



HARMENY EDUCATION TRUST LIMITED

Harmeny Education Trust Limited is a registered Scottish charitable organisation, providing a range of high-quality services in the areas of education, care and outdoor learning.

Our core service, Harmeny School, is grant-aided by the Scottish Government, and provides specialist residential and day education to some of Scotland's most vulnerable children. Situated in a beautiful 35-acre estate on the outskirts of Edinburgh near the Pentland Hills, we are a living and learning community, currently offering tailored services to children aged 5 to 14, who have experienced early years trauma, through abuse, neglect and family disruption.

Children who come to Harmeny often have severe attachment disorders, high levels of anxiety and difficulty in managing their behaviour, as well as a range of complex needs. Through highly therapeutic care and education programmes, we help children to gain the skills and resilience to lead healthy and happy adult lives.

As a sector-leading organisation, we provide services on both a national and regional basis, working with children and their families referred by local authorities throughout the whole of Scotland and also living nearby. We employ around 150 staff, supported by external consultants and volunteers, and also provide placements to college and university students.

We are registered with the Scottish Social Services Council, General Teaching Council for Scotland, Care Inspectorate, Education Scotland, Adventure Activity Licensing Authority and The Office of the Scottish Charity Regulator.

Our work at Harmeny starts with the child, whose needs are at the heart of all that we do. We are a highly therapeutic living and learning community, committed to providing excellent care and education. We strive to help children experience the wonders of childhood, overcome their difficulties and build strengths and resilience for the future.

Harmeny's consistently strong care and education inspections highlight excellent quality care and support, a strong relational approach, innovative practice in relation to assessment and planning, reflective and supportive staff supervision, ensuring wellbeing as a strength of the organisation.

As well as delivering excellent services, we are in a healthy financial position, with the rate of referrals remaining constant, despite a challenging external climate and increasing competition. Our strong support services teams are highly organised, ensuring robust management and planning systems, with regular updates provided at Senior Management Team and Board Meetings.

We have an ambitious three-year Strategic Plan, which is enabling the organisation to grow and develop, through a range of exciting and innovative initiatives, an encouraging and supportive distributed leadership model and an innovative staff development programme. We are particularly excited to be developing a continuing care and education service for young people aged 15 to 18.

BOARD OF TRUSTEES

Harmeny has a highly skilled and committed Board of Trustees, whose role it is to ensure the wellbeing of children and staff, provide sound governance in financial, legal and regulatory matters, oversee the effective operational management of the services, and support and challenge the Chief Executive and Senior Management Team with the strategic development of the organisation.

We are seeking **three new Trustees** with knowledge and experience in health, marketing & communication and/or finance, although we would be happy to hear from any candidate with expertise in a different area that may be of benefit to the organisation.

Harmeny is committed to equality of opportunity and the promotion of diversity, including in relation to its Board. While we welcome applications from all parts of society, **we are particularly interested in receiving applications from candidates from black and minority ethnic (BAME) backgrounds, younger candidates and those who are care experienced, or a parent or carer of such a person.**

Support and mentoring can be provided to those who are interested but may be early in their careers and/or lacking experience in acting as a Trustee.

If you would like to make a difference to the lives of vulnerable children, we would be delighted to hear from you. Trustees are appointed as a result of an application and interview arrangements. All members of the Board are checked in terms of the Protection of Vulnerable Groups (PVG) scheme.

Trustees are expected to serve on the Board for a minimum of three years and prepare for and attend around six meetings per year. There is no remuneration attached to the role but out-of-pocket expenses will be reimbursed.

If you would like to find out more about this rewarding opportunity, please contact Neil Squires, Chief Executive, on 0131 449 3938 or by email at: neil.squires@harmeny.org.uk