

gateways

because there's more
than one way to be educated



Recruitment pack Treasurer Trustee Position



...a place of healing where every student is respected, recognised and accepted, so they have an equal opportunity to become who they deserve to be.

About Gateways

Gateways is an alternative education provider that exists to support the countless young people today, between the ages of 14-25, who are or have struggled to remain in mainstream education due to social, emotional, mental health challenges.

We believe that every young person should have the same opportunity to progress and thrive, regardless of the challenges they face. Gateways delivers a broad curriculum, academic and vocational, that caters for the interests, abilities and specific needs of each young person that attends. We aim to prepare them for a life beyond education.

1.7m

young people persistently missed school in 2024... an alarming

800,000

increase since pre-pandemic



What has been achieved over the last year

The Gateways programme launched in 2014 and is the only provider of its kind in the UK Jewish community, enhancing the lives of over 700 vulnerable, young people to date.

125 admission enquiries

were received last year from distressed parents, carers and refereeing organisations.



23 partnerships with referring organisations, schools, local authorities and other charities too.



76 students

all of whom had previously been persistently absent from school, have attended weekly lessons in our new purpose built home in Hendon.



636 therapy hours were delivered in, including art therapy, set in purposefully designed rooms



12 subjects

on offer, including Maths, English, Science, Life Skills, Hair and Beauty, Cooking, Gym Instruction, Art and IT.



91% average attendance rate compared to a prior mainstream schools average of 34%



15 students graduated from Gateways in July 2024, starting careers, apprenticeships and moving onto further education.



100% pass-rate seen in August 2024 for all vocational qualifications taken



91% pass-rate seen in August 2024 for GCSEs and Functional Skill Certificates



A message from Laurence Field

Founder & CEO

When I founded Gateways in 2014, I never anticipated the profound impact it would have on so many lives. Over the years, I have been continually inspired by the resilience and determination of our students as they overcome challenges to receive the education they truly deserve.

It is this powerful impact that drives me to expand Gateways further. I am more committed than ever to ensuring that we can reach and support anyone in need, helping them lead fulfilling and productive lives. With the increasing demand for our services, we are keen to continue to grow and develop our service to help even more young people.

For Gateways to continue to thrive and flourish, we need the support of a dedicated and passionate team. That's why we are seeking someone special for the role of Treasurer. Your contribution will be pivotal in shaping the future of Gateways.

Thank you for considering making an application for the role of Treasurer.

Laurence

Laurence
CEO, Gateways



Treasurer

Job description



Overview

Gateways is an alternative education provider supporting young people aged 14-25 who struggle to remain in mainstream education due to social, emotional, and mental health challenges, including anxiety, depression, self-harm, eating disorders, abuse, and neglect.

We work with young people who often feel disengaged, excluded, or unable to succeed within traditional educational settings. Many arrive at Gateways having experienced significant disruption to their education, low self-esteem, and a loss of confidence in their ability to achieve.

We believe every young person deserves the opportunity to progress and thrive, regardless of the challenges they face. Increasingly, young people feel there are no viable alternatives when mainstream education does not work for them. Without appropriate intervention and support, they risk long-term disengagement, limited qualifications, and reduced life chances.

As the Gateways continues to grow and respond to a rapidly changing regulatory and financial landscape, the Trustee Board is seeking a Treasurer who can provide strategic financial leadership, robust oversight, and constructive challenge to the professional team.

With strengthened operational capacity now in place, the Treasurer will no longer be involved in day-to-day financial administration. Instead, the role will focus on high level governance, long-term planning, and ensuring that Gateways remains financially resilient, compliant, and well-positioned for future expansion.

About this role

The Treasurer is a key member of the Trustee Board and a critical friend to the Senior Leadership Team, responsible for overseeing the organisation's financial health, supporting long-term sustainability, and providing strategic financial guidance. The role contributes to effective governance by offering independent scrutiny and constructive challenge where appropriate, helping ensure that financial considerations are embedded within organisational planning and decision-making.

Working with the COO, the Treasurer also supports the development and oversight of budgets, financial forecasts, and long-term financial planning, ensuring that financial information is presented clearly and transparently to the Board. This enables trustees to understand key financial risks, opportunities, and the implications of strategic decisions. Through this work, the Treasurer strengthens financial accountability across the organisation and provides assurance that financial management is robust, transparent, and aligned with Gateways' mission, values, and long-term strategic objectives.

Key Responsibilities

1. Strategic Financial Oversight

- Provide high-level scrutiny of financial reports, budgets, forecasts, and cashflow projections via monthly Finance meetings with the CEO and COO .
- Ensure that financial planning supports Gateways' strategic priorities, including potential expansion and property acquisition.
- Monitor long-term financial risks and opportunities, advising the Board on sustainability and resilience.
- Oversee the development of fee structures and funding strategies, particularly in relation to increasing pressures on EHCP-linked funding and local authority commissioning.

2. Accountability and Governance

- Hold the professional team to account for effective day-to-day financial management with out becoming operationally involved.
- Ensure that internal controls, financial policies, and compliance frameworks are robust and adhered to.
- Support the Board in meeting its statutory and regulatory responsibilities, including those arising from the new education white paper and any subsequent reforms.

3. Regulatory and Policy Insight

- Stay informed about changes in education policy, funding mechanisms, and regulatory expectations affecting alternative provision.
- Provide guidance to the Board on the financial implications of new legislation, DfE directives, and sector-wide developments.
- Work with the leadership team to ensure Gateways remains compliant and well-prepared for external scrutiny, including statutory audits.

4. Project Based Financial Leadership

- Act as a 'critical friend' on major projects, including:
- Capital projects such as exploring and evaluating options for securing a new property to support expansion.
- Strategic initiatives such as curriculum development, service diversification, or partnership opportunities.
- Provide financial challenge, risk assessment, and scenario modelling to support informed decision making.

5. Board Contribution

- Present clear, accessible financial information to the Trustee Board.
- Support fellow Trustees in understanding financial matters and their implications.
- Contribute to the overall strategic direction of the organisation as an active and engaged member of the Board.

Person Specification

Essential

- Strong financial literacy, with experience in finance, accounting, audit, or strategic financial management.
- Ability to interpret complex financial information and communicate it clearly to non-specialists.
- Understanding of governance roles and the distinction between oversight and operational involvement.
- Capacity to provide constructive challenge while maintaining positive working relationships.
- Commitment to the values and mission of Gateways

Desirable

- Experience in the education, charity, or public sector.
- Familiarity with SEND funding, EHCP processes, or local authority commissioning.
- Experience with capital projects, property acquisition, or organisational growth planning.
- Knowledge of current and emerging regulatory frameworks in education.

Time Commitment

- Monthly attendance at Finance meetings with CEO and COO.
- Attendance at Trustee Board meetings (typically once a term – and strategy away days (typically one a year).
- Additional time for reviewing papers, advising on projects, and supporting strategic discussions.

Term of office

- Standard trustee term (usually three years), with the possibility of reappointment.

How to apply

To apply for this role please email a cover letter and CV to the CEO, Laurence Field at laurence@gateways.org.uk

Gateways is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the role, including checks with past employers and the Disclosure and Barring Service (DBS).

Gateways Edgeworth Close London NW4 4HJ

T: 020 8183 0164 E: info@gateways.org.uk www.gateways.org.uk

CEO & Founder: Laurence Field

Trustees: Ruth Green (Chair), Julia Alberga, Nicki Cohen, Dr. Andrew Hope, Mark Hurst, Sami Miller, Sam Sanders, Aviva Steinberg

Honorary President: Prof. David S Latchman CBE