so they can

Educate to Empower

So They Can (England & Wales) Trustee Terms of Reference

As at February 2026

About So They Can

263 million children are not in school worldwide. Education is the key to breaking the poverty cycle.

So They Can is an international NGO driven by the vision to change the future for children living in poverty in East Africa through education. So They Can's goal is to end child poverty through access to quality education in Kenya and Tanzania. Founded 18 years ago with a single school in Kenya, to date, So They Can has supported 56,000 children across 55 partner schools in Kenya and Tanzania.

So They Can is headquartered in Australia and employs more than 80 people worldwide. So They Can is fully accredited by the Australian Government's Department of Foreign Affairs and Trade (DFAT), responsible for managing the Australian Government's Development Program. This is significant recognition given to less than 1% of Australia's 60,000 charities. It acknowledges that So They Can operates at the highest standard and delivers sustainable development outcomes.

So They Can also has registered entities in Australia, New Zealand, US and UK for fundraising. Through our international fundraising entities, So They Can has raised and delivered more than £23m in aid.

So They Can England & Wales

So They Can was registered as a charity in England and Wales in April 2025 (charity registration number, 121084) and formed a UK Trust (Board) with Trustees shortly after. We were further delighted to mark the official launch of So They Can England & Wales *(So They Can UK colloquially)* in September 2025 at the international law firm Simmons & Simmons' London offices.

We are now looking for additional dedicated and passionate Trustees to join the So They Can England & Wales Trust to further contribute to our fundraising initiatives. This is a significant opportunity to play an active role in advancing our mission throughout England and Wales .So They Can's UK Trustee Board has a minimum of 3 Trustees. As a Trustee, you will be part of one of six boards globally (Australia, New Zealand, United States, Kenya, Tanzania, and England & Wales), working collaboratively to strengthen governance and fundraising strategies that enable So They Can to achieve its mission.

Becoming a So They Can UK Trustee

As a Trustee of So They Can, you will help drive the organisation's growth and support our mission to "Educate to Empower." Your involvement will directly contribute to better educational outcomes for students, teachers, and communities in East Africa.

Governance, Profile and Fundraising:

As a So They Can Trustee, you will have shared responsibility for all aspects of governance of the organisation's strategic and financial wellbeing. Responsibilities include, but are not limited to:

- Attendance of all Trust (Board) meetings. Online Trust meetings are held 3 times a year and occasional interim Trust meetings will be required;
- Active participation in Trust sub-committees, as applicable;

- Contribute to the overall governance of So They Can England and Wales' fundraising and corporate engagement plans, ensuring these records are kept in accordance with General Data Protection Regulation (GDPR) and regulatory requirements;
- Contribute to the evaluation of So They Can's performance, policy and target setting;
- Active monitoring, engagement and leadership of So They Can's fundraising processes;
- Leveraging your network to attract philanthropic donations to So They Can, where appropriate;
- Active engagement and attendance at So They Can UK's annual in-person event;
- Represent or facilitate So They Can at a minimum of one additional event a year where appropriate (such as Lunch & Learns with corporate partners, panels or fundraising events);
- Facilitating introductions to potential partners, supporters, donors, or advocates through your network, where appropriate;
- Take initiative in sourcing potential events for So They Can to increase brand awareness in the UK and a willingness to leverage these opportunities;
- Developing a strong understanding of So They Can's projects in East Africa. Trustees are recommended to plan at least one visit to our projects, as soon as practicable;
- Act as an ambassador and advocate of So They Can, upholding our mission in all external engagements.

Wider Knowledge, Skills & Experience:

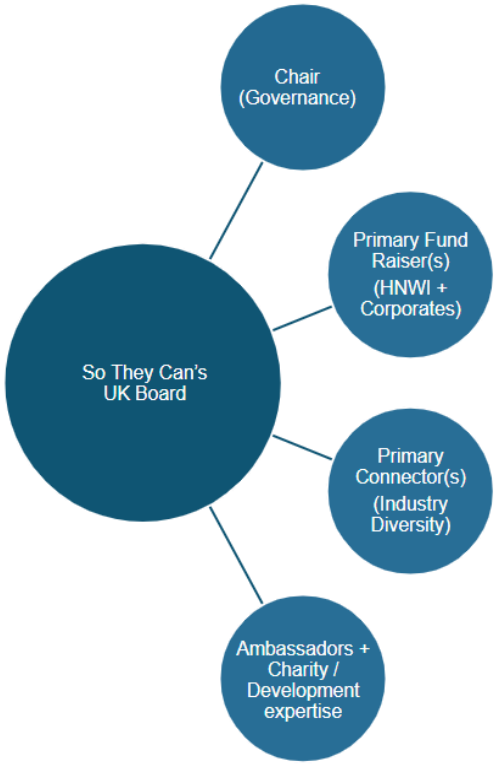
Trustees are expected to bring a combination of skills, experience, and networks, including:

- Access to and engagement with passionate networks who may be interested in learning about, connecting with or supporting So They Can;
- An understanding of the legal duties and liabilities of a Trusteeship in England and Wales, and the corporate governance issues that may affect an international charity;
- A collaborative mindset and willingness to work closely with fellow Trustees to maximise fundraising effectiveness;
- Ideally, experience in how strategic charity fundraising works (through events, grants, trusts and corporate partnerships).

Four Trustee Roles:

So They Can England & Wales Trust is divided into four types of Trustees: Chair, Primary Fundraisers, Primary Connectors and Ambassadors.

- The Chair's responsibilities include ensuring we meet England & Wales charity requirements, providing oversight, structure, and accountability and creating the right environment for Trustees to contribute effectively.
- The Primary Fundraiser(s) is someone experienced in major donor cultivation and is comfortable and experienced in engaging with High Net Worth Individuals, foundations and large corporates, with the support of our Founder/CEO and the wider team.



- The Primary Connecter is someone who can introduce trusted service providers, help find connections and can fill skill gaps (such as marketing, PR, digital, or events) through volunteering or pro bono support. This is particularly important while staffing remains light in the UK.

- Ambassadors support So They Can reach across industries and generations. They actively amplify the charity's work, raise awareness across networks and help broaden the organisation's visibility and presence in the UK. This role is also well suited to Trustees with experience in charity, Not For Profit and international development sectors.

So They Can UK is currently recruiting for all roles with a particular focus on Primary Fundraisers.

Time Commitment:

Trustee appointments are for an initial term of two years. individuals may be invited to continue as a Community Advocate for an additional year. Community Advocates are not required to attend Trust meetings but must still be actively involved with So They Can UK events, brand-building and connecting So They Can to potential partners or supporters.

Trustees may be eligible for a second term, subject to Trust approval, either in the same or a different Trustee.

Safeguarding:

The safety and wellbeing of children is a priority of our organisation. So They Can provides a child-safe environment in all our programs and our activities, and complies with the England and Wales Charity Commission's Safeguarding Guidance and So They Can's Child Protection Policy. We are committed to providing a safe place for all children to learn and have fun. We have strong recruitment procedures to make sure the safest and most suitable people work with the children in our programs. We provide our staff and volunteers with ongoing supervision and support in their work with children. So They Can is an inclusive employer.

Further information

For further information please reach out to:

- Sean Mura, COO at So They Can, at sean@sotheycan.org