

A young boy with dark hair, wearing a black hoodie and a white headband, is smiling and looking down at a table. He is surrounded by colorful paper crafts, including a large red paper structure in the foreground and various blue and red paper items on the table. The background is blurred, showing an outdoor setting.

**institute of
imagination**

Recruitment of
Trustees



Welcome

Thank you for your interest in becoming a Trustee of the Institute of Imagination (iOi).

Our late, great, Patron, Sir Ken Robinson once said:

"These deep powers of imagination are at the heart of what it is to be a human being."

And we agree. We believe imagination is the super-power of the 21st Century. We design and deliver creative learning programmes and experiences across the arts, sciences and digital technologies. We do this using our unique 7 step circular method called 'The iOi Experience' combined with our blended learning approach using physical and digital workshops as well as imagination tools and products. These empower children today to believe they can build a just, fair and sustainable world tomorrow.

Children are growing up in a rapidly changing and evolving world. According to the World Economic Forum, 65% of school children entering the formal education system today will be doing jobs that don't yet exist. While modern day learning should include foundational literacies it needs to also nourish and build skills in problem solving, creativity and critical thinking. These are skills we help develop through our imagination programmes and are vital for the future of work, society and most importantly our wellbeing.

Since the iOi was founded over 10 years ago, we've achieved real impact for children and families across London, the UK and the world. So far over 100,000 people have participated in our award-winning creative programmes with world-class partners like the British Council, TATE and LEGO. However, there still exists a huge degree of inequality in education, made even more severe in the wake of Covid-19 and we believe imagination, and the iOi, have a huge role to play in redressing that balance in school, in the home, and in our society.

It's an incredibly exciting time to join us. In the wake of Covid, we have carved out a new path as leaders in blended learning. We are an agile, dynamic charity and social enterprise with ambitions to significantly scale our impact in the next few years and so we are looking for three new trustees who will bring their experience and insights to help us realise our ambitions. We are particularly interested in individuals with significant experience in:

- Finance and governance, to chair our Finance and Advancement Committee,
- Digital, with deep expertise in on-demand content or tech-education platforms,
- Education and STEAM, preferably with a focus on children with special education needs and disabilities,
- Philanthropy with a significant understanding and appreciation of Trusts and Foundations and what motivates individual people to give.

We are committed to broadening the ethnic, generational and geographical diversity of the board so that it better reflects the communities we serve, and welcome applications from candidates with experience of marginalisation across the UK.

If you believe in the power of the imagination and creativity, are driven by a desire to create better life outcomes for children, are inspired by and can contribute to our vision, I very much look forward to hearing from you.

Martin Allen Morales
Chief Executive

From the first mark on a cave wall to the first footsteps on the moon, our greatest developments began with leaps of imagination.

Every child is born with the capability to imagine – bursting with curiosity, wonder, and an unquenchable thirst for knowledge. But today, there is less time and space than ever to flex this essential human skill. Covid-19 has highlighted the critical importance of imagination as we navigated the enormous difficulties of lockdowns, home schooling, and just getting by. The most marginalised children have suffered most and continue to do so. That's why we focus on transforming their lives as a priority.

At the iOi we champion new ways to develop future generations of changemakers. Our programmes are for children and young people, families and educators. In order to continue serving our beneficiaries through Covid-19, we pivoted our programmes online. These proved so successful that we have emerged from the pandemic as innovators and leaders in blended learning, combining our highly engaging live programmes with digital delivery via broadcast alongside creating toys and tools which can reach those without tech. We've doubled our annual reach and sustained the quality of our impact. Realising the full potential of our blended learning programme is the next big frontier now for us.

Our approach

Rather than seeking to change the world, we recognise that the world is already changing rapidly. Our focus is on ensuring that children, young people, families, adults, and educators are supported to develop the skills they will need to thrive in an undefined, rapidly changing future. That means creating a radically new approach to learning and development.

We are:

- Collaborative. We believe in working together, sharing ideas, and problem solving as a community, across generations.
- Inter-disciplinary. We believe in the fundamental need for inter-disciplinary learning, combining the arts, sciences and digital technologies.
- Failure positive. We believe in ideas and imagination and think the best learning opportunities come through an iterative approach.
- Playful. We believe there is enormous value in learning through play, and that through play, vital skills for the future are developed.
- Participant-led. We believe in experiential learning environments that strongly encourage participants to lead their learning, avoiding pre-determined outcomes.
- Practical. We develop tangible skills. From coding and engineering to making and electronics, combined with the intangible skills needed throughout our lives like imagination and creativity, collaboration, and problem solving. Underpinning this, we focus on wellbeing, so children and adults have the confidence and resilience to shape their futures together.

Find out more about the iOi and how we work <https://ioi.london/>

See the iOi in action on YouTube <https://www.youtube.com/channel/UCSnjIdV0wT-H7eDIbLZMNzw>

Read our blog <https://www.imaginationmatters.org/>

The Role

Main responsibilities

Trustees routinely:

- Contribute to the setting and shaping of the iOi's strategic direction.
- Contribute to good governance, including financial stewardship, stability and sustainability.
- Champion our work by supporting our programmatic activities, fostering networks within wider communities and promoting what we do to their peers and contacts.
- Offer valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects on an ad hoc basis.
- Work as part of the Board to ensure the iOi functions within the legal and financial requirements of a UK registered charity and company, our constitution and that we strive for best practice.
- Ensure effective governance structures are in place and are regularly reviewed and followed.



About You

In your application, please tell us what you can bring to the role against Part One below. The skills and qualities set out under Part Two will be discussed later on with selected candidates.

Part One **Knowledge and experience**

We are looking for people who bring experience in one or more of the following:

- Finance and governance experience gained at a strategic level with an understanding of charity finance and preferably with previous finance sub-committee chair experience.
- Digital with deep expertise in tech and transformation, ideally within the delivery of educational programmes, ed-tech or on-demand platforms.
- Education and STEAM preferably with a focus on children with special education needs and disabilities.
- Philanthropy with a significant understanding and appreciation of Trusts and Foundations and what motivates individual people to give.
- Personal experience of living or working with marginalised communities.
- Knowledge of the communities we serve across the UK or other parts of the world.

We are also interested in people with experience from the following backgrounds: entrepreneur with experience in international ed-tech, digital platform customer and user experience, educational toys/toys/merchandise, fundraising/social investment, impact management, tech start up strategy, arts and culture.

- You will need to understand the non-executive role of the Trustee, and the role of the Board.
- We welcome new as well as experienced trustees / non-executives.
- An understanding of what the iOi is aiming to achieve, and its main priorities, is essential.

Part Two **Skills and qualities**

All applicants will need to show us:

- Strategic thinking skills and sound judgement. You'll see the bigger picture and understand a growth mindset.
- That you can offer a contemporary view and are connected with, and understand how to engage with young people.
- A willingness to consider detailed information ahead of meetings, so you can participate fully in discussion.
- Your leadership qualities – strong inter-personal and relationship building abilities.
- You're willing to share your own views and thoughts, and know when to do it.
- That you want to deepen your understanding of the mission and values of the organisation and are committed to representing the iOi and its work effectively as a trustee and supporter of the charity.



Terms of Appointment & How to Apply

Appointment length

Every trustee serves an initial three-year term and can undertake a subsequent three-year term.

Time commitment

c. Quarter of a day per month.

Remuneration

All trustee posts are voluntary; reasonable expenses are reimbursed.

We very much hope you will consider expressing an interest in this role. To apply please go to; <https://starfishsearch.com/jobs/loi-trustee/> and click on the apply now button, with the following prepared:

- A CV (no more than two sides of A4).
- A covering letter that tells us what you can bring to the role, and why you are interested in becoming a trustee of the iOi. Please refer to Part One above.
- Details of two people we can take references from at shortlist stage.
- Please let us know if there are any dates when you would not be available for interview (see below).

Please ensure that you have completed and submitted the equal opportunities monitoring form that appears on this site as you submit your application. The information you provide will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

The iOi is committed to ensuring that the Board of Trustees is a welcoming, inclusive and diverse team which benefits from a broad spectrum of experiences and backgrounds.

Recruitment timetable

Closing date is Friday 18th March 2022.

Initial interviews with Starfish Search will be held w/c 4th April 2022.

Interviews with the Institute of the Imagination are expected to take place between 25th- 27th April 2022 – please tell us if you cannot make any or all of the above dates. Thank you.





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