

INFORMATION PACK
BEYONDAUTISM TRUSTEE ROLE
2020



MESSAGE FROM THE CHAIR

Thank you for your interest in BeyondAutism. The contribution of trustees is vital for us at an important time in the development of our charity. We are an ambitious charity with an exciting vision for our future development and you will join us at a time of substantial growth in a sector experiencing a high level of change.

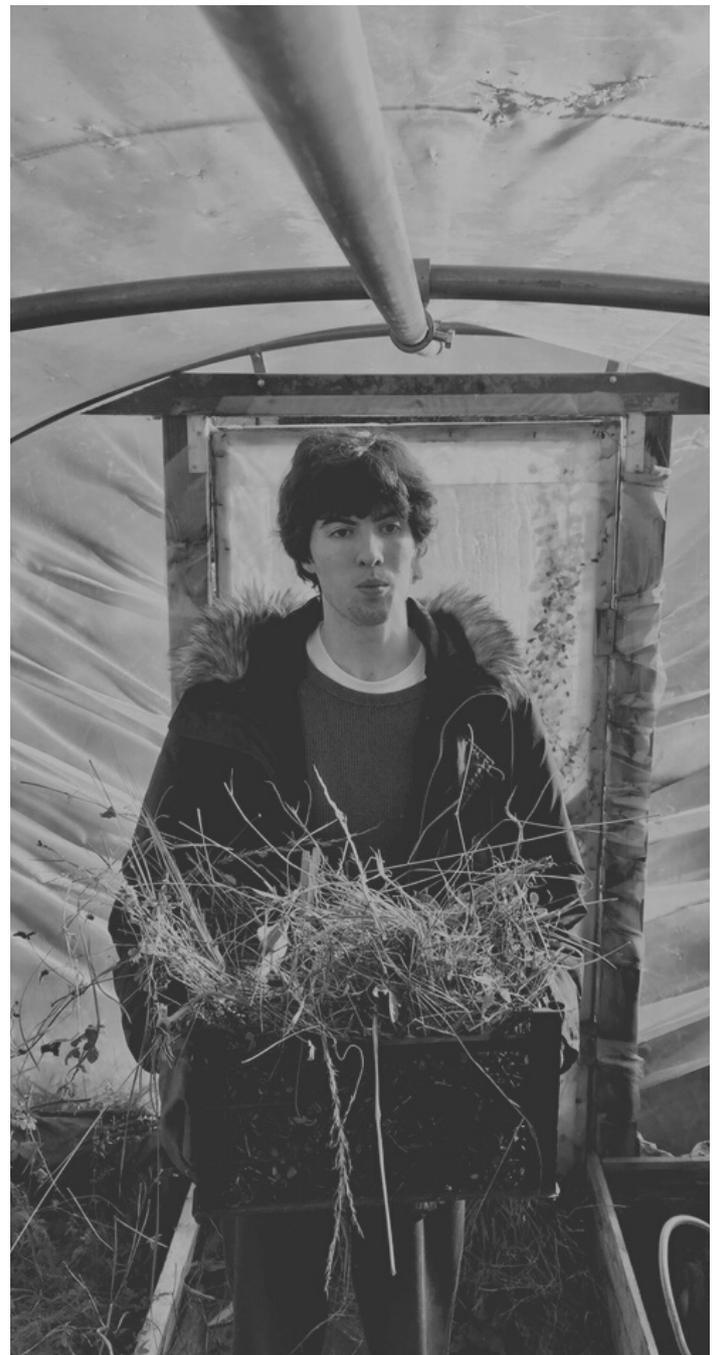
BeyondAutism empowers people and launches lives through positive educational experiences, training for the people who work with them and support for their families and carers. To this end, BeyondAutism has set up and runs:

- BeyondAutism Schools, Independent Special Schools, offering transformative specialist education for children and young adults with autism aged 4-19
- An Early Years' service providing support for families and children aged 15 months – 5 years
- A Post-19 provision which offers opportunities to young adults with autism, from the age of 19 up to 25 – preparing them for adulthood with a skill set that enables them to have choice and control;
- An Outreach and Training service for parents, carers, professionals and mainstream schools – delivering life-changing outcomes in education settings and at home, and a Research and Learning Hub set up to provide professionals and families with a way of engaging with clinical research in the field of autism and understanding the practical applications.

We have a strong, committed Senior Management Team, an established Governing Body and Post-19 Advisory Committee, and a breadth of professional expertise on the Board of Trustees.

I hope that you will consider this exciting opportunity to contribute to our future and to the lives of children and young adults with autism.

Karen Sorab, OBE
Chair of Trustees



Post-19 student at Roots and Shoots

AUTISM

Autism is a lifelong, developmental condition that affects how a person communicates with and relates to other people, and how they experience the world around them.

Autism is a spectrum condition. This means that whilst all people with autism share certain difficulties, the extent of the difficulties will effect each person in different ways. All people on the autism spectrum learn and develop. Some people with autism may also have learning disabilities, mental health issues or other conditions; meaning people need different levels and types of support.

It is widely understood that the key underlying factor is the level of anxiety experienced by a person with autism as a result of the way in which they experience the world around them. This will have an impact on their communication skills, their sensory processing and their behaviour. Remembering that “if you’ve met one person with autism, you’ve met one person with autism”, each individual’s actions and development will be different.

Autism is an often-misunderstood condition. If we are to empower each child and young adult with autism to lead the life of their choosing then we need to dispel the myths that exist around autism.

We believe that people with autism should have a life led by their own choice and control, through education, training for the professionals that work with them and support for their families.



OUR VALUES



What makes us different?

These values were developed with input from our Trustees, Governors, staff and parents. They sit at the core of everything we do and help to drive our strategy of Empowering People, Launching Lives.

DEDICATED TO DELIVERING EXCELLENCE

By developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.

COMMITTED TO APPLIED BEHAVIOUR ANALYSIS

By contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes for people with autism are achieved.

RESPECTFUL

By embracing diversity, showing integrity, acting with compassion and always treating people with dignity.

PROUD TO CHALLENGE

By listening, changing thinking, shifting attitudes and educating.



BeyondAutism presenting at The Autism Show 2019

OUR STORY

2002

Rainbow School moves into Tram House, a rented property on Garratt Lane.

2011

We re-brand the charity to **BeyondAutism** reflecting our ambition to go beyond the condition, exceed the limits and give families hope.

2015

Financing is successfully raised to purchase our **Tram House** site for redevelopment and our **£1.5m capital appeal** is launched.

2017

Early Years' pilot begins in May. In September, Rainbow School becomes two separate schools, **Park House School** and **Tram House School**. **Post-19** service becomes permanent with four learners accessing a hub at Yarrow in Hammersmith.

2019

In February we are awarded a grant of **£380k** from **The National Lottery Community Fund** to help fund our **Early Years' service** over the next 5 years. **Sixth Form** expand into **South Thames College** in June. In July the **charity office** moves to The Foundry, Vauxhall. **Post-19** opens a second hub in Wandsworth in November.

BeyondAutism now employs over **170 staff**.

70 families have accessed our Early Years' service.

We have over **90 pupils** in our schools and **17 students** accessing our Post-19 service.

2000

Founded as The Rainbow Charity when a group of parents, led by Chair of Trustees, Karen Sorab, set up Rainbow School with 3 pupils in temporary accommodation in Wandsworth.

2009/2010

£4.36m raised in **donations** and **financing** to purchase and complete the Phase I redevelopment of our second school site opposite Spencer Park in Wandsworth

2014

Having **fundraised** over **£570k** Phase II works are completed at our Spencer Park site (now Park House School), equipping the school with a multipurpose hall, shower block and space for a library.

2016

Launch of our **5-year strategy: Empowering People, Launching Lives**. The foundations of our **Outreach and Training** service are established. In September we launch a **pilot** of our **Post-19** service at Yarrow in Shepherd's Bush.

2018

Newly redeveloped **Tram House School** opens in January. **Early Years' service** becomes a permanent provision in June. In September we hold our first **staff conference**. In December **Children in Need** award our **Early Years' service** a grant of **£109k** over 3 years.



The official opening of Rainbow School



The original Tram House building



Post-19 students

OUR IMPACT



It's an exciting time for us. Our services are going from strength to strength and we're reaching more children and young adults with autism, and their families, than ever.

We are proud of where we are today and look forward to empowering more people with autism for decades to come.



170  staff employed

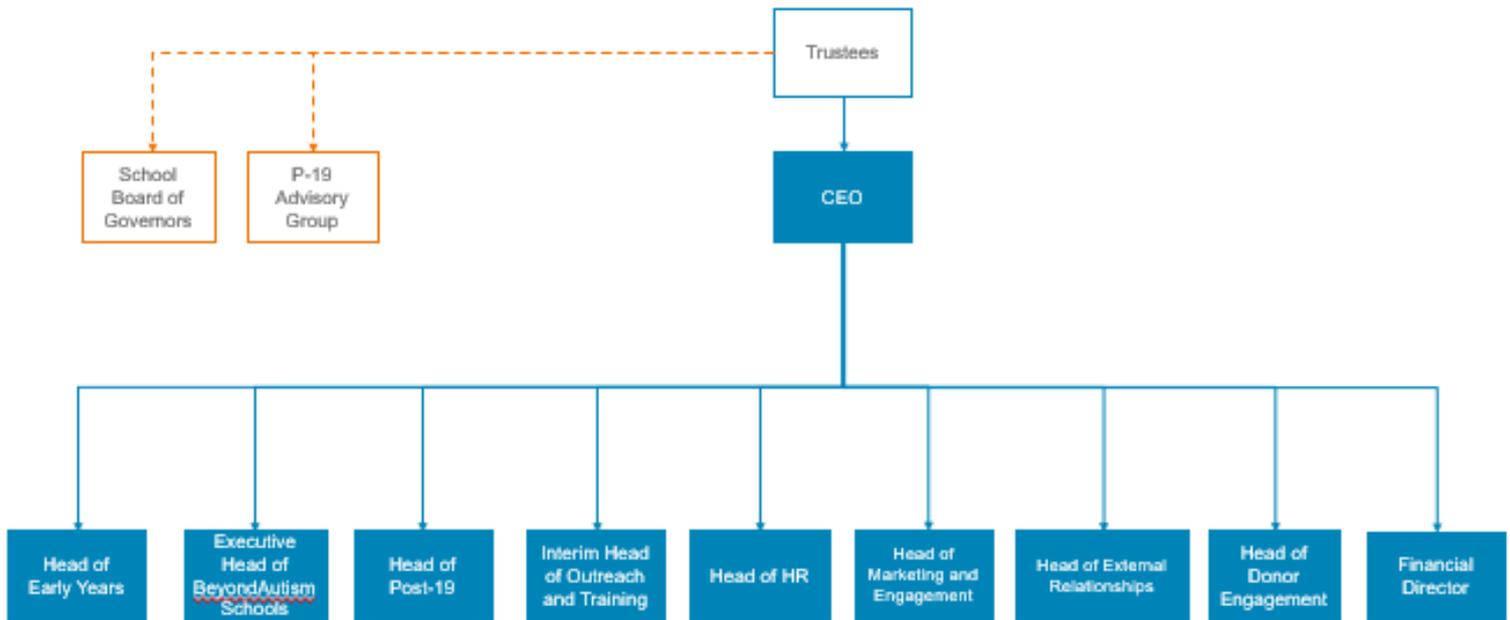
17 students accessing our Post-19 service

 **70** families have accessed our Early Years' service

90 pupils in our schools

150  people have received training and support from our outreach team

OUR GOVERNANCE STRUCTURE



Board of Trustees

BeyondAutism is governed by a Board of Trustees consisting of individuals who contribute a wide range of expertise and experience to the charity. The Board meet four times a year and are responsible for strategic development and ensuring the smooth running of the charity.

Senior Management Team

The day to day running of the charity is delegated by the Board of Trustees to the Chief Executive Officer (CEO), who is supported by the Senior Management Team in the delivery of our 5 year strategy.

BeyondAutism School's Governing Body

The Governing Body is a sub-committee of the BeyondAutism Board and has responsibility for the governance of the schools, reporting to the Trustees.

Post-19 Advisory Board

The Advisory Board exists as part of the governance of the Post-19 provision, monitoring quality and compliance in the pursuance of positive and aspirational outcomes for our learners.



Early Years' trip to Battersea Park

BOARD OF TRUSTEES

We are keen to engage and involve Trustees in our work both through attending board meetings and our annual away day, and also through attendance at key events and occasions for the charity and its services.

The Board of Trustees is accountable in varying degrees to a variety of stakeholders, including: beneficiaries, funders, members, the Charity Commission and other regulators (e.g. Companies House). All trustees are responsible for the overall governance and strategic direction of BeyondAutism, its financial health, probity of its activities, developing the organisation's aims, objectives and goals in accordance with the governing document legal and regulatory guidelines.

The Board of Trustees share and promote the following qualities:

- A passionate enthusiasm for supporting the beneficiaries of BeyondAutism and the work the charity undertakes
- The capacity to understand and to empathise with the issues of concern for people with autism and those who care for them
- Adherence to the Good Governance: a code for the voluntary and community sector. An effective board will provide good governance and leadership by:
 1. Understanding their role
 2. Ensuring delivery of organisational purpose
 3. Working effectively both as individuals and as a team
 4. Exercising effective control
 5. Behaving with integrity; and
 6. Being open and accountable
- Upholding Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

The Board of Trustees have three business meetings a year, a board away day and a strategy day with the Senior Management Team.



Tram House School pupil using the gym



Park House School pupil cooking

HOW TO APPLY



To apply to become a Trustee of BeyondAutism

Please contact the Chair by email admin@beyondautism.org.uk with:

- an up to date CV
- a cover letter detailing your expression of interest which outlines:
 - why you are interested in the role,
 - any connection to autism, special needs and/or education that you have,
 - and any particular skills or experience that you believe you can bring to the Board.

The closing date for applications is Friday 21st February 2020.

Shortlisted candidates will be invited to an interview and service visit in the week commencing 2nd March 2020.

Please note:

This is an unpaid role, however all reasonable out-of-pocket expenses will be reimbursed.

Trustees must commit to attending four Board of Trustee meetings (approx. 4 hours) and one Away Day (approx. 8 hours) each year. Meetings take place on weekdays between the hours of 9am and 5pm. Meetings are held at various venues in London.

The first meeting new Trustees will be invited to is the Board Meeting on Thursday 23rd April 2020. The dates of further meetings in 2020 are as follows:

- Tuesday 21st July - Board of Trustees Meeting
- Thursday 24th September - Board of Trustees Meeting
- Wednesday 25th November - Trustee & SMT Away Day



BeyondAutism 2019 staff conference