A life-changing opportunity:
Become an AfriKids Trustee and Chair of AfriKids’ development board, The Beacon

Contents

About AfriKids

About AfriKids......................... 2
Our 2021-2025 strategy............. 3
Our Principles ......................... 4
Our Fundraising Values ............. 5

The AfriKids Board and The Beacon

About the AfriKids Board......... 6-7
About The Beacon.................... 8
Trustee role description .......... 10-13
Financial overview............... 14
Further reading..................... 15
We believe in the rights of all children, everywhere and that they should be valued, protected and met by all.

We exist to make this the reality for children in northern Ghana, where more than half of all families live in poverty and 1 in 15 children die before their 5th birthday. Our award-winning work keeps thousands of children happy, healthy, safe and in school every year.

Everything we do is led by local staff with the simple approach of listening to their communities and empowering them to make sustainable changes themselves.

By working with all levels of society - from parents and community groups, to the government and private sector - we ensure child protection, education and health systems work for all children, especially the most vulnerable. Ultimately, this is helping families break the cycle of poverty for good.

How we break the cycle of poverty

We empower children
to secure their own futures by building their knowledge and confidence, teaching them about their rights and giving them a voice in decisions that affect them.

We put communities on their feet
By helping families to grow their income and educating communities to value, protect and meet the rights of all children, now and in the future.

We demand that government delivers
By strengthening and influencing authorities and other agents to improve child protection, education and health services and ensure they reach all children.

1 million+
support cases since 2002

Locally-led solutions
All of our projects are designed and delivered by a team of local staff and volunteers who have the expertise, dedication and trust of their communities to make real change happen.

Making changes that last
If it’s not sustainable, it’s not development. All of our work empowers local people to make changes themselves that they can sustain without our ongoing support.

Steadfast principles
Our robust policies and procedures ensure we are transparent and accountable for everything we do and that we protect and uphold the dignity of the people we exist to serve.
Our 2021-2025 strategy:
Making Ghana a beacon for child rights

More than half of all families in northern Ghana live in poverty and 1 in 15 children die before their 5th birthday. You can help us change that.

Ghana is committed to achieving 17 highly ambitious Sustainable Development Goals (SDGs) by 2030, including 35 targets specifically related to children. A progress report published in 2019 reveals that things are moving in the right direction, but that “we are far from where we need to be”.

The SDGs are embedded in Ghana’s national development plans and budget and impressive policies and measures are in place, working hard towards these life-changing goals. Nationally, poverty, malnutrition, maternal mortality, and under-5 mortality have all declined and there has been an increase in access to health services and school enrolment, with boys and girls now equally starting school. Though this progress, especially for some of the poorer regions, is still behind targets.

The biggest barrier to Ghana achieving the SDGs are the challenges with “leaving no one behind” - in other words, reaching those in the poorest communities.

This is where AfriKids is making a difference. Since 2002, AfriKids has been a force for change in some of the poorest communities of northern Ghana. With a simple philosophy of listening to local people and empowering them to make sustainable changes themselves, we have improved the lives of hundreds of thousands of vulnerable children. Our locally-led approach has found effective solutions to some of the most complex issues, including child marriage, trafficking and the killing of “spirit children”, all in some of the “hardest to reach” communities.

Now we need to take these solutions to scale.

Over the next five years, our ambitious strategic plan will bring our life-changing projects to more communities across northern Ghana, creating happier childhoods and brighter, more secure futures which contribute to the country’s continued socioeconomic development. But there are still thousands of children who need our help and we can’t reach them all.

With almost two decades of experience, we are now ready to share our highly-developed solutions for tackling complex issues faced by children in marginalised rural settings. By sharing our models, they can be replicated by others and ultimately, we can reach more children faster - helping to put Ghana on track to achieve the SDGs and become a beacon for child rights.
We are truly local
Our team of local staff in Ghana design and run all of our life-changing programmes from start to finish. Qualified, experienced professionals, they have a deep, personal commitment to improving life for children in their communities, and being known and trusted by the communities they work in is what makes them so effective, especially with some of our most complex work changing traditional beliefs. Fundraising and donor due diligence is led from the UK, but all to support local people delivering the right solutions in their own communities.

We are transparent and accountable
We are fiercely committed to 100% accountability for all of the money we receive and spend in the UK and Ghana. We maintain robust governance policies and procedures including regular internal and external audits to ensure this. We publish independently audited accounts annually and encourage donors to ask us anything, anytime.

We Say No to Pity
We will not trivialise the injustice of poverty or compromise the dignity of anyone we work with through pity advertising or by using inappropriate images or language when discussing sensitive issues. We hope sharing the positive stories of how our work is making a difference will inspire people to help us do more.

We listen
Our programmes are developed by listening to what local people tell us they really need. Our exceptional stakeholder consultation gives every level of society a say on what we do, and gives us a clear view on what the government and other actors are doing. This ensures our projects are always truly needed, wanted and bought into by everyone it takes to make them work.

We empower
Our approach is always to help children, families and communities help themselves. Our projects bring people together, equip them with knowledge and show them how to make and demand the changes needed for all children to have a better life in northern Ghana.

We sustain
If it’s not sustainable, it’s not development. For us, this means two things:
Addressing the root causes of issues as well as the symptoms
As well as providing direct support to children at risk now, we are also improving the education, child protection and healthcare systems of northern Ghana, to stop suffering in the first place, and improve every child’s start in life.
Creating changes that are sustainable without ongoing aid
All of our projects create change by educating local people and empowering them to make changes themselves. This way the changes we help make with each new project become permanently embedded, and continue to benefit children long after our involvement ends. While there is a lot of work to be done and making permanent changes take time, our projects will evolve and move, rather than create dependence on us and aid funding for changes to be sustained.
This is how we are helping people secure better futures for children that ultimately don’t rely on aid.

We respect people and planet
We work together with communities to end harmful traditional practices and protect children, while respecting local culture, heritage and environment.
We are conscious to minimise the impact of our operations on the environment and employ a reduce, reuse and recycle approach.

We always want to do better
An ethos of learning and improving is ingrained in everything we do, from supporting training for all of our staff to continuously developing our Monitoring, Evaluation and Learning tools to measure our impact and inform our strategy. We welcome feedback from all of our stakeholders.
Our Fundraising Values

Our four fundraising values are the qualities and standards that guide our conduct (how we “behave”) in raising funds. Underpinning our Integrity value is our registration with the Fundraising Regulator and compliance with its Code of Fundraising Practice.

Integrity

We aspire to deliver the best in class; to be impactful, to be honest, to be respectful and to be accountable for all we do. We always act in the best interests of the children and communities we serve and we never compromise their dignity.

Specifically:
• We will never do anything we are not proud of
• We treat others with compassion
• We set clear expectations and systematically account for them

Ambition

We are bold in our approach and will always find creative solutions to broaden our reach. We will always challenge ourselves, so our supporters remain engaged to ensure our lasting impact on the lives of more children in Ghana.

Specifically:
• We will set and deliver ambitious goals
• We take measured risks
• We commit time to finding inspiration to enable creative solutions

Community

We nurture a culture of openness and listening, providing inspirational donor experiences and building quality, long-lasting relationships.

Specifically:
• We build a community that is as equitable, diverse and inclusive as possible
• We are friendly, polite, positive to everyone
• We skilfully and respectfully challenge and resolve issues
• We work together united in passionate service to our mission
• We invite people in and make them feel welcome and valued for their unique contribution

Agility

We are responsive to our environment and we adopt adaptive approaches that enable us to secure sustainable long-term funding.

Specifically:
• We commit to continuously analyse our internal and external environment to inform our decisions
• We follow lean processes to innovate new products, systems and ways of working
• We will regularly ask ourselves if we are operating in the most efficient and impactful way
Over the next five years, AfriKids will make huge strides in helping Ghana become a beacon for child rights. Our diverse and dynamic Trustee Board will be fundamental to making this vision a reality.

Click here to see our current Board: https://www.afrikids.org/about-us/meet-the-board/

Governance structure

This opportunity is to join the Board of AfriKids UK, a fundraising organisation which exists to support the work of AfriKids Ghana, an independent organisation registered in Ghana which delivers projects to support children in Ghana.

“AfriKids” generally refers to the partnership between AfriKids Limited (UK) and AfriKids Ghana, two legally independent organisations, run by different management teams and governed by different boards of Trustees, but who work in very close partnership towards a shared mission.

AfriKids UK was registered as a UK charity in 2002 (1141028) to support a number of small, locally-run projects in northern Ghana. In 2005, this relationship was formalised with the establishment of AfriKids Ghana, an independent NGO registered in Ghana (DSW/3024) which manages oversees all of the projects that AfriKids UK supports.

AfriKids UK is governed by a Board of Trustees that consists of no less than six Board Members, who under Company Law are Directors.
Board profile

AfriKids’ Board follows the best practice guidelines outlined in the UK Charity Commission’s Good Governance Code. This includes a commitment to harnessing the power of diversity to make us as strong and effective as possible at protecting and supporting vulnerable children. The following diagram defines what we mean by this and the Board we aspire to be:

* The Board must always possess the attributes shown in **bold font** between its members. Other knowledge, skills and experience attributes shown under the WHAT section may be sourced externally where necessary.
The Beacon development board

The Beacon is a group of extraordinary philanthropists who invest their time, influence and resource to raise transformational funding for AfriKids’ bold new strategy.

In addition to your role as an AfriKids UK Trustee, you will lead The Beacon to raise £1.1m in flexible, core funding for AfriKids’ operational growth over the next three years (2020-2023), ensuring we can bring to life our ambitious strategy, creating happier childhoods and brighter, more secure futures, while helping Ghana become a beacon for child rights.

A unique opportunity to deploy your commercial and strategic skillset in a third sector environment, you will be willing to share your experience of organisational growth to help AfriKids achieve similar success, while motivating personal and professional networks to engage with AfriKids and provide crucial financial support.

The Beacon’s investment in the organisation during this transformational period will mean we can:

- Secure brighter futures for thousands more of the most vulnerable, hardest to reach children across northern Ghana by delivering our proven education, child protection and healthcare solutions in new districts in northern Ghana during the next three years
- Influence systematic change for the most vulnerable children and communities using cutting-edge programmatic evidence and insight from our work
- Transform existing systems that are failing children and communities by building relationships in the right places, lobbying the Ghanaian government and welfare state to roll out our transformational models of education, child protection and healthcare across the whole country.

As Chair, you will work collaboratively with AfriKids with the support of our dedicated team to be a visible, engaged ambassador for the charity.

More details for these roles can be found on pages 10 to 13.
“When you educate a girl, you educate a whole nation.”

“Education is so important for girls, it helps us to build our courage and our esteem and it makes us feel good wherever we are.

In our community, we believe that boys are more important than girls, but we all know that this is just a saying and shouldn’t be believed. I think that we should tell our parents that we girls, we have a lot of potential and we can do even better than what the boys do.

I want to say to the girls who have lost their confidence that they should be confident. The battle is not yet over. We can still do something; we can still push for our rights. Me like this, I take myself as a role model for myself. I do things that inspire people. I work hard. I don’t let any guy try to take my position in class, because I know I am very good.

I would tell [education policy makers] that girls have a lot of potential and they shouldn’t underrate us. They should help us... encourage us and make us good people.”

Blessing, aged 14. Child Rights Club Peer Leader

Click here to listen to June Sarpong OBE and the Blessing talk about gender equality and role models
Role Description

Trustee, AfriKids UK and Chair for The Beacon

As an AfriKids Trustee, and Chair for The Beacon development board, you will help transform childhood in one of the poorest parts of the world.

**Time commitment**

- 4 quarterly Board meetings per year normally held at the end of the working day (17.00-19.00). To be attended in person if possible, though virtual/remote attendance is also offered.

- An Annual General Meeting in May/June, usually comprised of a closed section 16.00-18.00 and an open (public) section 18.00-21.00. Trustees are expected to attend the full AGM.

- Chairing 2 Board meetings per year for The Beacon

- As a trustee, and as leader of The Beacon, it will be necessary for you to meet key prospects and donors

- You can also expect to participate in specific Committees and working groups established by the Board to examine relevant issues.

- Some time will need to be devoted to reading and considering papers, and to discussions with relevant colleagues.

- There may also be a couple of off site away days throughout the year.

- As part of their commitment to the continued learning and development of AfriKids, Trustees are encouraged to attend events and training to maintain a good working knowledge of good governance practice.

- Trustees are encouraged to visit AfriKids’ projects in Ghana at least once per 3 year term.

- Trustees’ appointments are for 3 years, with the possibility of being re-appointed for a maximum of 3 terms in total.

**Other information**

- Board meetings usually take place in central London.

- The role of Trustee is not accompanied by any financial remuneration, although out-of-pocket expenses may be claimed, in line with AfriKids’ Expenses Policy.
Duties


Together with your co-trustees, you must:

• Ensure that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy which is clear on what the charity aims to achieve and how

• Ensure that the organisation complies with its governing document (ie its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations

• Ensure that the organisation applies its resources exclusively in pursuance of its charitable objects (ie the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities may be

• Make balanced and adequately informed decisions, thinking about the long term as well as the short term

• Ensure adequate risk management including avoiding exposing the charity's assets, beneficiaries or reputation to undue risk; not over-committing the charity; avoiding putting yourself in a position where your duty to the charity conflicts with your personal interests or loyalty to any other person or body

• Ensure that the organisation defines its goals and evaluates performance against agreed targets; ensuring accountability to stakeholders and within the charity

• Safeguard the good name and values of the organisation

• Ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place

• Ensure the financial stability of the organisation. ie Work with the other Trustees to ensure that AfriKids remains solvent and that robust financial control and risk management systems are maintained; taking particular care when investing the funds of the charity, or borrowing funds for the charity to use.

• Follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive

• In addition to the above statutory duties, use any specific skills, knowledge or experience to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which you have special expertise.

Responsibilities

• Undergo a thorough induction upon appointment and ongoing training to remain up to date with the duties and responsibilities of being a Trustee and the work of the charity (we will support you with this).

• Ensure you understand the charity's purposes, as set out in its governing document and are able to explain how the charity's activities are intended to further or support its purposes

• Know and promote the charity's vision, mission and values and demonstrate them in all of the Board's work.

• Ensure that the organisation's strategies and policies reflect its vision and principles.

• With the other trustees, approve annual plans, strategies and budgets.

• Examine regular financial and operational reports to ensure the organisation is financially stable and effectively administered, seeking expert professional advice as necessary.

• Jointly with other Trustees, ensure that appropriate financial accounts are kept and approve the charity's annual report and accounts.

• Contribute specific skills, interests and contacts and support the organisation in its fundraising and advocacy activities.

• Provide support and guidance to the Executive team on matters relating to your area of expertise.

• Be an active member of the Trustee body in exercising its responsibilities and functions, attending meetings regularly and reflecting the Trustees' policies and concerns in relevant sub-committees and working groups.

• Follow the Code of Conduct for Trustees.

• Maintain confidentiality on any sensitive/confidential matters discussed in line with data protection legislation and relevant AfriKids policies.

• Avoid conflicts of interest and declare and appropriately manage any conflicts should they arise.

• Be willing to uphold AfriKids political and religious neutrality.

• Be willing to speak up and constructively challenge other trustees and the charity, ensuring you are well informed and acting with contextual understanding and cultural sensitivity.

• If needed and appropriate, be available to act as a public spokesperson for the charity (eg in an ambassadorial capacity or crisis management).
Candidate requirements

Requirements of all AfriKids staff and associated personnel (Trustees, contractors, volunteers, etc.):
• You will respect and uphold our Principles and Fundraising Values at all times (see pages 5-6)
• You will know and uphold the AfriKids policies and procedures which are applicable to your role and level (we will train and support you with this)
• You will always strive to give AfriKids your best; embracing opportunities to learn and progress with our support
• You will positively support our commitment to equity, diversity and inclusion
• You will sign and uphold our Code of Conduct, which includes a commitment to the highest standards of safeguarding

Eligibility
You must be at least 16 years of age to be a Trustee for AfriKids.
You must not act as a Trustee if you are disqualified under the Charities Act, unless your disqualification has been waived by the Commission. Reasons for disqualification include if you:
• are disqualified as a company director
• have an unspent conviction for an offence involving dishonesty or deception (such as fraud)
• are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors
• have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement
• are on the sex offenders’ register
You can read more about Trustee eligibility and disqualification here: https://www.gov.uk/guidance/charity-trustee-disqualification

Essentials:
(please demonstrate all of these)
• Strongly supportive of AfriKids vision, mission, principles and values
• Available and willing to meet the time commitment required for this role
• Willing to lend your relevant knowledge, skills and experience to this role, in order to make a positive individual contribution and add value to the Board
• Purposefully motivated, ie driven to this role for the difference you can make helping AfriKids succeed in working towards its mission over any personal benefit
• Willing to uphold AfriKids’ political and religious neutrality
• Willing to speak up and constructively challenge other trustees and the charity, ensuring you are well informed and acting with contextual understanding and cultural sensitivity
• Ready to make good, informed decisions
• Ready to fully understand and accept the legal duties, responsibilities and liabilities of trusteeship
• Able to work effectively as a member of a team

• Committed to applying the highest standards of ethics and integrity in your execution of this role and its responsibilities
• A philanthropic disposition, willing to contribute a significant lead gift as part of AfriKids' fundraising efforts
• Experience chairing groups of people in pursuit of a shared goal (for your role as Chair of The Beacon)
• Comfortable motivating personal and professional networks to engage with AfriKids and provide financial support to ensure The Beacon reaches its goals
• Excellent networking, influencing and communication skills

Bonus:
(you are not expected to have these, but if you do, we’d love to hear about it)
• A commitment to international development and being part of a community working towards the Sustainable Development Goals
• A commitment to child rights as outlined in the UN Convention on the Rights of the Child
• Open and interested in providing guidance and mentoring for members of the charity’s executive team
Routine due diligence

In line with UK Charity Commission requirements, you will be required to complete a Trustee Eligibility Form and make a Declaration of Interest.

You will be required to complete a satisfactory Disclosure and Barring Check (or equivalent for non UK residents) before any direct contact with children.

You will also be required to sign and adhere to our Trustee Code of Conduct and Global Safeguarding Policy.

References may be required at the final stage of recruitment for verification purposes (eg to confirm qualifications/experience).

Equity, Diversity and Inclusion

We are committed to being a equitable, diverse and inclusive employer; actively promoting diversity at all levels of our organisation and ensuring everyone feels included, valued and supported to fulfil their potential.

We actively encourage applications from all backgrounds and our recruitment process is designed to prevent unconscious bias, foster diversity and recognise the potential that you can bring to AfriKids, over what you have already achieved.

If you have any questions about applying in reference to our equity, diversity and inclusion policy, we strongly encourage you to get in touch.

Health and Safety Responsibilities

All AfriKids staff and associated personnel have a personal responsibility to take reasonable care for the health and safety of themselves and others. This means:

- Understanding the hazards in the work they undertake;
- Following safety rules and procedures as outlined in AfriKids’ Health and Safety policy;
- Using work equipment, personal protective equipment, substances, and safety devices correctly, and
- Working in accordance with the training provided and only undertaking tasks where appropriate training has been received.
- Trustees shall co-operate with the Charity by allowing it to comply with its duties towards them.

Data Protection

In order to protect the confidentiality, integrity and availability of Charity information, including information provided by fundraisers, donors, customers, partner organisations, and other third parties, where applicable, Trustees will comply with the Charity’s Data Protection and information security policies.

We will process your personal data in accordance to AfriKids’ Privacy Policy which can be found on our website (www.afrikids.org/privacy-policy).

Application

Please send your CV and a completed application form (found here: www.afrikids.org/vacancies/) to hr@afrikids.org

Please quote “AfriKids Trustee” in the subject line.

Deadline: Midnight (23.59) Sunday 3rd May 2020

For more information about AfriKids, please see our website and social platforms:

www.afrikids.org | facebook.com/afrikids | twitter.com/afrikids

If you have any questions, please call 0207 269 0740 or email hr@afrikids.org
Our income and expenditure since 2002

**Income:**
- Trusts and Foundations | 45%
- Individuals | 28%
- Events and community fundraising | 9%
- Government and public authorities | 9%
- Corporates | 7%
- Other | 1%

**Spend:**
- Programmes | 85%
- Fundraising | 13%
- Support and governance | 2%

85p in every £1 spent on programmes

2002-2018
We believe in the rights of all children, everywhere and that they should be valued, protected and met by all. We exist to make this the reality for children in northern Ghana, where more than half of all families live in poverty and 1 in 15 children die before their 5th birthday. Our award-winning work keeps thousands of children happy, healthy, safe and in school every year.

We empower children to stand up for their rights and take control of their own futures by building their confidence and knowledge, teaching them to be champions for their rights and giving them a voice in decisions that affect them.

We put communities on their feet by helping families to grow their income and educate communities to value children, protect them and meet their rights now and in the future.

We demand that government delivers by working with all levels of society - from parents and community groups, to the government and private sector - to influence authorities and other agents to improve child protection, education and health services and ensure they reach all children.

1 million+ support cases since 2002
Locally led solutions
Every project we design and deliver is locally-led by a team of local staff and volunteers who have the expertise, dedication and trust of their communities to make real change happen.

Making changes that last
If it's not sustainable, it's not development. All of our work empowers local people to make changes that they can sustain without our ongoing support.

Steadfast principles
Our policies and procedures ensure we are transparent and accountable for everything we do and that we protect and uphold the dignity of the people we exist to serve.

We believe in the rights of all children, everywhere and that they should be valued, protected and met by all.

We exist to make this the reality for children in northern Ghana, where more than half of all families live in poverty and 1 in 15 children die before their 5th birthday. Our award-winning work keeps thousands of children happy, healthy, safe and in school every year.

We empower children to stand up for their rights and take control of their own futures by building their confidence and knowledge, teaching them to be champions for their rights and giving them a voice in decisions that affect them.

We put communities on their feet by helping families to grow their income and educate communities to value children, protect them and meet their rights now and in the future.

We demand that government delivers by working with all levels of society - from parents and community groups, to the government and private sector - to influence authorities and other agents to improve child protection, education and health services and ensure they reach all children.

1 million+ support cases since 2002
Locally led solutions
Every project we design and deliver is locally-led by a team of local staff and volunteers who have the expertise, dedication and trust of their communities to make real change happen.

Making changes that last
If it's not sustainable, it's not development. All of our work empowers local people to make changes that they can sustain without our ongoing support.

Steadfast principles
Our policies and procedures ensure we are transparent and accountable for everything we do and that we protect and uphold the dignity of the people we exist to serve.

We believe in the rights of all children, everywhere and that they should be valued, protected and met by all.

We exist to make this the reality for children in northern Ghana, where more than half of all families live in poverty and 1 in 15 children die before their 5th birthday. Our award-winning work keeps thousands of children happy, healthy, safe and in school every year.

We empower children to stand up for their rights and take control of their own futures by building their confidence and knowledge, teaching them to be champions for their rights and giving them a voice in decisions that affect them.

We put communities on their feet by helping families to grow their income and educate communities to value children, protect them and meet their rights now and in the future.

We demand that government delivers by working with all levels of society - from parents and community groups, to the government and private sector - to influence authorities and other agents to improve child protection, education and health services and ensure they reach all children.

1 million+ support cases since 2002
Locally led solutions
Every project we design and deliver is locally-led by a team of local staff and volunteers who have the expertise, dedication and trust of their communities to make real change happen.

Making changes that last
If it's not sustainable, it's not development. All of our work empowers local people to make changes that they can sustain without our ongoing support.

Steadfast principles
Our policies and procedures ensure we are transparent and accountable for everything we do and that we protect and uphold the dignity of the people we exist to serve.