



ALIGN Steering Group / Board Structure May 2026

Executive Leadership Group Member

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| Purpose | <ul style="list-style-type: none">● To set the vision and agenda for the organisation's activities.● To shape national debates over the future and direction of non-school alternative provision.● Ensure that the voice of non-school alternative provision is front and centre in the development of education policy.● To ensure non-school alternative provisions can access high quality support tailored to the specific needs of staff and pupils in non-mainstream education and support environments.● To ensure the success and sustainability of the organisation. |
| Key Responsibilities | <ul style="list-style-type: none">● Develop strategy alongside national and regional leadership groups and communicate this clearly.● Organise public-facing communications (website, newsletter etc) and messaging around the organisation's values, purpose and activities.● Develop internal policy and procedures.● Hold national and regional leadership groups to account.● Oversee the organisation's financial and compliance activities.● Seek and organise sponsorship, funding and other sources of revenue. |

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| <p>Person specification</p> | <ul style="list-style-type: none"> ● Highly experienced in leading or running a non-school Alternative Provision (e.g. founder, director, senior leader). ● Detailed knowledge of National AP policy, DfE guidance, and Ofsted frameworks. ● Can access/leverage national networks and partnerships across education, commissioning and community sectors. ● Can access/leverage national networks and partnerships across the business and enterprise sectors. ● Experience of securing funding and sponsorship, and with strategic partnership working. ● Experience in governance, steering groups, or national sector working groups. ● Experience contributing to quality assurance, accreditation, or sector standards. ● Experience organising national events, training, or professional learning networks. ● Strong communications skills and experience in holding to account a diverse range of senior professionals. ● Experience working across change management and/or business development projects (desirable). |
| <p>Time commitment /accountability</p> | <ul style="list-style-type: none"> ● Volunteer role with attendance at ALIGN leadership group meetings (e.g. quarterly or bi-monthly) usually 1.5 hrs up to 5 times per year. ● Ongoing weekly administrative commitment of approx 1 hour per week during term time. ● Accountable to the Chair of the Executive Leadership Board. |



National Leadership Group Member

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| <p>Purpose</p> | <ul style="list-style-type: none"> ● To raise the profile of non-school alternative provisions as a force for good in the UK education landscape. ● To confidently represent the views of non-school alternative provisions in the broader national conversation. ● To contribute to public debate on the use and benefits of non-school alternative provisions. ● To grow the organisation's membership through own expertise in the national landscape of non-school alternative provision in the UK. ● |
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| Key Responsibilities | <ul style="list-style-type: none"> ● Take part in national events such as webinars, training, meetings, conferences, research events etc. ● Engage in public debates on the use and benefits of non-school alternative provisions through written formats such as articles, blogs, contributions to policy papers, research etc. ● Provide expertise in key subject specialism via written or presented material via the lens of the national picture for non-school APs (once annually). ● Contribute to the development of the organisation's central hub of resources including website and newsletter, events etc. ● Contribute to developing the organisation's internal policies alongside the executive leadership board. |
| Person specification | <ul style="list-style-type: none"> ● Highly experienced in leading or running a non-school Alternative Provision (e.g. founder, director, senior leader). ● Detailed knowledge of National AP policy, DfE guidance, and Ofsted frameworks. ● Ability to speak publicly (with authority) on own experience in non-school alternative provision, and link this to the national picture. ● Has strong national networks and partnerships across education, commissioning and community sectors. ● Has experience working with commissioners and system leaders. ● Strong understanding of national systems for supporting inclusion, SEND, SEMH and safeguarding. ● Experience in governance, steering groups, or national sector working groups (desirable). ● Experience contributing to quality assurance, accreditation, or sector standards (desirable). ● Experience organising national events, training, or professional learning networks (desirable). |
| Time commitment /accountability | <ul style="list-style-type: none"> ● Volunteer role with attendance at ALIGN leadership group meetings (e.g. quarterly or bi-monthly) usually 1.5 hrs up to 5 times per year. ● Ability to provide one written resource (blog/article/resource) and/or one hour of training to ALIGN members in your area of specialism per year. ● Ongoing national engagement and implementation activities on behalf of / agreed with ALIGN. ● Accountable to the ALIGN Executive Leadership Board. |



Regional Leadership Group Member

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| <p style="text-align: center;">Purpose</p> | <ul style="list-style-type: none"> ● Lead & connect non-school alternative provisions within a defined geographical area. ● Support the organisation’s mission to unite providers, strengthen quality, influence policy, and promote person-centred, flexible education for children and young people. ● Share local learning and provider perspectives with the national board. ● Support implementation of the organisation;s initiatives and strengthen local networks and practice. |
| <p style="text-align: center;">Key Responsibilities</p> | <ul style="list-style-type: none"> ● Contribute to ALIGN’s national strategy by sharing regional learning, emerging needs, and practice insights. ● Act as the organisation’s representative and point of contact within a defined geographical region. ● Build and maintain strong relationships with local AP providers, schools, commissioners, local authorities, health, social care, and voluntary sector partners. ● Work with commissioners and system leaders to shape local AP pathways and inclusive practice ● Raise ALIGN’s profile locally and act as an ambassador for the organisation. ● Support the roll-out of ALIGN initiatives, guidance and sector development tools and resources to the geographical area. ● Share best practice, innovation, and research to strengthen local AP delivery. ● Provide guidance and peer support to local providers, including emerging or developing services. ● Organise and facilitate local networking events, workshops, and professional learning opportunities. ● Encourage collaboration and shared learning among providers and partners. ● Support engagement with young people, families, and community organisations to inform practice. ● Champion safeguarding, inclusion, trauma-informed practice, and person-centred approaches. ● Challenge misconceptions and promote creative, flexible, and community-based approaches that meet diverse needs. |

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| Person specification | <ul style="list-style-type: none"> • Experience in leading or running a non-school Alternative Provision (e.g. founder, director, senior leader). • Has strong local networks and partnerships across education, commissioning and community sectors. • Strong understanding of inclusion, SEND, SEMH, safeguarding, and vulnerable learners. • Ability to contribute at both strategic and practical implementation levels. • Excellent communication, partnership-building and leadership skills. • Commitment to person-centred, trauma-informed, and inclusive education approaches. • Knowledge of National AP policy, DfE guidance, and Ofsted frameworks (desirable). • Experience contributing to quality assurance, accreditation, or sector standards (desirable). • Experience organising events, training, or professional learning networks (desirable). |
| Time commitment /accountability | <ul style="list-style-type: none"> • Volunteer role with attendance at ALIGN leadership group meetings (e.g. quarterly or bi-monthly) usually 1.5 hrs up to 5 times per year. • Ability to provide one written resource (blog/article/resource) annually. • Ongoing regional engagement and implementation activities, agreed with ALIGN. • Accountable to the ALIGN Executive Leadership Board. |



Standard Membership

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| Purpose | <ul style="list-style-type: none"> • To support the organisation's work promoting the vital role played by non-school alternative provisions across the UK. |
| Key Responsibilities | <ul style="list-style-type: none"> • Promote and share the organisation's content and resources within your organisation and with your networks. • Offer your own views in response to sector consultation activities. • Join free events hosted by the organisation. |

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| | <ul style="list-style-type: none">● Access website materials.● Engage with the ALIGN community through volunteer blogging or resource sharing. |
| Person specification | <ul style="list-style-type: none">● Working in or with non-school alternative provisions in the UK.● Has an interest in personal and organisational development and best practice.● Would benefit from contributing to a community of like-minded organisations and individuals working in and with non-school alternative provisions. |
| Time commitment /accountability | <ul style="list-style-type: none">● As and when needed. |