



JOHN LYON'S CHARITY

Saxton Bampfylde

# Appointment of Trustee

June 2019





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# A WELCOME FROM THE CHIEF EXECUTIVE, DR LYNNE GUYTON



As the largest independent funder for children and young people in North and West London, John Lyon's Charity has become increasingly concerned over the past eight years, that what used to be considered core for state provision for children and young people has shrunk. Consequently, the Charity has seen increasing demands for its grants and advice. In 2018/19 we granted £12.25 million (2017/18 £10.07million) an increase of 22% on the previous year.

Our approach is to fund charities that create opportunities that would otherwise cease to exist, build on their potential and create resilience for the longer term. 2018 was a year which saw a focus in the media on urban youth crime, with many authors and publications giving their view on what are the underlying issues causing violence amongst young people. Other themes tackled included the increase in homelessness and the increased need for mental health provision amongst the young. In many articles, the young themselves are being blamed for causing their own problems. There are over 9.5 million young people in the UK, aged 10-24 (ONS: Population Projections, 2018), and they are not all carrying knives or guns. There is a huge problem with the media giving into sensationalism to achieve good headlines. Not only are young people vilified, but stereotypes are often used around race or class to disparage young people. We never hear about the 'middle ground' – those young people who keep their heads down, work hard and make a positive contribution to society. John Lyon's Charity's approach has always been to focus on opportunity rather than disadvantage. By doing so we seek to reach out to all children and young people.

What all these topics have in common, is that none of them are new. John Lyon's Charity has been responding to these issues for the past 25 years. The depth of knowledge we have in our nine London boroughs shows us that, despite what the media would have us think, young people are not 'a' problem or 'the' problem.

We need to take a step back; pause and celebrate the work of the charities and young people we support. Too often it is easy to be negative and assume there is little hope for young people. Our driving aim to provide aspiration for all children and young people in our Beneficial Area remains, and much of what we see when we visit our grantees fills us with hope and optimism. We may not be able to change every child's life, but we know we are reaching a significant number; and where we are, we are making a real difference.

For example, we fund opportunities through our School Holiday Activity Fund (SHAF) that aren't headline grabbing or tackling big causes, rather they quietly ensure young people can have fun by going on trips or trying new activities in the school holidays. The appreciation and excitement we see in these grantees is wonderful and reminds us of the positive rather than negative images of young people.

It is the potential to learn, grow and become that drives our grant giving. We see the benefits of investing in a youth clubs as a safe space to hang out with supervised youth workers; we see the results of supporting boxing clubs that channel aggression into something positive; we see the impact of participating in front line counselling in London's major trauma centres. We really undertake grant making by walking the streets.

Our ground-breaking Change of Perspectives work in 2018/19 researched partnerships within our Beneficial Area between Arts organisations, Music Hubs and Special Educational Needs & Disabilities (SEND) schools, and is a leading supporter of the Cultural Inclusion Manifesto ([www.culturalinclusion.uk](http://www.culturalinclusion.uk)). Longevity of funding is still a key issue for this sector. Our priority to establish John Lyon's Charity Internships later in 2019/20, will have a focus on those with SEND to give much needed support for entering employment.

In addition, over the past four years we have established and funded a Young People's Foundation in each of the boroughs in which we operate to the tune of £3m. They are separate charities each with their own CEO and board of trustees. They consist of funders, including JLC, the local authority and local business and members who are children's charities – anyone from a children's group at the local mosque to a local forest school. Principally they aim to do three things: to help fundraise and put in consortium bids on behalf of small grass roots charities; to help small CYP groups network with other funders, local business and the local authority to access funding, and advice. Many local businesses are now offering mentoring programmes to young people in our boroughs. Finally, they provide access to space through an online venue bank we have also created to bring together buildings with space to children's groups without space, including some big multinational companies. Such is the model's success, that it is in demand beyond our Beneficial Area in other London boroughs and major UK cities.

As a charity, we remain driven and optimistic for our young people. We will continue to work with other charities, the media and think tanks to influence policy-makers at both local and central government. A joined-up approach to early years support, mental health & SEND support at school and strong youth club provision must be the way forward. Children and young people are our future and they need to be nurtured.

We do hope you will read on to find out more about the opportunity to join us as a Trustee.





## THE ORGANISATION

John Lyon's Charity gives grants to benefit children and young people up to the age of 25 who live in nine boroughs in North and West London. Since 1991, the Charity has distributed over £120 million to a range of organisations that seek to encourage the aspirations of children and young people. It does this by supporting projects that provide opportunities for young people to participate in a wide range of activities.

John Lyon's Charity is one of the largest independent funders in London. Last year it paid grants of £12.26 million towards work in Arts & Science, Children & Families, Education & Learning, Emotional Well Being, Sport, Special Needs & Disability, Training, Youth Clubs and Youth Issues.

The Charity does not fundraise. Its funds are generated by its financial investments and property portfolio which form the Charity's endowment.

**Who was John Lyon?** A yeoman farmer from Harrow who, in 1572, was granted a Royal Charter by Elizabeth I to found a free grammar school for boys: Harrow School. The Charter anticipated that John Lyon would establish a separate trust for the purpose of maintaining two roads between London and Harrow, now the Harrow and Edgware roads. In 1578, John Lyon provided an endowment in the form of a farm of some 48 acres in the area now known as Maida Vale for that purpose.

**What is John Lyon's Foundation?** John Lyon's Foundation consists of Harrow School as the original school, The John Lyon School established in 1876 as a day school to provide education for boys from the local community and John Lyon's Charity. It is governed by the Keepers and Governors of the Free Grammar School of John Lyon, the Corporation that was established by the 1572 Charter.

**Where does John Lyon's Charity fit in?** For over four hundred years the income from the estate in Maida Vale went to the various authorities that were responsible for the upkeep of the two roads. In 1991, the Charity Commission scheme came into effect giving the Governors discretion to apply the income for charitable purposes for the benefit of the inhabitants of the boroughs of Barnet, Brent, Camden, Ealing, Hammersmith & Fulham, Kensington & Chelsea and the Cities of London and Westminster – the boroughs served by the two roads.

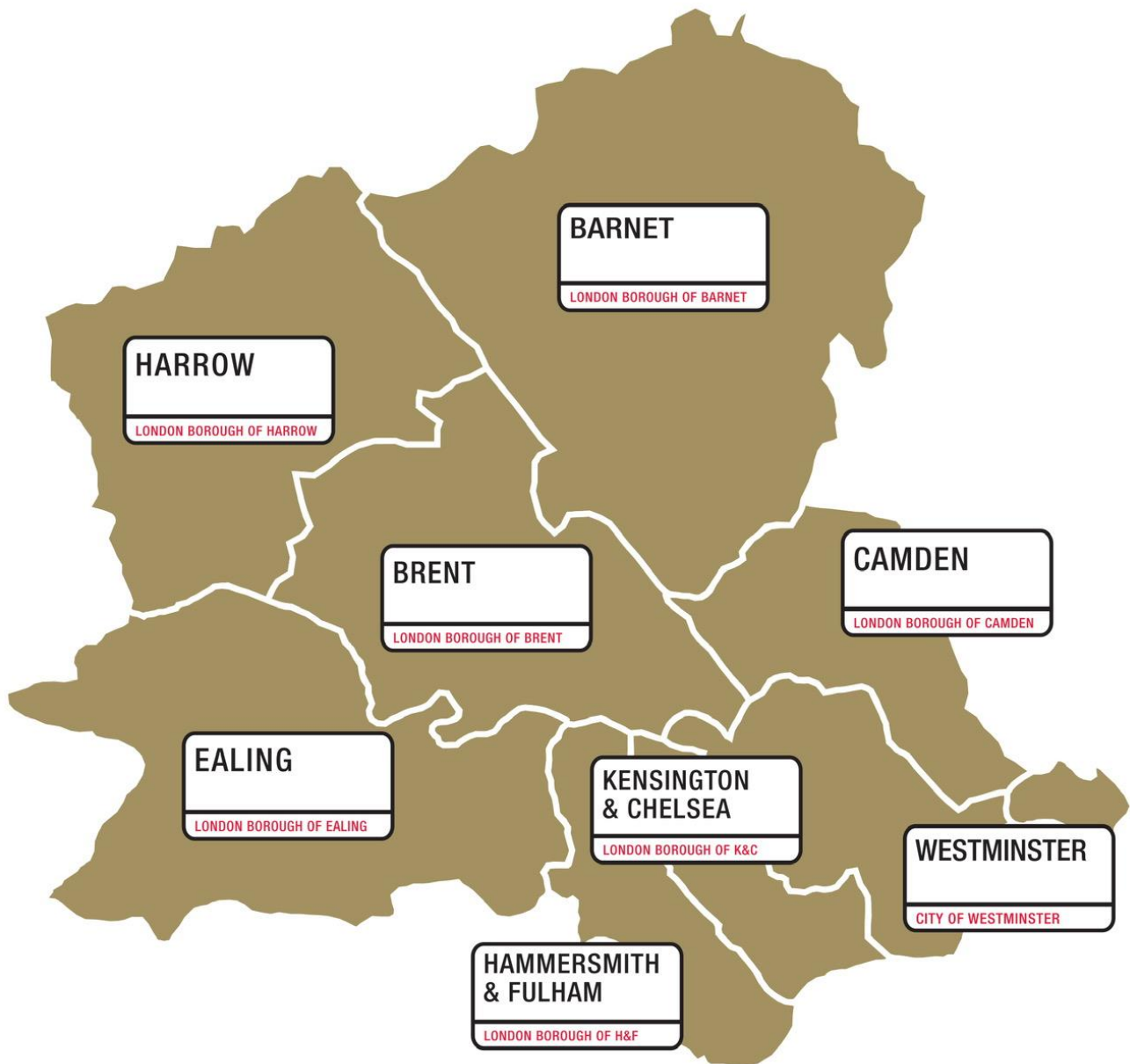
**Who governs the Charity?** The Governors of the Foundation are the Trustee of John Lyon's Charity. They have appointed a Grants Committee to oversee the grants programme and recommend awards for their approval. John Lyon's Charity is a separate registered charity and is independent from the two schools.

## MISSION AND VALUES

John Lyon's Charity believes in transforming the lives of children and young people by creating opportunities to learn, grow and develop that would not otherwise exist without our contribution. We will seek to promote and support partnerships and collaboration that can have a sustainable impact on the aspirations of children and young people. We will not shy away from taking informed risks to support projects and organisations that pioneer new initiatives and ideas. We will exercise our role as an independent funder to share the knowledge from our work and seek to influence public policy for the benefit of the voluntary sector to ensure it is valued.



# MAP OF OUR BENEFICIAL AREA







## THE ROLE OF THE TRUSTEE

### Our Trustees;

- Have overall responsibility for the formulation and oversight of the Charity's strategy and policies for recommendation to the Governing Body (the 'Corporation') including, but not limited to:
  - The strategy and policy for the Charity's grant making activities (the 'Charity's Grants Policy') (including all small grants programmes).
  - The Charity's investment strategy and policy (the 'Charity's Investment Policy')
  - The Charity's total return policy
- Have overall responsibility for overseeing the investment and management of the Charity's assets;
- Monitor the implementation of the Charity's Investment Policy, review the Investment Policy annually and advise the Foundation Investments Committee and/or the Governing Body on any recommended changes;
- Receive and review reports and recommendations from the Charity Grants Committee in relation to the Charity's grant making activities and make decisions (in accordance with the Charity's Grants Policy approved by the Governing Body) on all grant applications referred to it by the Charity Grants Committee;



- Determine (on an annual basis) the maximum amount (within the annual budget for grant making approved by the Governing Body) that may be awarded (per individual grant and in aggregate in each year) under the Charity's small grants programme;
- Receive and review reports and recommendations from the Charity Estate & Property Committee in relation to the management and composition of the Charity's property portfolio and make decisions (in accordance with the Charity's Investment Policy approved by the Governing Body) on all matters referred to it by the Charity Estate & Property Committee;
- Exercise trusteeship of the values of John Lyon's Charity;
- Ensure that John Lyon's Charity complies with its Articles of Association, charity law, and any other relevant legislation or regulations, and pursues the charitable objects as defined in the Articles of Association and in accordance with accepted standards of best practice.
- Ensure that John Lyon's Charity is compliant with the Charity Commissioner's Charity Governance Code; and
- Ensure strict confidentiality of all governance matters.



# PERSON SPECIFICATION

In order to carry out your duties as a Trustee you will be required to:

- Act in the best interests of the present and future beneficiaries setting aside any other interests you may have;
- Attend as many of the Trustee Board meetings a year as possible; and
- Devote the necessary time and effort to developing a good understanding of John Lyon's Charity and its activities, reading papers and undertaking other preparatory work.

Trustees will be able to:

- Identify with, and be motivated by, the values and objectives of John Lyon's Charity;
- Think innovatively, critically, independently and strategically, with the ability and a proven track record of translating strategy into operational plans;
- Demonstrate a healthy understanding of risk, its benefits and be prepared to take risks, and have entrepreneurial instincts;
- Demonstrate the ability to analyse financial information;
- Command the respect of fellow Trustees and management;
- Have a willingness to speak their mind and be constructive;
- Demonstrate a consultative, strategic and supportive style; and
- Demonstrate Nolan's seven principles of public life, namely: selflessness, integrity, objectivity, accountability, openness, honesty.

## Specific requirements

The successful candidates for this position will be expected to provide exemplary governance and advice to John Lyon's Charity, in addition to specific skillsets, as outlined below: This person will bring senior level knowledge and experience of either;

- **grant giving and/or the charitable sector, and/or**
- **youth services and education in the state sector**

We are particularly looking for diversity in terms of age, gender, ethnicity, sexuality and experience.



# TERMS OF APPOINTMENT

- This is a pro bono appointment which brings rewards other than money. If you would like to make a difference in our world, this is a great opportunity to bring your skills, knowledge and experience to help us deliver on our mission.
- Travel expenses directly incurred in the roles as Trustee on official business can be reimbursed. Board meetings are generally held in London.
- Trustees are appointed for an initial one year term, with the expectation that they will then renew for a further two years. Two subsequent terms of three years are permitted.
- The estimated minimum time commitment for a Trustee is 8 days per annum.
- Trustees are expected to attend every Board meeting (of which there are 3 a year), and read any reports and paperwork in advance of meetings.
- The Charity holds a number of evening events for its grantees and trustees are invited and expected to attend a number throughout the year.
- There are always opportunities to become more involved with specific projects.

## HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to John Lyon's Charity on this appointment.

Candidates should apply for this role through our website at **[www.saxbam.com/appointments](http://www.saxbam.com/appointments)**, using code **JAIBM**.

Click on the '**apply**' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Wednesday 10 July 2019**.

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*





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