

ignite!

**“we’re recruiting  
trustees”**

**Futures,  
ignited!**

**Our ~~Superhero~~ Trustee  
Recruitment Pack  
for 2023**

## Hello! (from the Chair)

Thank you for your interest in joining Ignite! as one of our Trustees.

Ignite! is a Nottingham-based charity unleashing the unique creative spark in young people, from toddlers to twenties, equipping them for a rapidly-changing world. Our programmes have been providing a curiosity-first approach for the last 15 years, challenging traditional education to connect with people, and nurture the natural creativity within.

Joining Ignite! now means getting *stuck in!* Exciting things are happening, with new ambitions and ways of working, with growing teams and an evolving board.

Trustees do not need to be living in Notts, though local networks and knowledge are super useful! We are currently looking to recruit **two new trustees**, ideally with specialisms in one or more of the following areas:

- Fundraising
- Charity law (or other legal support)
- Nottingham insights and connections
- Board leadership (interest in chairing)

Our charity has always had very strong values, overseen by trustees who care deeply and passionately for the work that we do. As a trustee, you will be a proactive member of our board, working to support the strategic direction of Ignite!, ensuring sound governance, and helping us to achieve our big ambitions for young people.

I invite you to read through the information in this pack and thank you again for taking the time to learn more about us. I hope to hear from you soon and will be very happy to answer any questions you may have.

Best wishes,

Joe Burton



“The world is changing, *fast*”

## Vision, Mission & Values

# Futures, ignited!

### Our Vision

Time and time again we see young people light up as they engage with an activity that teaches them something about themselves, their interests and their skills.

We know that these opportunities for self-realisation are increasingly hard to come by; that they are under-funded and under-valued. We also know that mounting pressures on young people to ‘succeed’ push these exploratory experiences down the priority list.

That is why our vision is a society which is set up to provide young people with endless opportunities to flourish in their creativity, follow their curiosity, and ignite their futures.

### Our Mission

Ignite! will continue to **create environments** in which young people feel safe to be curious and develop their creative skills, to solve problems and express their interests and ideas.

**We act as a bridge** between young people, their communities, and professional sectors, bringing together fantastic combinations of people to inspire, widen perspectives, and break down barriers. Our work will always cross sectors and industries, because **creativity is a critical skill everywhere.**

### Our Values / Behaviours

Everyone who works with us can understand what the essence of Ignite! is, but here is our attempt at identifying four key behaviours which we circle back to in all of our work:

#### **We thrive in delight and surprise!**

Yes, we are joyful and we create spaces that are safe, expressive and happy! We celebrate personal decision-making, self-worth, and individualism at every opportunity.

#### **We ensure that they pave the way!**

We are led by our participants and we place no limit on outcomes for them. As reflective practitioners, our programmes adapt and improve by listening to the needs and soaring ambitions of our participants.

#### **We leave no-one out!**

We assess and remove barriers to access, engagement and success. We will not ignore those in need, and we will work to develop respectful, and long-lasting relationships with our participants and partners.

#### **We nurture and care!**

We always prioritise the protection and comfort of our employees, volunteers, participants and partners and seek to maximise their potential and their lived experience.

## How we'll achieve our vision

We are working to provide young people with given endless opportunities to flourish in their creativity, follow their curiosity, and ignite their futures.

We have identified three key outcomes of our work that moves us closer to this vision.

We work hard to curate impactful programmes that demonstrably generate these outcomes.



## Outcome 1

# Coming together

The architecture, culture and networks of Nottingham comes together to provide for its children and young people

Our programmes tangibly:

1. Increase connectedness of the Notts cultural and creative ecosystem
2. Increase funding valuation and capacity of youth-provision throughout the county
3. Increase the influence of children and young people on programming related to them

Example: The Festival of Science and Curiosity brings together Nottinghamshire's cultural ecosystem to provide communities across Nottinghamshire with opportunities to flourish in their creativity.

## Outcome 2

# Unlocking creativity

Children and young people are able to reach their potential in any path they desire

Our programmes tangibly:

1. Increase access to information, experiences and networks
2. Increase understanding and expression of own creativity and curiosity
3. Increase the feeling of joy in learning and discovery



Example: Creative Sparks is an after-school project that provides activities which are free from assessment, pressure and end-products.

## Outcome 3

# Taking control

Children and young people are heard and are able to affect personal and societal change

Our programmes tangibly:

1. Improve language and communication skills
2. Increase understanding of systems of power, influence and change
3. Increase self-confidence and improve self-perception



Example: Primary Parliament opens the doors to the democratic process and encourages the articulation of views on social issues.

## How we work!

Ignite! is a charity with a small but mighty staff team supported by seasonal recruitment of fixed-term employees, interns, and volunteers. We also rely on our Trustees to offer expertise, guidance and structure.

Our networks are our biggest strength - we often act as a bridge between large institutions and under-represented communities. We bring together professionals from different sectors to showcase the importance of diversity of thought and the exciting opportunities available for young people.

In the next decade, we have plans to take our programmes to the next level by increasing reach, monitoring impact and sharing widely. To do this, we will be loud and proud about our work, we will be shaking up our structures, and we will be seeking out new partners to grow with.

Over the years we have been hugely successful recipient of grants. Since 2012 we estimate that we have raised over £1m from funding applications alone. We currently hold grants from the Arts Council, Small Steps Big Changes, the Renewal Trust, the Community Fund, and have several earned income streams. Our current annual turnover is around £100,000.

## What we do!

Ignite! is inventive and meets young people wherever they may be. As such, our project archive is long!

Going forwards, we are working hard to consolidate our energies on key programmes which work with marginalised communities and schools throughout Nottingham and the surrounding areas.

Please read through the descriptors for several of our ongoing programmes.



## Primary Parliament

**Primary Parliament** is a termly event for pupils from Nottingham City primary schools to come together to discuss local and global issues, express themselves and have their voices heard.



## Ada Lovelace Day

The **Ada Lovelace Day** event brings together pupils from Nottinghamshire secondary schools and women scientists to explore what it's like to be a woman in science.

## Hidden Figures

Hidden Figures connects women who have a background in science but are not currently working in the sector for reasons of: family, caring, working, immigration status or due to other barriers.



## Curious Tots

**Curious Tots** encourages the natural curiosity of under 4s, supporting them in their explorations of the world. This is a whole-family initiative to promote curiosity at a young age.

## Creative Sparks

Weekly after-school sessions for children aged 5-10 years old, designed to develop children's creativity and curiosity for their confidence, self-belief and communication skills.



## Lab\_13

A **Lab\_13** is an student-led space within a school dedicated to investigation, innovation and creativity; Over the years we have developed Lab\_13s in various formats in Nottingham, Irchester, London, Ghana and Finland.



## and... the Festival of Science and Curiosity!

**FOSAC** is a two-week long festival that runs every February.

Ignite! is the independent producer of the Festival, working with a wide range of partners to deliver a jam-packed programme designed to engage the curiosity in everyone and develop people's confidence to get excited about science in the county.

# What is a trustee?

Our trustees take a leading role in Ignite!'s governance, management and direction.

## We are looking for Trustees who will:

- Contribute to the Board of Trustee meetings
- Work with the Board and employees to support the growth of our programmes and structures
- Complete a DBS check before starting your role as a Trustee (paid for by Ignite!)
- Serve for an initial term of three years
- Allocate time to Ignite! to support in specific areas

## We will support you as a trustee by:

- An induction procedure, and a trustee buddy & appraisal system
- Covering reasonable travel expenses to attend in-person meetings
- Covering costs for relevant training as needed
- Providing opportunities for new Trustees to develop their understanding of Ignite!'s work in the community



## Can you help us by...

Ensuring that our values and mission are upheld in all of our decisions?

Contributing actively by providing strategic direction, agreeing policy, goals, targets and evaluating performance?

Ensuring we comply with our governing document, charity law, company law, and any other legislation or regulations?

Being an active ambassador for Ignite! and help us to achieve our goals



# Our perfect trustee...

(does not exist, so apply anyway!)

## has insight

Our current board comprises nine trustees covering a broad range of experience. We are particularly seeking trustees with insight into fundraising, charity law, Nottingham's cultural ecosystem and board leadership (with a opening for a new Chair position at the end of the year).

## is committed

Trustees usually sign up for a 'term' of three years. A second term is normal, and a third is permitted in some circumstances. The best trustee is one that can regularly designate small amounts of time to support the activities of the board and the staff team.

We have five formal meetings per year, including our annual meeting in December. We have sub-groups which meet regularly to focus on specific tasks.

# Okay, time to apply then?

Candidates are invited to submit a CV and a covering letter explaining why they are interested in joining the Ignite! Board, what skills they will bring, what most excites them about the role (and anything else they wish to tell us).

These should be sent to the Company Secretary, Sarah Walley with the subject line 'Ignite! Board Application'.

Candidates will then be invited to have a relaxed conversation with the Chair of the Board and at least one other trustee.

**Please send your applications or any questions to:** [sarah@ignitefutures.org.uk](mailto:sarah@ignitefutures.org.uk)

## is progressive

Society is not set up to promote the exploration of our individual creativity.

Society is also painfully imbalanced against marginalised people, creating steep hills for under-represented people to climb.

Ignite!'s trustees must challenge the status quo and fight for the futures that our young people dream of.

## believes in Ignite!

We need our trustees to believe in the creative potential of young people and believe in Ignite!'s value as a charity.

## Should I apply?

Do it! More than anything, we are looking for Trustees who want to give their time to make a difference.

If you feel that you do not fulfil all of the criteria, we encourage you to get in touch.

Ignite! will create the best impact possible if it is supported by the widest diversity of experiences, and so we encourage applications from people of all genders, sexualities, ethnicities, social and cultural backgrounds, and people who are disabled, refugees, migrants or any person who is marginalised.

