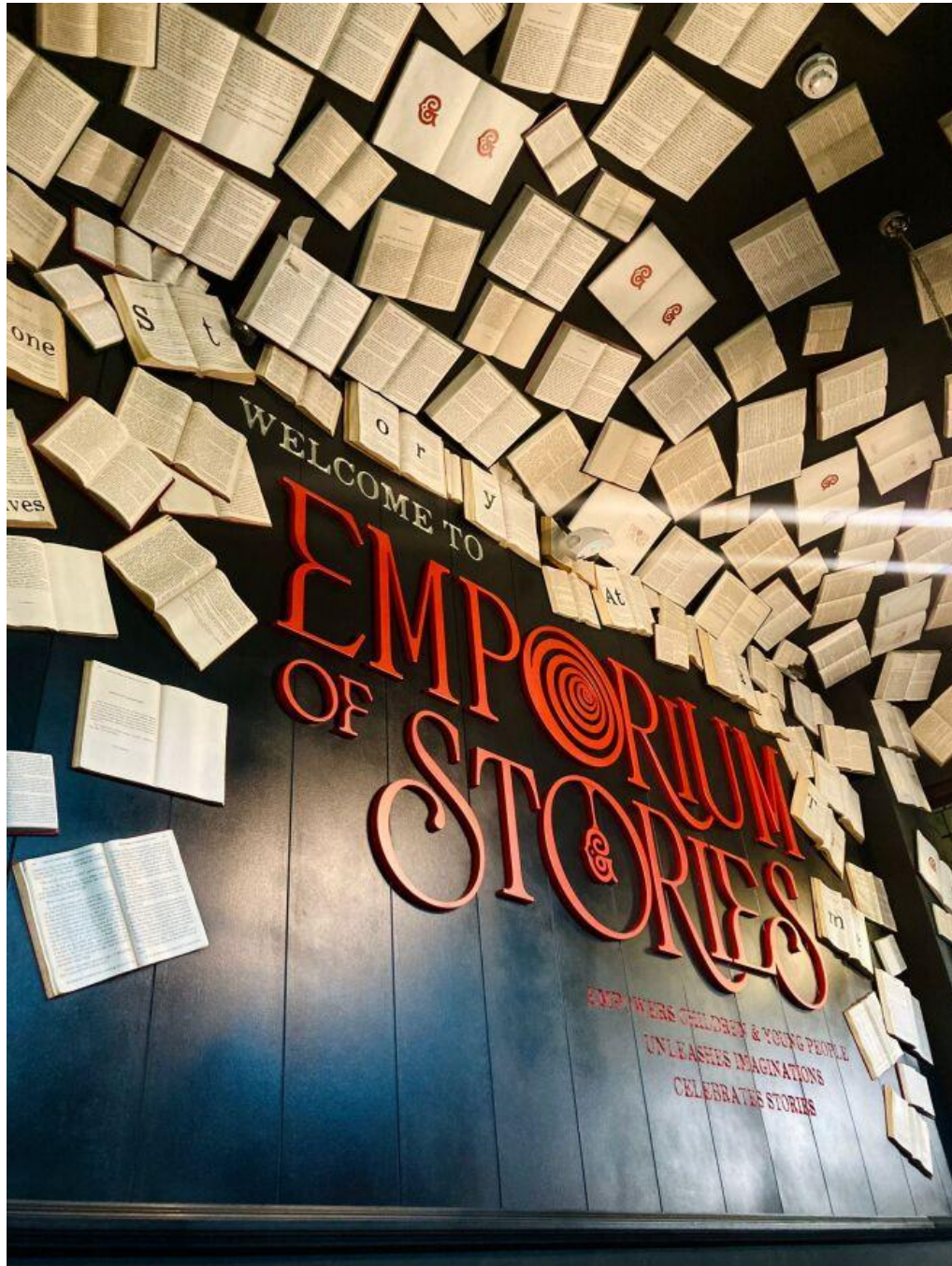




# Grimm & Co



## Trustee Recruitment Pack



Grimm & Co is an arts-based literacy charity that helps children and young people to make meaning of the world around them and their place within it, through the joyful discovery of stories. Based on a foundation of research inspired by the 826 Valencia Model, this creative destination is located in Rotherham town centre but works across Yorkshire, Humberside and beyond, and originally opened its doors in February 2016.

## **Our Mission**

Changing Lives One Story at a time.

### **The charity aims to;**

- Build motivation, confidence, self-esteem, resilience and skills in both workshops for schools and in our out-of-schools, holiday clubs and family learning sessions.
- Develop the creative capacity of those with influence on children/young people (families/carers/teachers/etc) to support children's development through the joyful discovery of stories.
- Make sure no child is left behind.

### **Grimm & Co's Objectives:**

- Champion the writer in every child
- Use storytelling to give every child from every background a voice
- Challenge expectations and aspirations
- Start from the child's own imagination – their ideas rule
- Provide an audience for children's writing and deliver quality outputs
- Make it free for children to attend
- Take fun VERY seriously



Grimm & Co are now embarking on the second chapter in its story, with the development of the Emporium of Stories, an enchanting building which will house:





- The Feastery Café – a beautiful, community space for the whole family and everyone who enjoys a story experience
- Apothecary to the Magical - our wonderful shop
- three brand new Writers Pads – immersive workshop spaces.



The Emporium of Stories allows us to create a strong foundation for the charity - raising funds through trading (café/bookshop, children's parties, weddings, events, etc), and expanding the provision and engagement within Yorkshire and beyond.



## The Role of a Trustee



Grimm & Co are looking for Trustees who will help support the charity with its governance, fundraising, growth and impact. The Grimm & Co Board has nine trustees who work on a three-year cycle, with the option of reapplying to serve a maximum of nine years. Our current Board offer a wealth of experience and skills and are excited to welcome new expertise and input to drive the charity forward in these next exciting development stages.

### **Expectations**

The Board of Trustees meets here at The Emporium of Stories four times a year, once a quarter. We prefer face-to-face meetings but are happy to arrange virtual meetings on occasion and to assist with any accessibility needs.

To ensure an effective and efficient running of the charity, the Board has various subcommittees which include Governance and Finance. We would expect as a trustee that you would be involved in at least one subcommittee.

This is a volunteer role and apart from your time, which we are extremely grateful for, the role should come at no additional cost to you. All reasonable out-of-pocket expenses will be paid.

The term of the appointment is three years with the opportunity to renew the term to a maximum of nine years.

### **Person Specification**

- A commitment to the charity in all aspects
- Supportive with Fundraising endeavours
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to air viewpoints and be a critical friend
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team

We are currently looking for candidates who can bring to the board skills and experience in the following areas:

- A Treasurer with experience in accountancy, finance and audit to oversee and advise on financial matters.
- Expertise, skills or similar lived experience in law.
- Knowledge and experience in Hospitality and or Visitor Attractions.

If you are interested but are worried that you have never been a trustee before, you think you are too young or have other lived experiences that are not mentioned above we would still like to hear from you. Grimm & Co is committed to expanding the diversity of its board and training is provided for all new trustees.

### **To Apply**



For further information please go to our website [Jobs in the magical world - Grimm & Co - Apply here \(grimmandco.co.uk\)](#) where you can find full role descriptions, person specifications and our EDI monitoring form.

If you would like to apply to become a trustee for Grimm & Co, please send a cover letter letting us know why you are interested in the role, your CV including contact details for two referees and your completed EDI Monitoring Form to [amanda.barnes@grimmandco.co.uk](mailto:amanda.barnes@grimmandco.co.uk).

Grimm & Co wish to make our application process as accessible as possible. If you are experiencing any barriers in applying for this position, please contact us to discuss this further. We also welcome your thoughts on how we can improve our approach so please do tell us if your experience of this process could have been improved.

Grimm & Co is committed to growing the charity's diversity and welcomes applications from people of all cultures, ethnicities, disabilities and gender preferences. Grimm & Co will always work towards celebrating diversity in all its forms through our values and our actions, but this is a constant journey, something that we are always learning from. We strongly believe in the power of inclusivity to help us all move forward in serving our whole community.

If you would like to discuss the role before applying, then please contact our Founding Director Deborah Bullivant at [deborah.bullivant@grimmandco.co.uk](mailto:deborah.bullivant@grimmandco.co.uk).

Thank you for your time and interest in Grimm & Co, we hope to hear from you soon.





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### ***How did it all begin...***

*Grimm & Co. was founded by Dr Deborah Bullivant MBE in 2013. Deborah is an educationalist and social entrepreneur who built Grimm & Co on a bedrock of robust research, that set out the design and philosophy blueprint for a successful Yorkshire writing centre based in Rotherham, for children and young people and to support those who influence their development.*

*Deborah's own career path didn't start well, as personal circumstances meant leaving school early with no qualifications and challenges that affected her opportunities. However, although it wasn't a traditional route, this lived experience has equipped her with insider experience that she draws on for her work. Deborah has experience of homelessness, finding herself a single parent at age 19 with limited support around her. Low self-esteem sometimes led to shaky choices that impacted on her life for many years. The responsibility for another human at age 19 provided motivation to change their circumstances, leading to working 3 jobs (cleaning, packing in a factory, behind a bar) that would support her to go to college. It was here that a tutor recognised something in Deborah and suggested she pursue a career in teaching, a childhood ambition long abandoned. This belief from another person gave her the confidence to try.*

*A key skill throughout all these experiences that served Deborah well was her socio-cultural literacies, developed through her childhood with story-telling and imagination at the heart of this. Her ability to make meaning of the world around her and communicate with others was critical for survival and opportunities. Knowing, first hand, the importance of this as a core skill, regardless of your circumstances, led to her absolute commitment to ensure others have these skills and opportunities.*

*Deborah's educational career path started in community education, then as headteacher, before going on to national educational leadership and advisory roles. Specialising in literacy, Deborah championed arts-based learning approaches to narrow the gap for marginalised children, young people and adults.*

*Deborah achieved a Doctor of Education (University of Sheffield) in 2022, with a thesis examining the origins of an arts-based signature pedagogy, with Grimm & Co at the heart of the research. In June 2022, Deborah was awarded an MBE in the Queen's Jubilee Honours List, for her dedication to children and young people's literacy in Rotherham.*





For more information on Grimm & Co please go to our website where you can see who is on our Board of Trustees, Patrons of Grimm & Co, the staff team and all the wonderful work the charity does. [Welcome to Grimm & Co - Changing lives one story at a time \(grimmandco.co.uk\)](http://grimmandco.co.uk)

