

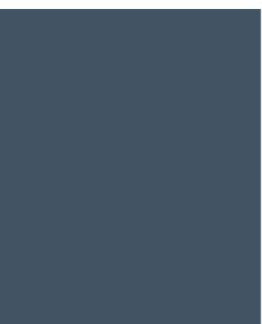


Services For Education

TRUSTEE/BOARD MEMBER INFORMATION

April 2026

Registered Charity in England & Wales: 1148848
Registered as a Company Limited by Guarantee in England & Wales
No. 07739831



CHAIR'S INTRODUCTION

Welcome

Many thanks for your interest in joining us as a volunteer Trustee and Board member. As a company limited by guarantee and registered at Companies House, our Trustees are also listed as Directors.

We are an award-winning provider of specialist services to schools in the West Midlands and further afield. Our activities include our highly successful peripatetic schools Music Service as well as offering services in health education, raising standards in learning and assessment, and school leadership team development. Originally part of Birmingham City Council, we were established as a charity in our own right in September 2013 and we have developed a strong reputation for excellence and high quality provision. We know that our services make a significant difference to people's lives and we know there is much more we can do to extend our reach and impact.

In May 2024 we were appointed by Arts Council England as one of 43 new Music Hub Lead Organisations in England as part of a national programme to provide high-quality music education for all children and young people. This was great news for us and Birmingham, and a reflection of the tremendous efforts made by all our staff. In this role we work closely with other leading organisations in the city such as the Royal Birmingham Conservatoire and the City of Birmingham Symphony Orchestra.

You can read more about our achievements in 2025 in our Annual Review available on our website. None of these would have been achievable without the enthusiasm and continuing commitment of our colleagues, trustees, customers, stakeholders and, of course, our donors and funders including Arts Council England.

The Board plays a key role in supporting and challenging our Senior Leadership Team to develop and deliver our strategic plans, so we are seeking enthusiastic and passionate Trustees to help shape these discussions and ensure our continued success into the future. If this might be you, then we would welcome your application.

Martin Hall

Martin Hall
Chair of the Board of Trustees

BACKGROUND

Services For Education is a key organisation within the educational landscape, primarily within Birmingham and increasingly further afield.

As the Hub Lead Organisation for Birmingham, we are part of a network of 43 Hubs responsible for delivering a high-quality music education to young people across England. Along with our valued Hub partners, we deliver in more than 420 Birmingham schools to over 28,000 young people each year. Our 113 ensembles provide a diverse range of opportunities for pupils to take their learning to the next level and perform in prestigious venues such as the Birmingham Symphony Hall. At the heart of our approach, is a belief that learning an instrument or singing should be open to all. Thanks to funding from Arts Council England, participation in our ensembles is free for everyone. Our work extends to specialist settings and retirement villages, demonstrating that music education is relevant at every age and stage of life.

Our School Support Service works alongside schools in the City and beyond, to improve practice and ensure teachers are best equipped to respond to developments in curriculum and policy. Our talented colleagues work closely with schools in a variety of different situations – from those with an urgent need to improve quality and standards – to those wanting to embrace best practice. As the leading provider for safeguarding education in Birmingham schools, we have regular contact with over 400 schools delivering training to whole staff groups, Designated Safeguarding Leads, and Governors. The service places an emphasis on the development of the whole pupil and works to support physical and emotional health of children and young people through the Health for Life programme.

Currently, our main customer base is comprised of schools and we are mindful that schools face multiple demands on limited budgets – as such we will always seek innovative funding structures for our delivery, in order to enable the greatest impact. We pride ourselves in being distinctive in our approach and holding a strong reputation for excellence in quality.



Xhosa Cole – Former Ensembles Member and Winner of BBC Young Jazz Musician of the Year 2018

Through Services For Education, I was able to have free instrumental tuition, free instrument loans and access to free coached ensembles ranging from their Big Band through to their Symphony Orchestra. They equipped me with all the tuition and tools that I needed throughout my 10 years with them completely free of charge. Music education can be a life changer and a lifesaver; it can level the playing field and provide people with the skills they will need to tackle an increasing challenging and demanding workplace.

OUR VISION AND MISSION

SFE is a unique charity that uses the power of learning and of music to transform and enhance the lives of children, young people, adults, and our wider communities.

We bring learning and music to life.

Our work encompasses a broad range of settings, including:

- Teaching pupils learning vocal and traditional instruments – to build technical and performance skills alongside confidence and creativity, and encourage pursuit of music-based careers
- Teaching non-traditional instruments and/or musical styles – to raise the profile of these approaches and encourage the expansion and diversification of musical experiences
- Specialist work with SEND/disadvantaged groups – to increase engagement and attainment
- Specialist work with Early Year settings – to promote a positive start to life and learning
- Our Music School – to support lifelong learning and encourage the love of music amongst young people and adults
- Working with the elderly – to promote wellbeing and positive mental health in later life
- Bespoke consultancy, advice and professional development programmes – enabling school leaders, educators and governors to raise attainment levels, and develop and implement initiatives that improve health, wellbeing, standards and outcomes to ensure for all children and young people realise their full potential academically, physically and emotionally.
- To enable schools, wider educational settings, and those organisations working with children and young people to develop safeguarding policy and practice that ensures the needs of all are recognised and met efficiently and effectively.
- Support, guidance, and development activities to those in the earliest stages of their teaching career in order to enable them to become highly skilled, leading-edge practitioners.



OUR VALUES

Our values are extremely important to us as these underpin our vision and mission:



VALUE FOR MONEY

Everything we do provides value for money whilst allowing Services For Education to expand its charitable ambitions



PASSION

Everything we do is with passion and care



BENEFITING OUR CUSTOMERS

Everything we do is for the benefit of our customers, beneficiaries and stakeholders

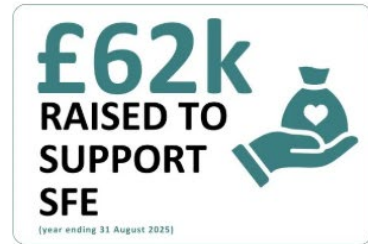


SECURE EDUCATION PHILOSOPHY

Everything we do is based on secure educational philosophy, integrity of purpose and is evidence based

IMPACT AND PEOPLE

For over 50 years, Services For Education has been providing services which enhance the lives of the people in Birmingham and beyond. It is our focus on impact which drives our work and the graphic below shows some of our key facts and figures from this year:



After training in DSL across three local authorities and different providers, this is by far the best training I've been to!

It is excellent. The trainers are not regurgitating the legal documents. It's hands on and practical with real on the ground "walk-through" advice of processes and forms.

Excellent. Absolutely excellent.

Beverley Walker-Gordon, Headteacher, The Orchards Primary Academy, Greenheart Learning Partnership

OUR GOVERNANCE

As a charity, our executive leadership team are overseen by a Board of Trustees, the current trustees are:

Martin Hall (Chair) – 33 years in the corporate insurance broking sector until 2022, Martin now runs a consultancy which works directly with corporate clients to leverage their broker/insurer relationships. Martin sits on the board of small tech-based businesses, President of Lichfield & Tamworth Chamber of Commerce, an Enterprise Adviser to secondary schools in Tamworth and an Ambassador for We are Staffordshire.

David Bolton (Deputy Chair) – trained with a Birmingham accountancy practice and now works for the world's largest cash machine deployer with internationally based teams. David's three children have learned brass instruments through Services For Education.

Sarah Smith – Director of Education for the Diocese of Birmingham and a former head teacher. Sarah will be retiring in summer 2026.

Clive Stone DL – currently Clive is CEO of Professional Services company and former Chairman and CEO of a leading Midlands' catering and events company. Clive is also a Deputy Lieutenant for the West Midlands.

Joanna Cooney – who grew up in the West Midlands and is a solicitor at Irwin Mitchell. Since joining Irwin Mitchell, first as a paralegal, Joanna has worked for several years within the employment team where she developed my interest in employment law issues in the education sector. During this time she supported numerous educational clients on a range of employment issues.

Dr Peter Borg-Bartolo - is the current Chair of The Lunar Society. After a wide-ranging career in medicine, including 34-years as a general practitioner in Birmingham, he is now Senior Clinical Mentor with NHS Birmingham and Solihull Integrated Care Board (ICB) and a Fellow of the Royal Society of Medicine.

Dr Jory Debenham - has worked in music education for more than 25 years as a private instrumental teacher, examiner and university lecturer, alongside roles in corporate communications, investor relations and government policy. She is currently Head of Special Projects in the Floods and Water Directorate at the Department for Environment, Food and Rural Affairs – as well as remaining a committed private instrumental teacher.

NEW TO TRUSTEESHIP?

Perhaps you have never been a Trustee before – and are a little unsure about where to start ...

We are an organisation which is passionate about learning and development – and that includes our Board of Trustees. We know that you may be considering how this opportunity fits alongside the demands of a busy day job and/or family life. If you think you would be interested in starting your development as a Trustee and can commit to two hours on a Monday evening, six times a year (dates circulated in advance), then we would love to speak to you.

All of our Trustee appointments are supported by a comprehensive induction programme, and we will arrange that according to your commitments. Our Chief Executive and fellow members of the Senior Leadership Team always welcome the opportunity for informal catch ups with Board colleagues. This can help develop your knowledge and confidence, as well as help you understand where you may be able to contribute. There are several 'on demand' training resources available from the wider charity sector and we can sign-post you accordingly (these are often free of charge but where relevant SFE would meet appropriate costs).

We understand that if this is your first appointment as a Trustee you may be unsure about how to develop your role on our Board – we would be delighted to 'buddy' you with one of our existing Trustees if this might be helpful to you.

If you think you might be interested, but are hesitant about submitting an application, then do get in touch with our Chair (Martin Hall) or Chief Executive (Sharon Bell) for an informal chat (contact details at the end of this document).



ROLE PROFILE – TRUSTEE/BOARD MEMBER

- **Birmingham based, not for profit organisation**
- **Voluntary role, expenses only**
- **An initial term of 3 years**

Desired Skills and Experience:

We are seeking commercially minded professionals who can add tangible value with the willingness to influence, challenge and support senior decision makers during the next period of our Strategy.

SFE is committed to promoting a diverse and inclusive community and welcome applications from all backgrounds. Our aim is for our Board to fully reflect the diversity of the city of Birmingham, which in turn will ensure our work is relevant in our communities.

Prior experience does not need to have been gained from within the charitable sector, but a passion for seeing lives transformed through education is essential.

We welcome applications from individuals with a wide variety of backgrounds and hope that on this occasion this would also include:

- An individual with Primary or Secondary school headship experience (ideally a current HT), or senior leadership within a Multi Academy Trust
- A qualified accountant (to work alongside our current finance lead trustee, who is at the beginning of his third term in office)

Time Commitment:

Successful candidates would be required to commit to regular attendance at virtual Board Meetings (usually 6 Monday evening meetings per year lasting up to 2 hours, with dates fixed at the start of the academic year) and occasional meetings with members of the Senior Leadership Team as appropriate.

Our governance structure includes three (virtual) sub-committees (1. Finance and Audit, 2. Hub Lead Organisation Board and 3. Remuneration Committee). Several of our Trustees sit on one of these sub-committees (according to their area of interest and/or expertise) – two or three meetings per year, diarised in accordance with Trustees' availability. We appreciate the time that our Trustees volunteer to SFE and understand that not all are able to commit to additional sub-committee meetings.

There are occasions when ad-hoc requests are made for input and advice, depending upon expertise, but again this is always on the basis of trustee availability.

Our intention in the future would be to introduce one 'in person' session per year, most likely as a half-day or "twilight" meeting.

Our work 'comes to life' through our annual programme of events such as the Festive Concerts and the Youth Proms at the Birmingham Symphony Hall. Trustees are warmly welcomed to such events during the year and their attendance is encouraged.

Application Process

If this sounds like the role for you, to find out more about Services For Education and our activities, please visit www.servicesforeducation.co.uk.

To apply, please send your CV and a covering letter to Lindsay Allen, HR Director, lindsay.allen@servicesforeducation.co.uk by close of business (5pm) on **Monday, 1 June 2026**.

If you would like to have an informal conversation with our Chair (Martin Hall) or Chief Executive (Sharon Bell) in advance of an application, then please feel free to contact them directly or via Lindsay Allen (contact details above). They would be pleased to have a chat on Microsoft Teams and answer any questions you may have.

We will invite shortlisted candidates to a virtual discussion with two Trustees, including our Chair, and our Chief Executive. When you receive the invitation, we will indicate the areas which we would like to explore with you during that discussion to help you prepare.

Services For Education

www.servicesforeducation.co.uk

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