



The Kinetic Foundation
Member of the Board of Trustees
Application Pack

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1. The Role:

The Kinetic Foundation is inviting applications for new Trustees on the Board of Trustees. Our Trustees play an important role, working collaboratively to support the leadership team and staff to deliver our strategic plan, scrutinise activity and ensure the long-term success of the charity.

We are seeking to attract Trustees from diverse backgrounds, including different ethnicities and socioeconomic backgrounds. Previous Trustee experience is not necessary, but we would particularly like to hear from applicants with experience in fundraising, marketing and communication, and a knowledge of the education sector.

The Kinetic Foundation model has shown that football can have a life changing impact on young people across London, particularly when used as a hook to keep young people in education and build well rounded young adults. Our programmes increase self-confidence and build valuable life skills and capabilities that help the young people that we support to reach their potential.

These are exciting times for Kinetic Foundation. In recent years the programme has expanded significantly including the development of a new girls' academy programme. We refreshed our strategic plan in 2023, and the successful candidates will be instrumental in helping the charity to deliver this strategy and shaping our activity beyond this horizon.

You will work with your fellow trustees and with the Kinetic management team to help the Charity to achieve its mission and to ensure this is achieved in a way that complies with the law and the governing articles of the charity.

Why would you do this?

- Provide guidance and support to an organisation that is changing the lives of thousands of young people in London for the better
- Influence the development, growth, social impact and financial sustainability of an important and increasingly high profile charitable organisation
- Work with major stakeholders and strategic partners within the football and education sectors
- Coach, guide and support a young, dynamic and already proven executive team

Requirements

- Voluntary position (not remunerated)
- London / SE based
- Attendance at 6 board meetings + AGM per annum
- Additional commitment to charity activity, meeting preparation, sub-committees 0.5 days per month
- Expected term: 3 years, renewable for up to a maximum 3x3 year terms

OUR PROGRAMMES IMPROVE MOTIVATION SO THAT YOUNG PEOPLE FINISH SCHOOL AND PROGRESS INTO EMPLOYMENT, HIGHER EDUCATION OR TRAINING.



2. About Kinetic Foundation

Founded in 2011, Kinetic Foundation is an innovative charity that uses a unique community sport model to engage the most vulnerable, ignored and overlooked boys and girls (14-19 years old) and deliver diversionary activities, education and opportunities. ([link to related article](#)).

THE NEED

The UK has low levels of social mobility and high levels of youth unemployment. This is disproportionately affected by one's social and demographic background.

OUR VISION

Young people's outcomes are not disproportionately affected by their social and demographic background.

OUR PURPOSE

Use football to engage young people and support them to complete Post-16 education whilst developing their social and emotional skills.

Our flagship programme, Kinetic Academy is an inclusive post-16 Football Academy in partnership with the Harris Federation. The programme encourages every student to stay in education and complete a university recognised course, all whilst pursuing their football dreams.

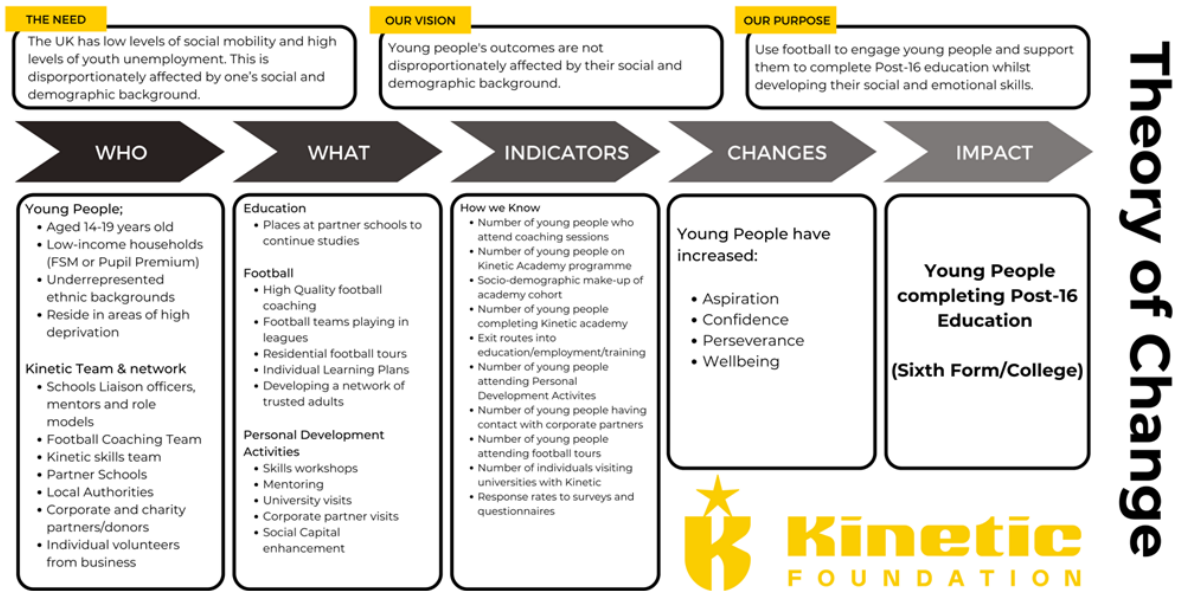
This education environment, partnered with a structured football programme, provides each student with an invaluable structure to help them develop and ensures there is no compromise on educational potential. We measure and track the changes in student confidence, perseverance, aspiration and wellbeing to prove the impact of our programmes.

Student data:

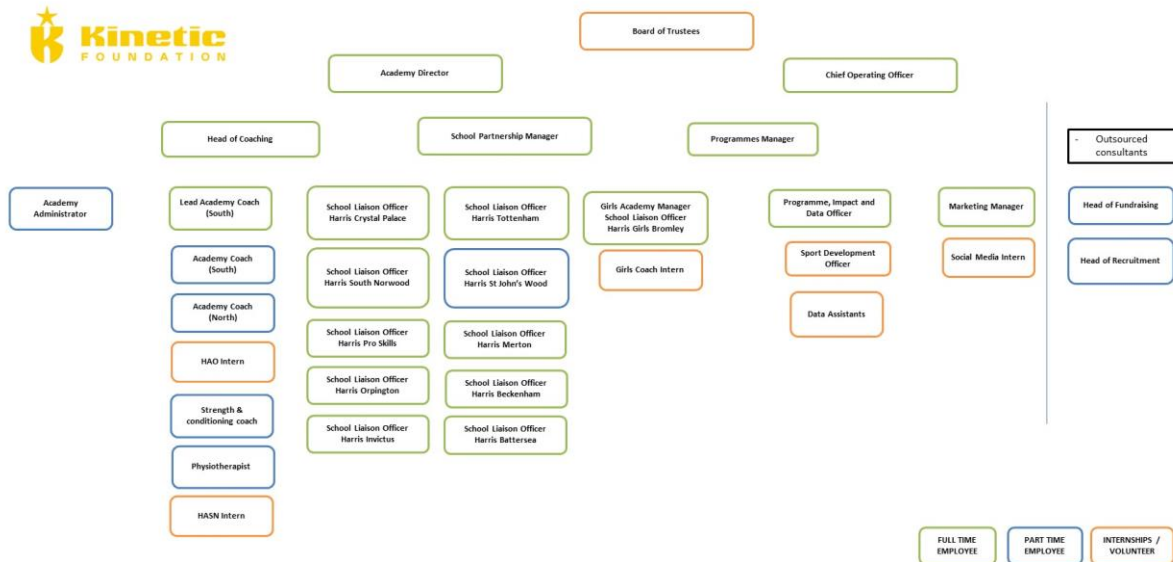
- 58% are drawn from the 30% most deprived areas in the UK
- 25% are eligible for Free School Meals (indicator of low-income household)
- 88% are from underrepresented ethnic groups
- 7% have Special Educational Needs and Disabilities (SEND)

Regarding exit route data, 6% of our participants are considered NEET after leaving the programme. This is against a current London average of 9.2%.

While we have tracked exit routes in the past and will continue to do so, we have been developing our approach to impact over the past 12 months. This has seen us develop an updated Theory of Change (ToC) developing our impact and success measures further. Our updated ToC can be found below:



Current organisational structure:



3. Role Description and Responsibilities

Key responsibilities

- 1. To work as part of an effective and collaborative board to ensure that the charity has a clear and sustainable vision, mission and strategy, and that the organisation is aligned and focused on the successful delivery of these.**
- 2. To ensure that the Charity activity is aligned to its purpose, makes decisions and uses its available resources in the best interest of the charity, and that effective governance exists to protect the long-term success of the charity**
- 3. Leadership and/or membership of one or more of the board sub-committees (Budget, finance & risk, Strategy, Marketing & Brand, Legal and Pupils and Policies.**
- 4. Execute the responsibilities of a Board Director in accordance with the Companies Act 2006 and Charities Act 2011 and other relevant legislation.**

Detailed Responsibilities

- To work as part of an effective and collaborative board to ensure that the charity has a clear and sustainable vision, mission and strategy, and that the organisation is aligned and focused on the successful delivery of these.
 - 1.1. Contribute actively to the Board's role in giving strategic direction to the charity, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.*
 - 1.2. To contribute effectively to the performance and effectiveness of the Board of Trustees*
 - 1.3. To bring your experience and expertise to help the board to identify opportunities and risks for the charity in the pursuit of the charity objectives.*
- To ensure that the Charity is focused on the delivery of its purpose, makes decisions and uses its available resources in the best interest of the charity, and that effective governance exists to protect the long-term success of the charity
 - 2.1. Attend and contribute effectively to board meetings and the AGM.*
 - 2.2. To lead appropriate sub-committees and deliver on the agreed objectives of that committee.*
 - 2.3. As a member of the trustee board, ensure major risks are appropriately identified, reviewed regularly and mitigated through appropriate systems and actions; and*
 - 2.4. Ensure financial accounts are correctly prepared, audited and submitted.*
- Leadership and/or membership of one or more of the board sub-committees, oversight of individual project activities
 - 3.1. Work with the Chair of the Board and the Management team to ensure clear terms and*

effective working of the sub-committee

3.2. *Provide support and guidance where appropriate on individual projects, new initiatives or fundraising tender activity - particularly where the trustee has individual expertise.*

3.3. *Act as an ambassador for the Kinetic Foundation - particularly with regard to key stakeholders for the charity.*

Person Specification

Skills & Competencies	
<ul style="list-style-type: none"> • A clear understanding of and passion for the importance of supporting young people through sport and education. • The ability to contribute to a positive Board culture, and in particular the relationship between the Board and the executive workforce • Decision-making skills. The appropriate use of knowledge, experience and a relevant network to make informed decisions to the benefit of the organisation • Excellent interpersonal skills including rapport-building, active-listening and incisive questioning • The ability to form productive relationships both internally and externally and strategic partnerships for the benefit of the charity • Willingness to act as an ambassador for Kinetic with external audiences. 	
Knowledge	
<p>Essential</p> <ul style="list-style-type: none"> ● Knowledge and understanding of the responsibilities of a Board Director / Charity Trustee ● Thorough knowledge of the Articles and other governing documents of a charity ● Understanding of how to apply Principles of inclusive practice ● An interest in the social and health impacts of grassroots sport 	<p>Desirable</p> <ul style="list-style-type: none"> ● Specific knowledge and experience in the marketing and communications sector. ● Specific knowledge and experience of the secondary education sector. ● Knowledge and understanding of the Risk management and Safeguarding Requirements for a charity working with U18s ● Knowledge, understanding and interest in grassroots sport, particularly football, and other related activities
Enhanced DBS Check required?	NO
Check Companies House Disqualified Directors Register?	YES

4. How to apply:

Please complete the application form below and send it with an up to date CV and covering letter (no more than 2 pages or a video (no more than 2 minutes) telling us why you want to volunteer for Kinetic Foundation and what you can bring to the role.

Kinetic Foundation is committed to equality of opportunity and welcomes applications from all sections of the community.

Applications close at 5pm on 23rd February.

Interviews will be conducted between 4th March and 8th March.

Applications should be sent to: careers@kinetic-foundation.org.uk

For an informal conversation about the role, please contact: robmoore@ymail.com

5. Selection Process:

Shortlisted applicants will be contacted by 1st March to arrange a mutually convenient interview date and time. There will be at least one interview with 2 trustees and one with the Academy Director and COO.

Kinetic Foundation Trustee - Application Form

The decision to progress your application to the next stage of the selection process will be based only on the information you provide on this form.

Personal details

Title	
Name	
Address	
e-mail	
Phone	
Convenient contact times:	

1. **How do you meet the requirements of the role as outlined in the Role Description?** Please outline your skills, knowledge and experience which are relevant to the role you are applying for, including examples from either paid or unpaid/voluntary work. You can format this as bullet points but please ensure that you directly reference the skills and knowledge outlined in the Role Description. (300 words max)

2. **How do you demonstrate the values of Kinetic Foundation?** The way we work at Kinetic is built on the values outlined in the Role Description. Please provide examples of how you have demonstrated these values in your work or everyday life. (300 words max)

Accessibility

Kinetic Foundation is committed to ensuring that all applicants can access the application and selection process for this role. Please detail below any adjustments you will require to be made to the selection process (including interviews) should your application be progressed to the next stage.

References

Any offer of a role will be subject to receipt of two satisfactory references. Please provide the details of two referees. Your first referee must be your current or most recent employer. Your second referee should be a different employer, representative of an organisation in which you volunteer or have volunteered or a representative of an educational establishment. Personal references should only be given where there is no previous employer, voluntary organisation or educational establishment to which reference can be made.

	First Referee	Second Referee
Name		
Email address		
Telephone		
Postal address		
Relationship to you		
Permission to contact prior to appointment if offered a position? (yes/no)		

Declaration

I give my consent to the storage of personal data contained within this form for the purposes only of this application process.

I can confirm and declare that the information provided on the form, to the best of my knowledge is complete, accurate and not misleading.

Signature	
Date	