

Facing History and Ourselves

Trustee Recruitment Pack

February 2020



A LETTER FROM OUR CHAIR

I am delighted that you are interested in finding out more about becoming a trustee for Facing History and Ourselves UK. I am proud to be involved in this important organisation since its inception in 2004. Our mission is straightforward, we use the lessons of history to challenge teachers and their students to stand up to bigotry and hate.

We see around us every day the impact of an increasingly polarised society, where many people are less empathetic and more reactionary and there is an increase in hate and prejudicial behaviour. However, I also see every day the power of people to stand up against this, to be a voice against discrimination. Facing History empowers young people to do exactly this. I truly believe that the hope for a better society lies with them.

Facing History works. For example, evaluation shows that 96% of Facing History students agreed or strongly agreed that it is important to challenge inequalities in society and randomised control studies have demonstrated our training improves teacher efficacy, satisfaction and engagement in the teaching profession.

If you want to join us in achieving our mission we would love to hear from you. In this pack you will learn more about how we achieve this critical work.

Thanks to additional funding and new leadership, we are at a crucial and exciting juncture in our organisational development. The next five years are about creating a step change. We want to equip as many schools and teachers as possible in Facing History's tools and content to empower their students to become upstanding citizens who think critically and operate with knowledge and empathy. To do this, we need to grow our trustee body. Currently, we are especially looking for individuals with skills and experience in education, academia, finance, fundraising and charity leadership. Most importantly, we seek candidates who want to help create a more inclusive and compassionate society.

Enclosed you will find some information about the organisation and the role of our trustees. We look forward to hearing from you.

Sincerely,



Rita Halbright
Chair, Facing History and Ourselves CIO



Our Mission:

Facing History and Ourselves uses the lessons of history to challenge teachers and their students to stand up to bigotry and hate.

Facing History and Ourselves provides educators with academically rigorous resources and proven strategies that focus on cultivating engaged and informed citizens, ensuring the realisation of a more compassionate and inclusive society.

Established in 2004, Facing History and Ourselves Charitable Incorporated Organisation (CIO) is a registered charity which has engaged with almost 3,000 teachers.

An independent charity based in the UK, Facing History and Ourselves is part of a group of organisations delivering the work developed by Facing History and Ourselves Inc, a not for profit in the USA. As such, our teachers are part of an international network of over 100,000 doing this work.

“The Facing History journey makes teaching history not just about the history - it’s about teaching us how to be human.”

Facing History Teacher

ABOUT FACING HISTORY

We work in three main ways:

1. **Professional Development:** Providing professional development and ongoing training and support for teachers to help them create supportive, engaging academic environments where, through rigorous study of history, key English texts, citizenship and humanities, students are inspired to make ethical decisions with courage and conviction
2. **Inspiring Upstanders:** Creating opportunities for young people to choose to participate in and make a difference to issues they care about
3. **Community Engagement:** Providing events and experiences, often in partnership with others, to raise public awareness of how our collective history can inform and support the choices we make for our futures.

Our professional development enables teachers to dramatically increase students' subject knowledge, their ability to think for themselves and gives them the tools to dissect the world around them with a critical eye. As a result, students become informed citizens, upstanders, who stand up to hate and bigotry. Facing History's academically rigorous resources lay the foundation for effective learning and facilitate the creation of a constructive and engaging learning environment, resulting in deeper engagement and increased motivation for learning. Beginning with an exploration of identity and belonging enables students to reflect on who they are and their connection to others in society. They become aware of the fluid and multifaceted nature of identity. Their enhanced understanding paves the way for greater acceptance of difference, greater empathy and a growing ability to recognise prejudicial behaviours in themselves and others.

Facing History and Ourselves in the UK has grown organically since its inception mainly reliant on word of mouth, an active and passionate staff, supportive volunteers, and individual teachers seeking out new approaches to teaching and learning.

We know, from our first 14 years, that when teachers and others engage with our work they find it powerful and they want to use it more. We also know that they want training, resources and experiences that are easily transferable into the increasingly specific and mandated curriculum they have to teach. Often they tell us that their experience with Facing History helps them remember that they became teachers to make the world a better place.

In all that we do, we also strive to be an organisation which is known for and experienced as being:

- **Respected and trusted** by teachers, educational leaders and the wider community
- **Relevant** to our audiences
- **Evidenced** as creating demonstrable impact through academic rigour with a commitment to excellence
- **Collaborative** and supportive
- **Willing to ask difficult questions** with perspective, challenge and integrity
- **Upstanding** for a connected, empathetic and informed society

“ *Provided me with a new perspective on ways in which I could ensure my students are able to connect on a personal level to the history we are studying.* ”

Teacher trainee from Harris Federation

OUR STRATEGIC AIMS

The next five years are about creating a step change. We want to give as many schools and teachers as possible the Facing History tools and content to empower their students to become upstanding citizens whilst also excelling in their academic performance. Our aim is to have Facing History in 1000 schools by the end of the plan period. To do this we are reworking some of our models and creating additional materials, resources and training designed specifically to help schools meet their current core and wider curricular needs. Our strategic aims are:

Strategic Aim One: Increase the reach and impact of our work with educators – leading to more young people benefiting from Facing History approaches

Strategic Aim Two: Become known as an Upstander for the creation of an empathetic and connected society

Strategic Aim Three: A robust and healthy organisation with a sustainable plan for the future and systems and processes that support and enable aims one and two

For more information about us and the work we do, visit our website:

www.facinghistory.org.uk

The Board of Trustees provides the strategic leadership of Facing History and Ourselves CIO so that its mission and objectives can be achieved.

Trustees are responsible for ensuring that the organisation conforms to charity law, to its Charitable Incorporated Organisation constitution and its standing orders, and to any other legislation and regulations which apply.

Trustees are accountable for ensuring the CIO complies with funding requirements and restrictions and in particular for ensuring the organisation is operating in line with the expectations and requirements of Facing History and Ourselves Inc who provide funding, resources and allow the rights to the IP for use by the CIO.

Trustees are:

1. **Committed** to the success of the organisation.
2. **Willing** to
 - a. devote the necessary time and effort to their duties as trustee
 - b. to take decisions for the long-term benefit of the organisation
3. **Strategic** showing vision and good independent judgement.
4. **Communicators**, able to speak one's mind and listen to the views of others, while working as part of the collective group.
5. **Understanding** of the legal responsibilities, requirements and liabilities of a trustee.
6. **Skilled** in a relevant academic discipline such as education, finance, fundraising and charity leadership

TRUSTEE ROLE SUMMARY

Main duties and responsibilities of a Trustee:

Legislative compliance

- Ensure the charity complies with legislative and regulatory requirements, and acts within the confines of its governing documents and articles of association.
- Oversee and determine overall strategic and operational development

Financial management

- Maintain sound financial management and oversight of the charity's resources, ensuring expenditure is in line with the organisations' objectives, and investment activities meet accepted standards and policies.
- To act in the best interest of the charity, beneficiaries and future beneficiaries.
- Promote and develop the charity in order for it to grow and maintain its relevance to society.
- Ensure the effective and efficient administration of the charity and its resources
- Act as a counter-signatory any applications for funds, if required

Performance Management

Interview and appoint senior staff where required

Monitor the work and activities of the Executive Director.

Act appropriately

To maintain absolute confidentiality about all sensitive information received in the course of the trustee's responsibilities to the charity.

Increase public confidence and trust in the charity

NEXT STEPS

If you are interested in finding out more, Please contact our Executive Director, Beki Martin for an informal conversation on 07834 545 067.

If you would like to apply to become a trustee please submit a CV with a short note outlining your suitability for the board to beki_martin@facinghistory.org

Please note, we are recruiting for trustees on an ongoing basis so while there is no fixed closing date we encourage people to apply as soon as reasonably practicable.

“ The resources from today’s session will be really helpful for me to challenge racism and bullying in my form group. ”

Facing History Teacher