

Appointment of

Trustee, Ethos Foundation

April 2025 Ref Code CBTVA

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About Ethos

Ethos Foundation is a dynamic family foundation committed to contributing its assets to tackling child poverty in the UK. We have a bold ten-year mission—spending down our c.£60m endowment by the end of 2035, overseen by our Chair and founder Grant Gordon OBE. The Foundation is working to help to improve the systems surrounding children and families, with particular emphasis on early childhood. Ultimately, we want to close the gap in outcomes between children in poverty and their better-off peers, so that all children thrive.

We are seeking a committed and passionate individual to join our small Board of Trustees. As a Trustee, you will contribute to the foundation's strategic direction, help ensure good governance, and champion Ethos' work externally.

The Ethos Foundation vision is for a society where every child thrives, breaking cycles of poverty.

Our mission is to improve early childhood outcomes by uniting diverse partners, including communities.

Our Values:

Fairness – striving for greater equity and justice.

Good citizenship – putting our responsibility to society first.

Reflectiveness – building our knowledge and challenging ourselves.

Ethos Foundation Strategy

Our goal is to help build more effective child poverty prevention systems, in order to break the cycles that cause further suffering throughout their lives. To do this:

1. We fund and enable **holistic early years practice** at community level
 - We work in places with high levels of childhood poverty, implementing a collaborative service delivery model.
2. We help turn **practice into policy**
 - We conduct and support research and analysis that builds the evidence base of what works in holistic early years practice.
 - We use this research to influence policy and advocate for local and national level systems change.
3. We place **convening and coordination** at the heart of our work.
 - We promote, facilitate and enable collaborative working at each level of the system: at service delivery level, funder level, network level, and policy level, by enabling collaboration between advocacy organisations and campaigners.
4. We build the **skills and capacity** required for a thriving ecosystem
 - We build skills and capacity to work collaboratively and holistically, joining up services to more effectively meet families' needs.
 - We help parents and communities to participate in decision making and service delivery.

We aim to be a progressive philanthropist using all the tools at our disposal to achieve impact.

Further information on the Foundation's work and Governance can be found here:

<https://ethosfoundation.org.uk/>

SDGs

Our overarching goal is to support the United Nations Sustainable Development Goals (SDGs), in particular:



We support the UN goal to end poverty in all its forms everywhere.



We support the UN goal to reduce inequalities within and among countries.

Currently, the Ethos Foundation is focused exclusively on projects within the UK.

Grant Making

Charity partners:

We have developed a portfolio of principal charity partners:

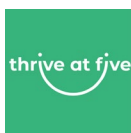
Childhood Trust

The Childhood Trust is London's child poverty charity, founded with a simple vision: to support vulnerable children living in poverty in London. The Trust works across three thematic areas meeting children's practical, emotional and inspirational needs. The Trust funds grassroots children's charities, runs volunteer programmes, and advocates for disadvantaged children.



Thrive at Five

Thrive at Five has a vision for a society that cherishes children's development in the early years, and where every child can thrive and achieve their full potential through reaching a 'good level of development' at five. The collective impact initiative supports programmes and people that work with these children and their families in their local communities.



Heritage project:

The Cabrach Trust

The Cabrach Trust has a vision to regenerate the Cabrach as a thriving, sustainable community with its history, heritage and place in Scottish history celebrated and shared by all. To achieve this goal, the Trust plans to build the Cabrach Distillery & Heritage Centre to inspire, educate and engage visitors and to revitalise the Cabrach, giving it a renewed sense of place, pride and community.



The role of a Trustee

Trustees play a pivotal role. As members of the Ethos Foundation Board, we are collectively responsible for:

- **Governance & Strategy:** Contribute to strategic planning and ensure the Ethos Foundation remains aligned with its mission.
- **Financial and Legal Oversight:** Annual budgeting and quarterly financial monitoring, ensuring transparency while managing risks. Ensuring compliance with legal and statutory requirements.
- **Advocacy & Representation:** Act as ambassadors, supporting Ethos' work, partnerships, and objectives.
- **Board & Committees:** Attend quarterly board meetings, contribute to decision-making, and participate in relevant committees.

This is an opportunity for a committed individual who shares our mission to help build more effective child poverty prevention systems, in order to break the cycles that cause further suffering throughout their lives.

We are currently a small Board (of 4) and staff team (of 2). Presently, we are developing our ten-year strategy to have the greatest impact during the Foundation's existence. The emerging strategic direction has identified that we would benefit from additional advisory and oversight capacity, as well as additional expertise in the areas of early childhood development; strategic communications and advocacy; and/or impact investment.

Person specification

Essential characteristics

- Commitment to Ethos' vision and mission to help build more effective child poverty prevention systems, in order to break the cycles that cause further suffering throughout their lives.
- Empathy and personal behaviour in alignment with Ethos's core values of fairness, good citizenship, and reflectiveness.
- Ability to advocate for Ethos's mission.
- Willingness and time to be available to staff for advice and enquiries on an ad hoc basis
- Analytical skills to identify and assess risks and opportunities and take a balanced approach to both
- Experience in a strategic oversight role on non-profit Boards or Executive teams.

Essential expertise

Understanding of strategic philanthropy, including grant-making and investing for social impact.

Relevant insight across one or more of following areas would be helpful:

- Early Childhood Development.
- Communications & Advocacy: expertise in public affairs, public relations, media, and/or strategic communications.
- Impact Investment: experience in social finance, or philanthropic approaches to market-building.

We encourage individuals from all backgrounds and experiences to apply. We value lived experience and encourage you to apply even if you do not meet 100% of the person specification.

Terms of Appointment

Role requirements and time

commitment: Quarterly two-hour board meetings, with pre-reading and an annual Trustee away day. Participation in additional conference calls as needed, including any agreed sub-committee membership.

Remuneration: This is a volunteer position, but reasonable travel expenses can be reimbursed.

Location: Ethos Foundation is based in London, UK, with a preference for in-person Board meetings and annual away day. However, we have the option for some engagement to be remote.

Process

Interviews will take place in June week commencing 9th or 16th) in London, with the following interview panel:

- Grant Gordon, OBE (Chair)
- Lucy Blythe (Trustee)

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

How to apply

If you are passionate about making sure that every child has the same opportunity to thrive and you believe you have the skills and experience to contribute to Ethos Foundation's mission, we would love to hear from you.

Saxton Bampfylde Ltd is acting as an employment agency advisor to Ethos Foundation on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **CBTVA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 19th May 2025**.

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.

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.

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