. Meetings typically last 2 hours, plus require 1-2 hours' preparation time to read pre-sent papers. Meetings are usually in-person (in Reading) or may be via Zoom.

### Being a Trustee – what you need to know

Trustees are legally responsible for the work of the charity and its finances. They must act in the best interests of the charity, ensure it operates within its charitable objectives and delivers its mission.

[Click here to read Charity Commission guidance on the role and responsibilities of Trustees.](#)

## 3. Why should you be a Trustee?

“I learnt about Aspire2 when I became a teacher in Whitley. I attended meetings as a partner, keen to be part of the work that was going on to support the children I worked with but also could empathise with having been a child from a disadvantaged background. I stepped into a trustee role and love that I get to continue to make an impact into the vital work that happens for such wonderful children.”

*Frances Lancaster, Current Trustee*

“As a founder member of Aspire2 I have gained enormous pleasure from seeing how much pleasure it has brought to the children of Whitley. There are few activities as rewarding as being part of a charity which provides challenging and enriching experiences to children.”

*Charlie Clare, Chair of Trustees*

“Having spent over 25 years in public life in Reading, both as a councillor and MP for the town I clearly had a number of options when it came to worthwhile organisations that I could continue to support now I had a bit of time on my hands. I didn't hesitate when the offer came to become a Trustee of Aspire 2. I've always been passionate about trying to give kids from challenging backgrounds the best possible start in life and the enrichment programme delivered by this fabulous little charity does exactly that. Aspire2 is lucky to have some impressive and highly motivated people involved on both the management group and as Trustees. It remains uniquely positioned to make a real difference and I value my membership.”

*Martin Salter, Current Trustee*

#### 4. Application process

For an informal chat about this role, contact our Chair of Trustees, Charlie Clare, at [charlieclare@ymail.com](mailto:charlieclare@ymail.com)

To apply, please send your CV and a covering note explaining why you're a great fit for this role to [charlieclare@ymail.com](mailto:charlieclare@ymail.com)

If we can do anything to accommodate any access needs during the recruitment process, please let us know.