

# CHAIR RECRUITMENT

## CANDIDATE BRIEFING PACK

March 2024



# MOVE MORE

**EVERY CHILD THRIVES**

In this candidate information pack, you will find further information on the search for a new Chair of the Board with details on the application process with Moon Charity Practice.

# A JOINT MESSAGE FROM OUR INTERIM CHAIR & CEO

Thank you for your interest in becoming chair of the Move More trustee board.

We are passionate about empowering every child, irrespective of their circumstances, to thrive. We promote an active and healthy lifestyle that positively influences various aspects of a child's life through an holistic approach which has sustainable lifelong benefits. We acknowledge that the surroundings in which children grow play a crucial role in enhancing their outcomes. Consequently, we actively support families, schools, and communities in establishing nurturing, positive, and stimulating environments for children and young people.

Our charity is at an exciting stage of development. Building on solid foundations of growth since our constitution in 2017, we are looking forward with enthusiasm to take the charity into its next chapter. The charity currently has a workforce of 21 FTE and turnover has grown to £706k (unpublished accounts 22-23) with a forecast above the £1 million threshold in the next couple of years.

We have recently finished the development of our new strategy and we are passionate to have even more impact on children's health and wellbeing across Gloucestershire and neighbouring areas. We have big plans moving forward, including:

- Finding a new home for Move More, as we have outgrown our current home;
- Further developing provision for children with a special educational need or disability;
- Building our community work to better serve a more diverse group of children and young people; and
- Expanding our family-based work, as the impact of this programme shows it makes a real sustainable difference.

Alongside these operational priorities, we also have governance priorities for the Trustees for the coming years, including:

- Continuing to evolve the 'skills based' board of trustees;
- Ensuring a focus on strategic direction and challenge;
- Supporting the senior leadership; and
- Better measurement and reporting of impact in respect of outcomes and not just outputs.

Like other charities across the country, Move More is working in challenging financial, social and political environments which need to be carefully navigated, whilst providing for an ever-increasing need for services and provision. Strong governance and leadership are essential during this time to ensure the board fulfils its roles of providing strategic direction and holding senior executives to account. The current board of trustees is made up of people which are passionate about children's health and wellbeing with a range of experience and skills from different sectors. As our new chair, you will lead the board, whilst supporting the senior executives in driving towards our vision of 'Every Child Thrives'.

If you believe in our vision and values and have the leadership skills to help, then we would love to hear from you.

Will Parker  
Interim Chair

Dan Derrick  
CEO

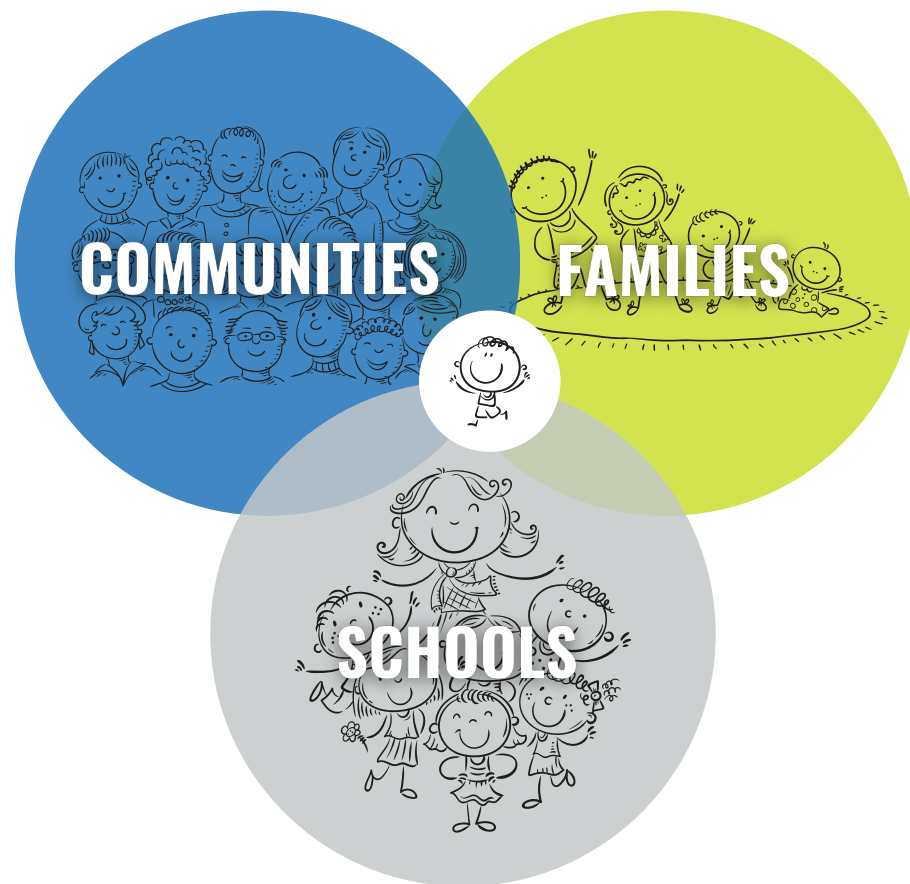
# WHAT WE DO

We are passionate about empowering every child, irrespective of their circumstances, to thrive. We advocate an active and healthy lifestyle that positively influences various aspects of a child's life through a holistic approach which has sustainable lifelong benefits.

We recognise that the surroundings in which children grow play a crucial role in enhancing their outcomes. Consequently, whilst holding children at the centre of our work we actively support the three main environment's that impact children. By supporting schools, families and communities we seek to establish nurturing, positive and stimulating environments that will enable all children and young people to live an active and healthy lifestyle.

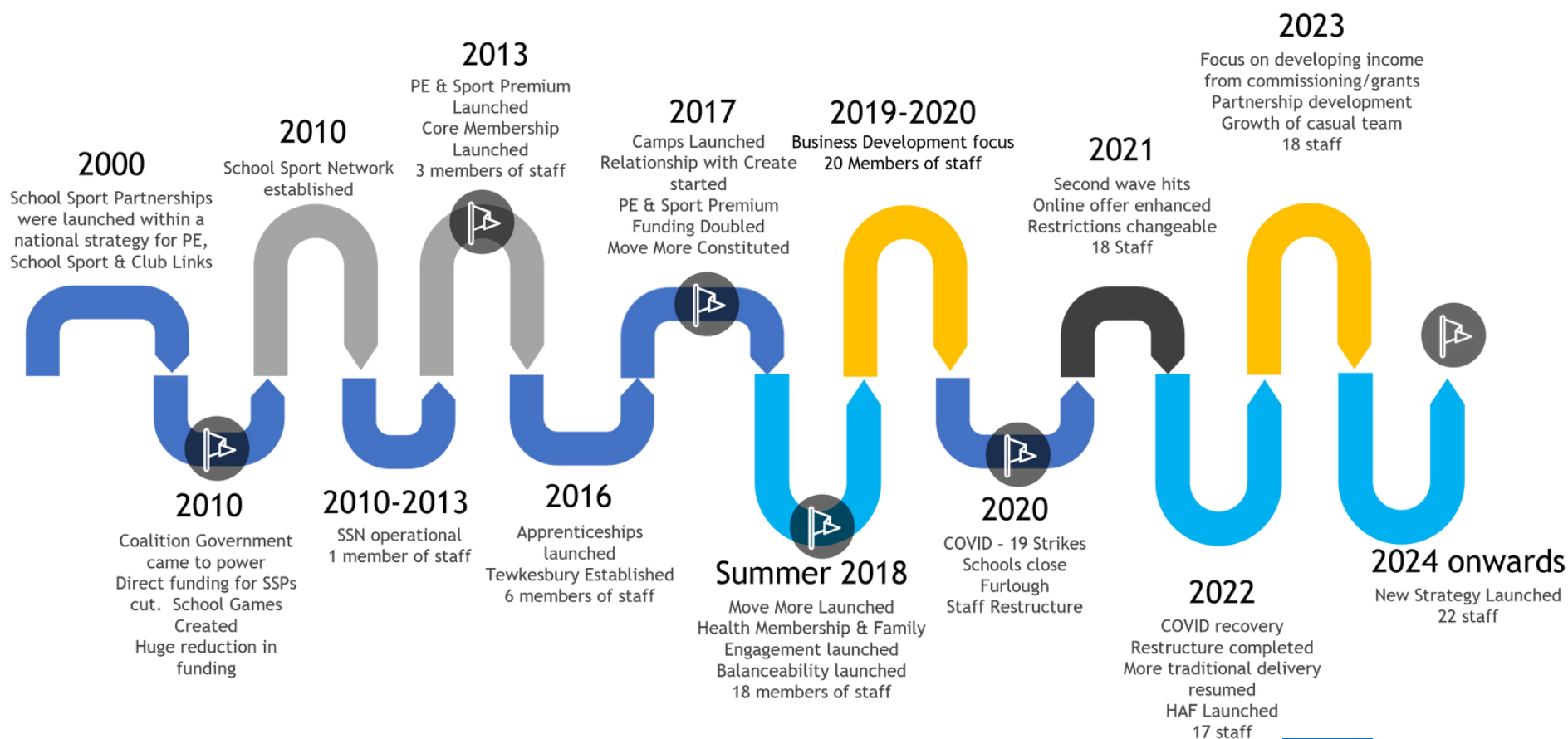
In striving towards our vision of 'Every Child Thrives' our work is diverse in its approach and involves engaging with multiple stakeholders. Subsequently, we work with a wide range of children and therefore have a variety of programmes and approaches to suit their needs. We also recognise that a greater focus on children experiencing inequalities is required to ensure that all children can be physically active within supportive environments and experience the physical, social and mental wellbeing benefits in order to thrive.

[www.move-more.org](http://www.move-more.org)



# OUR HISTORY

Move More was constituted in 2017 as a Charitable Incorporated Organisation (CIO), previous to this it started as a government funded School Sport Partnership (SSP) in 2000, in the 2010 austerity cuts SSP's lost all of their funding. The SSP had some funds in reserve which allowed us to sustain some of our work within a very small structure as a School Sport Network. Since then the organisation has grown to its current form today and is starting its next stage of growth.



# THE MOVE MORE WAY



The Move More way was created following consultation with the whole staff team and the board of trustees. It highlights our shared values and demonstrates the behaviours which will influence our decision making and impact our work daily.

We are proud to live by the Move More way, which involves adhering to the following principles:-



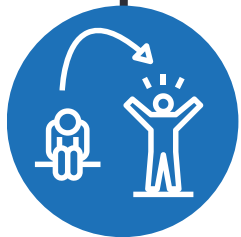
## CHILD AT HEART

We hold the child at the heart of the decisions we make and the way we work.



## WORK TOGETHER

We work together and support each other as a team, as well as working collaboratively with other organisations as the current challenge is larger than any one person or organisation.



## MAKE A DIFFERENCE

We strive to create lasting, meaningful impact with empathy and compassion.

# THE CHALLENGE...



Our children are...  
**BECOMING  
UNHAPPIER**



45% of parents are concerned about their child's mental health.

**18%**

of children aged 7 to 16 have a probable mental health disorder.



The number of children in England needing treatment for mental health problems has risen by 39% in a year.

**97%**

of teachers are concerned about the mental health of young people in their school.



Our children are...  
**MORE  
DISTRACTED**

**78%**

of parents believe that children are spending too much time online and not enough time with each other in person.



Over 3 in 5 (62%) of parents believe that digital distractions mean that their children are spending less time being active.



Almost half (46%) of 7- 8 year olds and 38% of 9-11 year olds agree they spend more time online or watching TV than they do talking to their family.



Our children are...  
**BECOMING  
UNHEALTHIER**



The prevalence of overweight (including obese) children across Cheltenham and Tewkesbury increases from reception (23.3%) to Year 6 (31.2%).



Children and young people from the most deprived areas in Gloucestershire are twice as likely to be classified as overweight or obese when compared to those from the least deprived areas.



Less than half (47%) of young people in England are meeting minimum physical activity levels.



Our children are...  
**EXPERIENCING  
GREATER  
INEQUALITIES**

And the most disadvantaged in society face the highest barriers...



Children with disabilities are twice as likely to be lonely compared to their non-disabled peers (72% compared to 36%). They are more likely to feel they have no one to talk to, to feel left out and to feel alone.



Children and young people from lower income families are less likely to be active, are twice as likely to be living with obesity, and have less positive attitudes towards physical activity.



The gender gap is re-emerging, with a 5% gap between girls and boys classed as active .

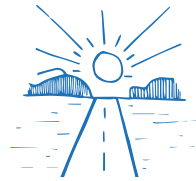


Almost half of parents (47%) say that the cost of living crisis has had a negative impact on the number of opportunities their children have to be physically active and take part in sport.



Children and young people with Black, Asian and other ethnicities are the least likely to be active.

# STRATEGIC PLAN 2024-2027



## VISION:

**Every Child Thrives**



## MISSION:

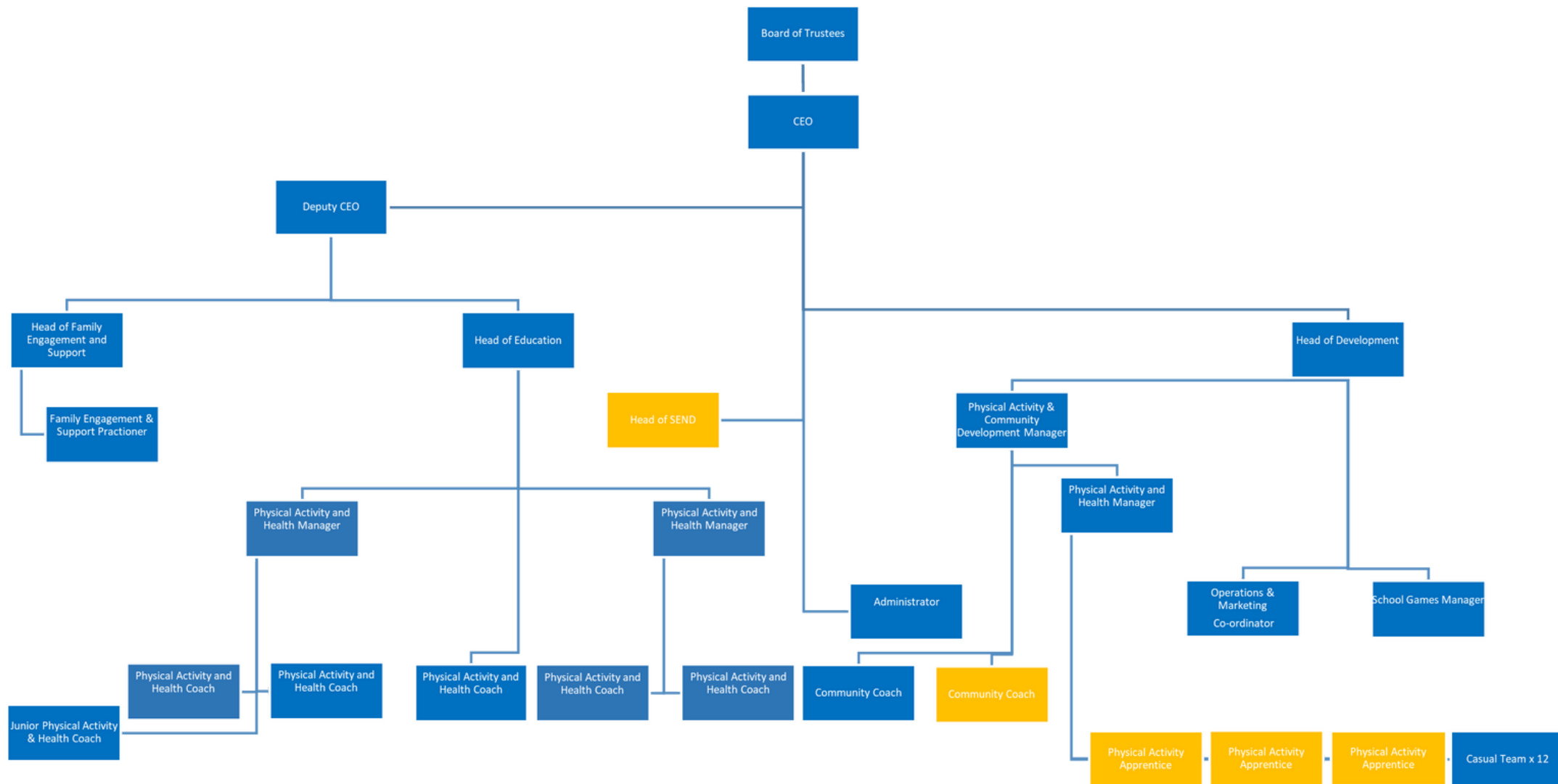
To empower children within Gloucestershire and the surrounding area, irrespective of their circumstances, to reap the many benefits of an active, healthy lifestyle, fostering lifelong behaviours fundamental for their overall well-being.



## OBJECTIVES:

- 1 Educate children with the knowledge and skills to lead an active and healthy lifestyle whilst supporting their personal, social and emotional development.
- 2 Instil a passion for being active in every child through providing high quality, enjoyable and inclusive opportunities.
- 3 Support families, schools, and communities in creating caring, positive, and engaging environments for children that address their physical and emotional needs.
- 4 Continue to grow as a resilient, sustainable charity that is responsive to change.
- 5 Increase the visibility of the charity and champion children's wellbeing through advocacy, influencing and evidencing our impact.

# STAFF STRUCTURE





# ROLE DESCRIPTION

**Role:** Chair of the Board of Trustees

**Salary:** Unremunerated. This is a voluntary position, without remuneration, but reasonable expenses are reimbursed.

**Location:** Onsite meetings preferred, with the option to log-in remotely as and when required. Currently based at All Saints' Academy, Blaisdon Way, Cheltenham GL51 0WH.

**Time commitment:** Four Board Meetings a year, lasting two hours and held in the evenings. In addition, a Strategy Day and Sub-Committee Meetings (tbc). Total of one day per month plus preparation.

**Role purpose:** The Chair leads the board, ensuring that it governs the charity effectively, in service of the charity's vision and mission. The Chair leads in an inclusive way, supporting the board to work together well, and providing support and challenge to the Chief Executive. The Chair is also an ambassador for the charity.

## Specific functions:

- Provide strategic leadership to the charity and the Board, ensuring that Move More achieves its mission.
- Work in partnership with the Chief Executive and team to achieve our mission.
- Lead the board in ensuring that it fulfils its responsibilities for the governance of the organisation.
- Optimise the relationship between the board and Move More's staff and volunteers.
- Plan and chair the board meetings.
- Act as a spokesperson and figurehead for Move More.

## What we are looking for

### Essential

- Experience of being a trustee.
- Experience of acting as chair for an organisation, group or committee.
- A keen sense of strategic purpose.
- An inclusive leadership style: able to inspire and support everyone to participate on an equal footing.
- The ability to listen and engage effectively. You are comfortable with challenge and debate and are able to encourage that in others whilst fostering a collaborative board environment.
- Advocate - be able and willing to champion Move More's work through personal networks, social media, and other channels.
- A strong personal commitment to equity, diversity and inclusion.
- Be responsive [As a small charity, things sometimes 'come up' that require the Chair to advise, support or give consent to. It is very helpful to have a Chair who is available and responsive.]

# ROLE DESCRIPTION CONT

**In addition to the essential criteria, the Chair will have the responsibilities and qualities of all trustees:**

## **Responsibilities of all trustees**

- Support and provide advice on Move More's purpose, vision, goals and activities.
- Approve operational strategies and policies, and monitor and evaluate their implementation.
- Oversee Move More's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Move More's financial statements.
- Provide support and challenge to Move More's CEO and Deputy CEO in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Move More's operating environment.
- Contribute to regular reviews of Move More's own governance.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect Move More's interests, to the exclusion of their own personal and/or any third party interests.
- Contribute to the broader promotion of Move More's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.
- Willingness and ability to understand and accept their responsibilities and liabilities as trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm for our vision and mission.
- Willingness to lead according to our values
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

## **Person Specification**

- Ability in and experience of chairing meetings effectively and to time, ensuring that all have an opportunity to contribute.
- Leadership skills to ensure trustees, staff and volunteers can succeed and bring their very best attributes to aid the mission and vision of Move More.
- Understanding of the business and legal requirements of charitable organisations and the main duties of trustees.
- Ability to handle financial, legal, and people-focussed information at a strategic level.
- Excellent communication, listening and relationship-building skills, including confidence with digital communication.
- Commitment to collaborative working and to the equality, diversity, and inclusion.
- Ability to hold sensitive matters in confidence.
- Willingness to trust others to carry out their responsibilities and avoid micromanagement.
- Awareness of the principles of risk management.
- A passion and commitment to improving outcomes for children.

All Move More staff and Trustees are subject to an Enhanced Disclosure and Barring Service check. If you have been a resident overseas for 3 months or more over the past 5 years, we will also check candidates' criminal record within that country.

# RECRUITMENT PROCESS

## How to apply

Moon Charity Practice has been appointed as chosen Search Partner to Move More and will manage the recruitment process.

### **NB: All direct applications will be forwarded to Moon Charity Practice**

To apply, please send a copy of your latest CV together with a supporting statement (no more than two sides of A4) explaining your motivations for applying for the role, how your skills, knowledge and experience match the role outline and what you can additionally bring to the role.

To ensure fairness to all Candidates, any decision to shortlist you for initial telephone screening will be based solely on the information that you supply on your CV and supporting statement.

Therefore, it is important you give as much information as possible regarding why you wish to apply and what you think makes you a suitable applicant.

**Completed applications should be sent by email to: [recruit@moonexecsearch.com](mailto:recruit@moonexecsearch.com)**

**FAO: SANDY HINKS, Head of Charity Practice, quoting ref: MC2402**

**Closing date for applications: midnight - 21st April 2024**

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

Preliminary interviews will be with Moon Charity Practice virtually, we anticipate that only one round of panel interviews will be required but Move More Care may invite candidates back for a second round, depending on the candidate pool. Informal talks with the Interim Chair and CEO can be arranged on request.

Move More has retained Moon Charity Practice to manage this campaign and are therefore unable to accept CVs from third party agencies. All CVs and expression of interest received will be forwarded directly to Moon Charity Practice for consideration.

**Moon Charity Practice and Move More are equal opportunities employers and welcome applications from all areas of society and recognises the strength in diversity. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status.**

**We particularly encourage applications from under-represented groups.**

On behalf of Move More, Moon Charity Practice would like to thank you for your initial interest in their Chair of the Board of Trustees Role.