



THE SCHOOL & FAMILY WORKS

Supporting schools, strengthening families, enabling change



Chair Recruitment

Candidate Information Pack

February 2025



Eastside People



Welcome from our CEO

Thank you for your interest in our organisation. I hope you will find all you need here, but we would welcome having an informal chat if that would be helpful.

Our vision is to create communities of change across London that transform the lives of children facing adversity. Our work is to create long-term partnerships to build communities where people feel safe enough to engage with change. We journey together with school and community partners, children and their families: We are a doing **with** charity, not a doing **to**. We know that lasting change for children will only be achieved when both the family and the school can integrate insights and change.

We know that most of the families we support will have encountered significant personal and systemic challenges which may have isolated them from support. We know too that the heartfelt wish for children to thrive in school burns in families, and that, for the sake of their children, parents will face issues they have never been able to tackle for themselves.

We are a therapeutic organisation, in which thinking and reflection is prized. We are set up to work long-term, relationally, and managing complexity safely to achieve transformational outcomes. From the beginning, we have deliberately balanced therapeutic and business expertise, prioritising both clinical excellence and financial stability. We have adapted our business model to accommodate the impact of austerity policies on schools.

Going forward, we are turning successfully to new partners in independent schools and private companies to help us fund our work.

In our 15th anniversary year there has never been such need for the work, or such a challenging funding environment. We are looking for a new Chair with the experience, energy and connections to see us into our third decade.

We look forward to receiving your application and to meeting you.

Mark Griffiths
CEO & Educational Psychotherapist UKCP

'I wasn't expecting Family Group to make a difference. It really did. It breaks down fear between us as adults too. We pick things up off each other – small things that we wouldn't have done otherwise. And these small things can make a big difference'

Parent



About us

We work with the two main influencers of children – their families and their schools - to achieve long lasting change. Our flag-ship intervention, Family Group, runs weekly in partner

'We recognise Family Group's lasting, transgenerational impact, particularly on children's education. Not only does it support parents, children and the wider family unit, but it plays an important role in building a healthy school ecosystem.'

Funder

schools, engaging children and parents in a dynamic change process. In our Family Group communities, families help families to overcome the negative consequence of trauma, disadvantage and the layers of injustice holding them back.

Family Group has been consistently proven to work, both by our outcome measures and through external verification by IoE, UCL and other evaluators.

We work together to drive both individual and systemic change: A child supported by its school and family will thrive, but lasting benefits will only be achieved when both the family and the school can

also integrate insights and change.

More information on our work can be viewed [here](#) and [here](#).

Our Values

- Compassionate and fair: we are thoughtful, respectful and we recognise injustice
- Committed and motivated: we work alongside our clients putting hope into action
- Professional and co-productive: we work hard with our clients and community partners to make the changes they want and need
- Responsive and sensitive: we start where our clients find themselves, engage with complexity and are always open and honest
- Grounded, yet creative: We care about our mission, we enjoy our work and use positive, practical and proactive means of achieving change.





Our services

Key services include the provision by qualified therapists of:

- **Family Groups** (in partnership with schools in areas of high deprivation) for parents/carers and children where children are at risk of failing in school due to behavioural, emotional and/or family issues
- **Parent Graduate Groups** – a weekly, therapist led, self-help group for parents/carers who have graduated from a Family Group
- **Food Project** – we have set up food stalls within a number of schools that run Family Groups. The stalls help ensure that good food, destined for the landfill, is redistributed to local families.

We also offer training and other services.

These services include supervision, training and advice to school staff on a wide range of topics including:

- child development and relationships
- emotional and behavioural needs in school settings
- working with families

In two of our Family Group programmes we run a **Community of Practice**, a professional development forum designed to build on the values and practice of Family Group in partner schools.

We run a **Family Insight Group**, a forum through which parent and child graduates support best practice and innovation in the Family Group model

Please hear our children and parents talking about their experience of our Family Groups here https://youtu.be/WRSN_5Xnexl

'I was cross and had a hot feeling in my tummy. But I feel better now and my brain is back in my head.' –
Child (aged 5)





Recruiting a Chair

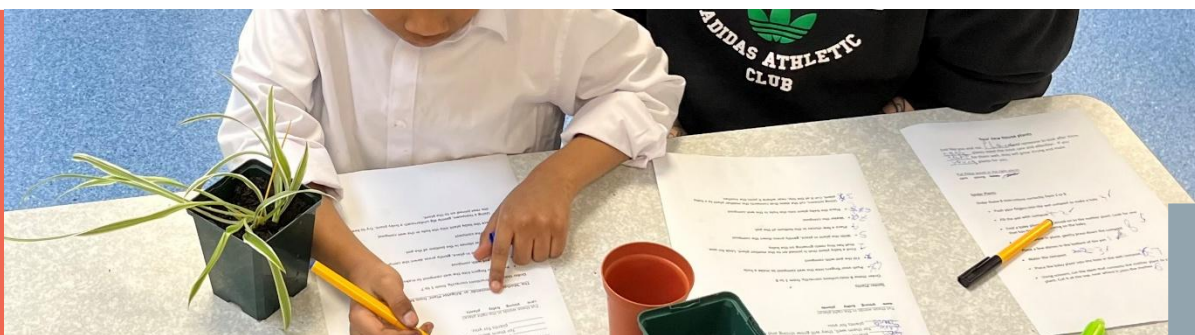
We are seeking an individual capable of leading long-term strategic development and driving financial growth and sustainability. We are looking for someone with excellent interpersonal skills with an appreciation of the issues facing children with mental health challenges and who can act as a passionate and persuasive advocate for our work with a range of stakeholders. We also want our Chair to support, encourage and inspire staff, fellow trustees and stakeholders alike and provide leadership and support to the CEO.

We need our new Chair of the Board to be someone with strategic vision, an understanding of governance, and experience and clear ideas about income generation and business strategy. We want you to bring your business acumen onto the board to support trustees' existing skills (including finance and therapeutic expertise) to support our growth. At this critical time, we would welcome strategic leadership as we seek to fund and develop our services to meet the huge need that exists for subsidised or free interventions for children from low-income backgrounds and their families.

'Family Group tries to help untangle issues for families so there are fewer challenges - both now and in the future. Outcomes include better academic performance and improved attendance, as well as people enjoying being part of a family.'
Headteacher

The current environment in both the not for profit and educational environments has a huge impact on our funding and fundraising requirements. As our current Chair steps down, this leaves us with a mix of opportunities and challenges. We recognise that the funding landscape is changing in both sectors, and to support our ambition to expand into new geographical areas we will need to increase and diversify our income streams. There is an incredible opportunity here to develop a proven approach that works so well with children and their families and explore its wider potential.

If this is you and the role appeals we would warmly welcome an application and look forward to hearing from you.





Role Description – Chair

Key Information

Location	Twickenham and Richmond
Time Commitment	<p>Board meetings are currently held five times a year and the CEO and Chair meet monthly. In addition, you will be involved in developing funding streams and leading or joining meetings with external stakeholders.</p> <p>The estimated average total time commitment is two days per month delivered across the year. Time commitment will fluctuate in line with Board meetings, CEO 1:1s, on-site visits and other specific pieces of work that may involve reading, preparation and attending meetings</p>
Remuneration	Unpaid, expenses covered in line with policy

Overall purpose of the role

The Chair's role is to lead the Board of Trustees, keeping the charity on task and operating for the benefit of the children and parents/carers it serves. The Chair will guide the Board in fulfilling its responsibilities for the governance of The School & Family Works including setting the overall strategic direction. The Chair is also responsible for supporting the CEO with funding development, optimising the relationship between the Board of Trustees and the CEO and his team.

The duties of the Chair include the following:

- Provide strategic leadership to The School & Family Works, delivering the strategy and fulfilling the ambition of the organisation.
- Ensure the organisation operates within its charitable objectives and has the appropriate policies, procedures and resources in place.
- Work with the CEO and Trustees to develop a sustainable fundraising strategy, and make introductions to relevant people as appropriate.



- Advocate for, represent and act as a spokesperson for the charity, maintaining a profile that reflects its ambitions and objectives, and its achievements.
- Ensure the Board has sufficient members with a diversity of skills and experience appropriate to the governance of the charity.
- Establish a strong, supportive and constructive working relationship with the CEO, holding him to account for achieving agreed strategic objectives, and facilitating his professional development.
- With the CEO and his team and the Board, review major risks and opportunities and verify that appropriate measures are in place to mitigate the risks and take advantage of opportunities.
- Ensure that the Board fulfils its duties to maintain the sound financial health of the charity, with strong systems of financial accountability in place
- Plan the annual cycle of Board meetings and ensure meetings are properly run and recorded.
- Address conflict within the Board and within the organisation.
- Bring impartiality and objectivity to decision-making within the board.
- Champion the role of families and schools in supporting children to thrive and achieve long-lasting change
- Ensure that trustees are fully engaged and that decisions are taken in the best interests of the charity and that the Board takes collective ownership

‘Early interventions like Family Group help children to thrive, and The School & Family Works are pioneers in this approach. We see long-term, transgenerational impact, and a positive ripple effect as children and parents re-engage, grow and aspire’
Corporate Partner

Person specification

- A commitment to the mission, values, and ethos of the charity and to our social justice agenda.
- Strategic experience at a senior organisational level and ability to respond to trends, opportunities, and risks
- First-hand experience of the charity sector, whether as a trustee or in a professional context.



- High level of interpersonal skills including tact, diplomacy and enabling contributions from all to ensure consensus-building and rounded decisions and agreement for action
- Knowledge of securing funding from corporates and/or high net worth individuals and/or Trusts and Foundations
- Experience and success in continually improving governance and developing Board performance
- Experience of over-seeing organisational change
- Impartiality, fairness and determination to uphold the values of the organisation
- Ability to quickly acquire sufficient knowledge and understanding of the organisation and be a 'critical friend' to the CEO

You may not have direct experience of working within a charity like The School & Family Works, but you will have board experience and must have an understanding and passion for our children and young people and share our ambition.



***'Before Family Group I was very shy. Now I'm very confident.'** – Child*



How to apply

[Eastside People](#) is supporting The School & Family Works in the recruitment for this role. Please [click here](#) to apply by submitting your CV and a cover letter.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in the Chair role, and why with The School & Family Works?
- How can you contribute to The School & Family Works as our Chair?
- Please highlight relevant experience and demonstrate how your skills match the specific requirements of the role as set out in the role description.

If you would like a call to discuss the role in more detail, and/or to arrange to speak to the CEO or Chair, please contact John Sanger johns@eastsidepeople.org / 07522 163938 to arrange a convenient time. Having a call of this kind will not influence the success of your application.

We want you to have every opportunity to demonstrate your skills, ability, and potential. Please contact us if you require any assistance or adjustments so that we can help with making the application process work for you.

The closing date for applications is **Monday 17th March** and interviews with The School and Family Works will be held in the following weeks:

The School and Family Works is fully committed to equality of opportunity and diversity. We work in many diverse areas, and it is important that the Board is representative of the communities that we serve. We would particularly welcome applications from people from an ethnic minority background who are currently under-represented on the Board and warmly welcome applications from all suitably qualified candidates.





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