

# HOW TO WIN THE INNOVATION AWARD

*For FEA Member Organisations*



## Overview

Thank you for your interest in applying for the Innovation Award! This document contains important information about the Award, as well as guidance notes for each question in the application form.

Key information about the Innovation Award that you need to know:

- This Award supports Fair Education Alliance member organisations to develop, test and embed an internal innovation.
- Your idea can be anything – a programme, product, service, partnership, campaign or coalition – as long as it has the potential to make education fair. To do this it must focus on tackling socioeconomic disadvantage and closing the gap between pupils from low socioeconomic backgrounds and their peers.
- Any type of member organisation (charities, schools, think tanks, social enterprises, unions, Multi Academy Trusts, universities etc) can apply. The organisation's core business must be sustainable and stable, and well positioned to take on the risks associated with internal innovation.
- The lead Innovator will be an individual who is, or is on track, to become a middle leader. They should be excited to 'own' the innovation, and motivated to lead and be accountable for the design, business model and strategic plan underpinning the innovation.
- Organisations could apply in partnership and the lead Innovator could be an individual leading across a multi-organisational partnership.
- The Award is awarded to the lead Innovator and your organisation; to get the most out of the Award we require commitment from both to ensure a good partnership fit with the Alliance and the Award.
- You win:
  - 💰 a six-month salary contribution of £25,000 for the lead Innovator to go full-time (37.5 hours per week) to drive forward the initiative.
  - 👉 one year of hands-on support, including regular workshops on key innovation topics, 1:1 support and mentoring from sector leaders.
- Lead Innovators need to be able to work on the idea part time on the idea from September 2024 (at least 10 hours a week), and full-time (37.5 hours per week) from January 2025 (when the salary contribution starts).

We are looking for early stage innovators who can demonstrate the following:

Commitment of  
organisation

Diverse leadership

Willingness to learn

Align with FEA values

Leadership potential

Targeting areas of  
greatest need

Each application will be assessed across the areas below:

- ★ The problem
- ★ Sustainability
- ★ Value add

- ★ Solution
- ★ Leadership

- ★ Impact
- ★ Organisational readiness

Please read our [Terms and Conditions](#) before applying. Throughout the process, the Awards team are available to answer any of your questions; feel free to contact us at [awards@faireducation.org.uk](mailto:awards@faireducation.org.uk). Best of luck, and we look forward to receiving your application!



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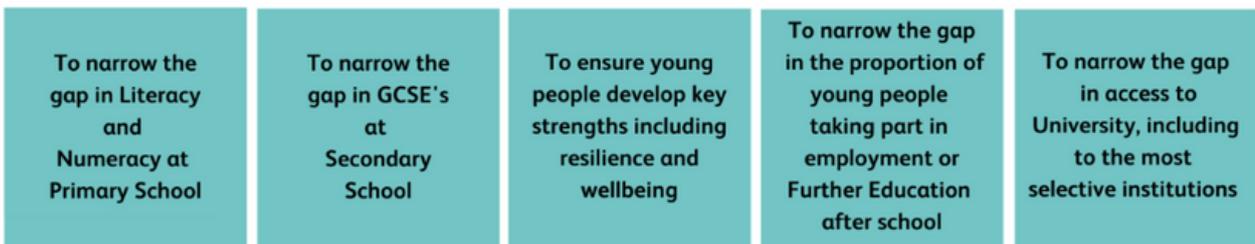
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# Fair Education Alliance

The Fair Education Alliance (FEA) is a coalition of [over 280 cross-sector organisations](#) that work collectively to tackle educational inequality, so that no child's success is limited by their socioeconomic background.

Fair Education Alliance members work together to achieve the five Fair Education Impact Goals to tackle inequality from cradle to career:



Our members have collectively agreed on four priority areas to achieve an inclusive education system:



We do this by driving collective action, scaling impactful initiatives and influencing policy.

# Fair Education Awards

The Innovation Award is one of two [Awards](#) we deliver to invest in, nurture and scale impactful and innovative solutions in education that tackle the root causes of education inequality.

## INNOVATION

We will support up to six individuals with new ideas that challenge the status quo and tackle the root causes of educational inequality in England

- ✓ OPEN TO FEA MEMBERS & THE PUBLIC
- ✓ ONE YEAR OF SUPPORT
- ✓ 120 HOURS OF TRAINING + 20 HOURS OF 1:1 EXPERT SUPPORT
- ✓ SIX MONTH SALARY CONTRIBUTION OF £25,000 PER WINNER

## SCALING

We will support up to seven FEA members to scale proven impactful solutions to reach the young people in England who need it most. Open for applications Summer 2025.

- ✓ OPEN TO FEA MEMBERS
- ✓ TWO YEARS OF SUPPORT
- ✓ BESPOKE SUPPORT TACKLING KEY CHALLENGES TO SCALE
- ✓ ANNUAL LEADERSHIP RESIDENTIAL

## Innovation Award

### Why is the Award needed?

The education system needs innovative solutions that tackle the root causes of educational inequality now more than ever before. As we witness the impact of persistent learning losses from the pandemic, the socioeconomic disadvantage gap continues to grow. Meanwhile, the cost-of-living crisis compounded by public sector funding challenges and decreasing multi-agency resources has exacerbated child poverty, now affecting a staggering 4.2 million children. All this has exacerbated the disparities in learning and at every stage of education, there are substantial and growing gaps between disadvantaged pupils and their wealthier peers.

But with crisis comes opportunity. The past year has been marked by phenomenal collective action in the face of adversity. We have seen schools, colleges, charities, businesses, and society as a whole mobilising its resources and working together to support young people from low socioeconomic backgrounds. 2024 offers a unique opportunity for change, with the General Election spotlighting systemic transformation and the role of innovation in helping to shape the country's future.

Through our Innovation Award, we take a networked approach to nurture new ideas that tackle the entrenched issues and root causes of educational inequality in England, in order to reach the young people who need it most.

## Who is the Award for?

- If you have an idea to improve the education system that you want to transform into a thriving initiative, we are here to support you through the Innovation Award.
- Your idea can be anything – a programme, product, service, partnership, campaign or coalition – as long as it has the potential to make education fair. To do this it must focus on tackling socioeconomic disadvantage and closing the gap between pupils from low socioeconomic backgrounds and their peers.

## The Award is open to two types of innovators:

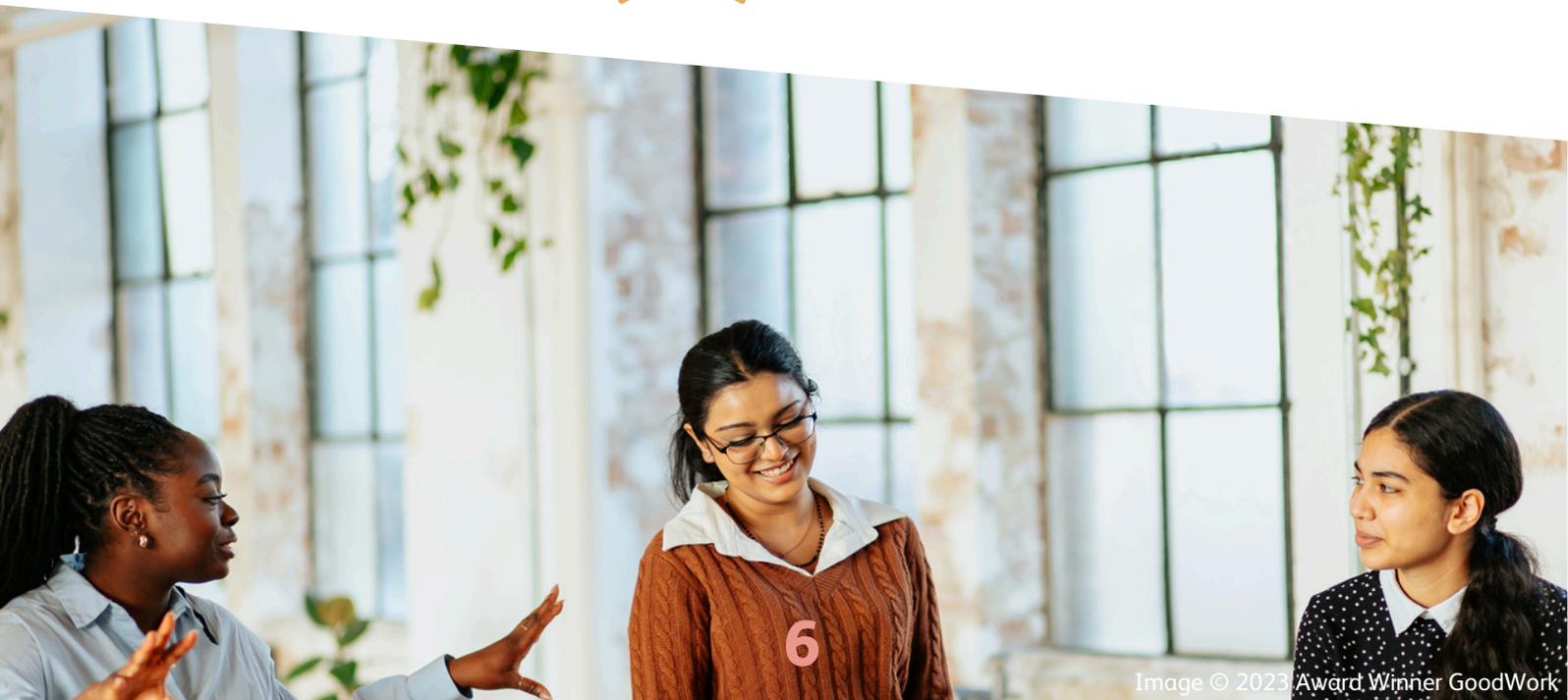
FEA member organisations who want to launch a new initiative within their organisation and want funding and training for a staff member to develop, test and embed an internal innovation.

- The lead Innovator will be an individual who is or is on track to become a middle leader. They should be excited to 'own' the innovation and motivated to lead and be accountable for the design, business model and strategic plan underpinning the innovation.
- Organisations could apply in partnership and the lead Innovator could be an individual leading across a multi-organisational partnership.

This is you!

Any member of the public who wants funding and training to establish a new initiative and to develop, test and scale their solution.

For more information on applying as a member of the public, please click [here](#).



## What do I win?

The yearlong programme of support helps you to turn your idea into an impactful initiative that will thrive and have sustainability beyond your pilot and develops your leadership skills to drive your initiative forward and make change in the sector. The support programme includes:

 Salary contribution: £25,000 covering six months for you to go fulltime (37.5 hours a week) to drive forward your initiative.

 Expert training: The Innovation Incubator provides supportive and intensive technical and leadership training to generate insights about the problem you want to solve, create, and test a new programme, product or service, and develop your leadership competencies and tools to scale the innovation. The curriculum includes:

- In-depth problem research
- Human-centred design
- Rapid testing
- Personal leadership
- Effective monitoring and evaluation
- Financial sustainability

 Bespoke 1:1 support: fortnightly meetings with the Head of the Innovation Award and monthly meetings with a mentor from Bloomberg to receive direct guidance and brokered support leveraging Bloomberg's extensive technical and leadership expertise, and the expertise and experience of the Fair Education Alliance's over 280 member organisations.

 Professional advice from experts: legal, finance, sales, HR and other key areas.

 Peer support and network: access to a network of entrepreneurs, mentors and peers.

 Talent development - For FEA members that are internally innovating, unlock your leadership potential!

 Office space: guest access at [FiveFields](#), the Fair Education Alliance office space - a hub redefining charity sector collaboration and innovation.

 Endorsement: Fair Education Alliance Innovation Award logo and statement of support.

**“From developing a theory of change to interrogating tools to evaluate the impact of a project, the incubator sessions have equipped me with the confidence, knowledge and skills to lead my innovation successfully. They certainly have pushed me outside of my comfort zone but, this has ensured my project is the best it can possibly be. Most importantly, the sessions have provided a safe space to really get to know my fellow award winners. They have become a much-needed support system to share the many highs (and some lows) of developing an innovation, offering useful feedback and endless encouragement.”**

**Innovation Award Winner 2023 Beth  
O’Brien, Chartered College of Teaching**



## One year of support: September 2024 - August 2025

See the [2023-24 incubator schedule](#) for a taste of the full curriculum. Dates for the 2024-25 incubator will be released by the end of April.

September '24

December '24

January '25

August '25

### Part-time

### Full time

Innovators will be able to give 10 hours per week to the Award and join monthly incubator workshops focused on:

- Developing a theory of change using in depth problem research and human-centred design principles
- Impact Measurement setup and rapid testing
- The fundamentals of financial management
- Incorporating as a legal entity (for those not within an established organisation)

Innovators will give 37.5 hours per week to the Award supported by our £25,000 salary contribution, and will join fortnightly incubator sessions focused on:

- Business foundations for sustainability and growth
- Routes to market
- Fundraising and selling
- Strong operations and people management
- Strategic planning
- Presenting Impact

Throughout the year: personal leadership development training, fortnightly 1:1 strategic support from the Head of the Innovation Award, brokered bespoke support for the Fair Education Alliance including industry experts and education specialists



**The Story Project**  
**Olivia Richards**

**"My experience of the Innovation Award so far has been absolutely fantastic. Our projects are so much stronger for the support and I have really valued the expert guest speakers on important topics such as finance and safeguarding."**

## Is this right for me?

<b>Value add</b>	We want to ensure that there is a clear value add from winning this Award and that the type of support we offer is appropriate for the stage you are at.
<b>Focus</b>	Your idea is focused on addressing socioeconomic disadvantage and closing the gap between pupils from low socioeconomic backgrounds and their peers. This means your solution should disproportionately target children and young people experiencing socioeconomic disadvantage. We define 'innovation' in a broad sense e.g. it could be a new programme, product, service, target group etc or a new partnership, campaign or coalition.
<b>Stage</b>	<b>The internal innovation must be a new idea, and not part of your organisation's 'business as usual.'</b> This means, for example, that there won't be a refined Theory of Change, impact report or financial plan for the internal innovation.
<b>Income</b>	Since January 2023, you haven't generated £50,000 of income/turnover OR You haven't yet been able to pay a lead Innovator a minimum salary of at least £25,642 (London) or £20,319 (non-London) annually (one-off payments are not counted). 'Minimum salary' is benchmarked to the London Living Wage of £13.15 an hour or the National Living Wage of £10.42 an hour – calculated using this website and based on 37.5 hours a week: <a href="https://www.thesalarycalculator.co.uk/hourly.php">https://www.thesalarycalculator.co.uk/hourly.php</a>
<b>Organisation</b>	<ul style="list-style-type: none"><li>• Is a member of the Fair Education Alliance</li><li>• Is a legally incorporated entity</li><li>• Has not been in deficit in the last two years (unless you are able to provide strategic rationale for this).</li><li>• Has at least three, full-time employees (or the part time equivalents) on payroll for a minimum of 12 months.</li><li>• Can afford to cover the associated costs of supporting the lead Innovator and can dedicate some organisational capacity to support the Innovator.</li><li>• Has been delivering its core intervention for at least three years (after the piloting stage).</li><li>• Is supportive and on board for the development, testing and embedding of the internal innovation. Your organisation's application for the Award is supported by the Board (or relevant governance structure) and CEO. See <a href="#">Appendix II</a> for a template for this statement of support to be submitted with your application.</li></ul>
<b>Commitment</b>	<ul style="list-style-type: none"><li>• You are able to work part-time on the idea from September 2024 (at least 10 hours a week), and full-time (37.5 hours per week) from January 2025 (when the salary contribution starts) to June 2025.</li><li>• You commit to all the selection dates and the <u>year-long programme of support</u>. You are required to attend all incubator sessions and 1:1s.</li></ul>

# What do I need to demonstrate through my application?

There is no expectation that you apply with a fully developed and tested idea - we welcome early-stage thinkers who could benefit from the full package of support on offer. However, you should utilise the [Application Form Guidance](#) and [attend application support](#) to provide a clear articulation of your idea against each of the criteria.



## **Fit of your idea with the Fair Education Alliance's vision**

Instead of solutions that make an unfair system a little less unfair, we are particularly interested in new ideas and approaches that have the potential to significantly contribute to ending education inequality in England.



## **Innovative models**

We welcome applications from single organisations internally innovating, as well as partnerships between two or more organisations coming together to address a root cause of education inequality. If an organisation is applying in partnership, we would be happy to explore shared models of leadership across the partnership to drive the initiative forward on a case by case basis.



## **Leadership potential of the innovator**

You will demonstrate the relevant experience, skills, and mindsets to develop and implement the new initiative in the short and medium term. You do not need to possess all these capabilities, but should be able to take the leading role, including recognising any gaps that exist, and explaining how they will address them. You may plan to develop these capabilities yourself or by using a third party. You are enthusiastic and motivated to lead change across the sector, proactively seeking ways to build and develop partnerships with others.



## **Willingness to learn**

We know that recent times have been uncertain and unpredictable. We are looking for individuals who can lead internal innovation, but importantly who are willing to learn and adapt as they develop and embed their idea. We are looking for individuals who will make the most of working with the Fair Education Alliance and its network of over 240 members to improve the impact, efficacy and footprint of their innovation.



## **Diverse leadership**

You are committed to equality, diversity and inclusion (EDI) principles in your work. We want to know about your lived experience of the challenges you are addressing through your work, and/or how you are embedding EDI principles in your innovation. We strive for a diverse cohort of Award Winners.



## **Ambition to reach areas where the need is greatest**

Children from low-income backgrounds are falling behind their wealthier peers in all stages of education, and this gap is even greater for young people outside of London. Through the Award, we want to support organisations that are ambitious about reaching areas where the need is greatest.



### **Commitment of your organisation to the Award**

This Award is awarded to both an individual and an organisation. To enable the innovator to fully benefit from our support, we want to work with organisations who can dedicate enough staff time and resource to support internal innovation and who are primed to fully benefit from the Award. Our intention is that stakeholders across your organisation can take part in and benefit from the programme, not just the lead Intrapreneur. You can see more information about the organisation's involvement and expectations in [Appendix I](#).



### **Alignment with the Fair Education Alliance's values**

It is important to us that innovators who go on to win the Innovation Award are committed to embodying and upholding [our values](#).

## **What application support is available?**

Throughout the application process, the Awards team will be on hand to provide more information and offer support and guidance. You can [email us here](#).

- ✓ **Introduction to the Innovation Award:** watch [this webinar](#) for an overview of the Fair Education Alliance, the Innovation Award and to hear from a current Award Winner!
- ✓ **Saturday 16 March - The Fair Education Innovation and Scale Booster:** [SIGN UP NOW](#) for a full day of FREE interactive workshops and 1:1 clinics for anyone with an idea to tackle educational inequality in England AND FEA members wanting to develop an internal innovation or scale to areas of greatest need! Find out more [here](#).
- ✓ **1:1 clinics – [Book a timeslot](#)** to speak with Tisha, Head of Innovation, about your idea and for guidance on your application.
- ✓ **Application support webinars:**
  - **9 April online workshop:** Top tips for writing a great application. Sign up [here](#).
  - **23 April online workshop:** Young Founders: starting your own initiative (adapting and building on our session from Youth Summit). Sign up [here](#).
  - **9 May online workshop:** Teacherpreneurs: innovating within your school OR moving from the classroom to start-up your own initiative.. Sign up [here](#).
  - **4 June online workshop:** Top tips for preparing pitches. Sign up [here](#).
- ✓ **For any questions:** please contact us on [awards@faireducation.org.uk](mailto:awards@faireducation.org.uk)

# What is the selection process?

The Innovation Award selection process is designed to be a useful, developmental and stimulating experience for applicants regardless of the outcome.

To do this, the selection process:

- Includes a variety of opportunities for support in developing your application.
- Assesses applicants via a \*written application and presentations to our panels of judges.
- Offers applicants expert feedback at key stages throughout.
- Draws on the expertise of sector leaders and youth representatives and offers an opportunity to raise your organisation and Innovator's profile.



Image © 2020 & 2023 Award Winner Power2

\*If providing a written application is a barrier given your accessibility needs, please contact us on [awards@faireducation.org.uk](mailto:awards@faireducation.org.uk) so we can discuss the support available.

## Selection Dates

✓ **8th February: Innovation Award applications open**

✓ **31st May, 12pm: Deadline for Innovation Award applications**

✓ **23 and 24 July : Shortlisted applicants present to the Shortlisting Panel, with Finalists selected**

✓ **15th August: Finalists present to the Final Panel, with up to six Innovation Award Winners selected**

🏆 **12th September: Innovation Award Winners are publicly announced at a celebration event with leaders from across the sector**

✓ **19th September: Award Winners' package of support begins. See 2024-25 incubator dates [here](#).**

# Application Form Guidance

We have created the guidance notes below to enable anyone in your organisation to create an application.

This is a unique award for Fair Education Alliance members, in that it is being awarded both to an individual and to the wider organisation, and offers significant benefits to both. We recommend that both the lead Innovator and a senior member of the organisation's leadership are involved in completing the application form.

## 1. PROBLEM

a) Explain the problem that your idea addresses, including the following information (250 words):

- A description of the young people it affects
- The number of young people it affects
- How it affects an individual young person

Your answer should begin by clearly defining the problem that you want to solve. You should then explain how this problem relates to our ultimate goal of ending educational inequality in England.

You should be precise when defining the scope of the problem, identifying the type of young person affected by the problem (for example young people of a certain age or ethnicity) and the number of young people affected by the problem. To satisfy our judging criteria, the problem must affect a significant number of young people across England, even if you will pilot/test with a sub-group of those individuals.

We also want you to explain how the problem affects an individual young person. We understand that a problem will affect different people in different ways, so please answer with reference to a 'typical' young person.

We anticipate that many applicants will want to address problems that they have experienced first-hand. Your answer may include anecdotal evidence of the problem based on your own experiences, but this will not be sufficient to demonstrate that you have identified an important problem. You should also quote relevant facts and figures from credible third party sources, such as national datasets and academic research, as evidence of the problem.

b) Explain how the problem your idea addresses fits into your wider organisational mission and vision (200 words):

Your answer should begin by explaining your organisation's mission and vision, and which specific part of the mission and vision can be achieved by this new solution. Why is your organisation well placed to solve this problem?

## 2. SOLUTION

a) Explain your proposed solution to the problem, including the following information (200 words):

- Who you (will) deliver the solution to
- What you (will) do and how you (will) do it
- When, where, how often and by whom it is (or will be) delivered

Your answer should begin by explaining your proposed solution to the problem in one or two sentences. You can provide greater detail about your proposed solution in the rest of your answer.

You should explain to whom you will deliver the solution. In many cases this will be the young people affected by the problem. In other cases, you may plan to deliver your solution to other relevant stakeholders such as teachers or parents.

You should provide as much detail about the delivery of your solution as possible. In particular, we want to know what form your solution will take, when, where, how often and by whom it will be delivered. We understand that your plans are likely to change as you work on implementing your idea. However, we want to see that you have really thought through your solution and how to implement it.

b) Describe what is currently being done to address the problem and explain how your idea is different or better than existing solutions (150 words):

You should start your answer by providing an overview of how other organisations and institutions are already working to address the same problem that you have identified. For example, what are schools already doing to address this problem? How does government policy attempt to address the problem? Are there independent organisations working to solve the problem? It is very unlikely that no one else is working on the problem that you have identified, so ensure your research is thorough.

Next, you should explain how your idea is different or better than existing solutions. For example, will your solution be more effective? You must clearly demonstrate that your idea is not just replicating existing ideas.

We would also like you to consider what the future of education and work might look like, and if your solution would be preparing young people, or schools and teachers, for that future.

### 3. IMPACT

Describe the typical changes that you expect to see in a young person who benefits from your idea (150 words):

We understand that just as a problem will affect different young people in different ways, your solution will have a different impact on each young person that you work with. However, for us to understand the potential impact of your idea, please describe the changes you would expect to see, or have already seen in a pilot/test, in a 'typical' young person. These changes include, but are not limited to, improvements in knowledge, skills, attitude or behaviour.

As well as identifying the changes you would expect to see in a typical young person, you should also explain why these changes are important to future opportunities for this young person. For example, as a result of your solution, a typical young person may improve their behaviour. However, this has a wider-reaching impact and you should explain what this will be. This will allow us to understand the ways you could measure the impact of your idea and how this might contribute to solving the problem.

### 4. SUSTAINABILITY

a) Explain how you will fund the delivery of your idea, including how this overlaps with, or is different from, your organisation's existing income streams (250 words):

You should start your answer by providing an overview of who you believe will pay for the delivery of your solution, and why. You should explain what your organisation's existing income streams are, which of these you believe will provide funding for the new initiative, and why they will want to pay for both. You will need to demonstrate that you have considered the risk in diverting funds from your core service to a new idea, and how you plan to mitigate this. Next, you should describe any new revenue streams that you believe can fund the new initiative and demonstrate that you have an understanding of how to access the new income streams. We recommend that you speak with potential funders (e.g. schools, grant-making organisations, the Department for Education, etc) to test their appetite.

b) Outline how the organisation plans to support the lead Innovator and the initiative, including the following information (200 words):

- What opportunities will the lead Innovator have to feed back to the organisation's leadership about the initiative
- What internal resources will the lead Innovator be able to draw on
- What external networks and support can the organisation draw on

Your answer should describe any internal systems and processes that exist already/will be developed, to enable the lead Intrapreneur to be effectively managed, supported and given opportunities to update and feedback to leadership about the learnings and progress from the incubator. You should consider this question both through the lens of the leadership development opportunity for the lead Innovator, and the nurturing of a new initiative that could broaden and deepen the organisation's reach and impact.

Consider the resources you have within your organisation that the lead Innovator can tap into to accelerate the progress of the new initiative, for example, expertise in school partnerships, branding and marketing, impact and research. If you are a small organisation with limited internal resources, let us know if there is any external pro bono support that you currently have access to. You should demonstrate that you are already thinking about the ongoing sustainability of the initiative beyond the incubator and that you have considered any networks and external support that could back the initiative in the future.

## 5. LEADERSHIP

We are expecting there to be one lead Innovator who will be responsible for applying for this Award and who will take the lead in developing the internal innovation if successful. They will typically be an individual within your organisation with leadership potential. We are also open to applications from partnerships of two or more individuals working together on an internal innovation which will be embedded across a multi-organisational partnership. In these situations, we require one person in the partnership to be nominated as the lead Intrapreneur, and we will assess each partnership proposal on a case by case basis.

**a) Explain how your skills and experiences will enable you to deliver the initiative successfully (to be answered by the lead Intrapreneur) (150 words):**

Think about the skills that will be needed to develop and implement your solution in the medium-term (two years). You do not need to possess all of these skills, but you should be able to take the leading role. Your answer should explain why you are the right person for the job and how your experience (with specific examples) has equipped you with these skills.

**b) Describe any necessary skills that you or your team do not currently have and how you will address these 'gaps' (150 words):**

It takes a wide range of skills to develop and implement an idea and we do not expect that you and your team will already have all of them. However, it is important that you recognise any 'gaps' that exist and explain how you will address them. You may plan to develop these skills yourself or you might plan to use a third party. Tell us how you plan to fill the 'gaps' - if you plan to develop these skills yourself, how will you do this? Or if you use a third party, how will you get them on board?

c) Briefly outline your plan for driving forward the idea in the next 6-12 months (imagining that this award doesn't exist) (100 words):

You should provide a realistic overview of what you would like to achieve in the next 6-12 months, and the practical steps you're going to take to get there. How do you plan to keep yourself accountable and ensure you make the progress that you want to see?

## 6. ORGANISATIONAL READINESS

a) Upload a statement of support from your organisation's Board and CEO. In [Appendix II](#) we have provided a template that can be used to complete this statement.

Here are a few questions that you may need to consider when asking for support from your Board to help complete the template in Appendix II:

- Are they confident that the new idea is sufficiently aligned with the organisation's mission and vision?
- Are they confident that the organisation can cover the associated costs (including National Insurance Contributions, pension contributions and staff welfare, as well as topping up the lead Intrapreneur's salary and/or backfilling their existing roles and responsibilities if necessary)
- The Board will also need to be supportive of the innovation process, and open to the setbacks and learnings along the way. Are they open to an interim internal governance structure to be set up so that decisions and progress can be made quickly and they don't need to be consulted at every stage? Are they open to integrating learnings, and willing to review strategic priorities if the initiative proves to have high potential?
- Have you considered how the lead Intrapreneur will be line managed and by whom - does this require any reallocation of responsibilities? Does the board need to approve any allocation of resources from the wider organisation (for example support from other departments or team members, e.g., school partnerships, branding/marketing)?

b) Describe your organisational culture and values, and how these will support internal innovation and the lead Innovator (150 words)

Tell us what your organisation's core values are, and how these will enable the lead Intrapreneur and the new initiative to flourish in your organisational culture. How will other team members support and inspire, and also be supported and inspired by the Innovator? What, in practice, will this look like and how will you ensure that all team members remain highly motivated?

## 7. VALUE ADD

a) Explain why the Fair Education Alliance's Innovation Award is a good fit for you and your idea, and why your organisation would not be able to effectively pursue this initiative without the Award (150 words):

Your answer should explain how you and your idea will be able to benefit from the Alliance's resources and reputation, as well as the prizes for Innovation Award Winners. We encourage you to read through our website and learn about what we do, and the impact that winning the Award has had on previous winners. Tell us what practical elements of the Innovation Award will be most useful to your organisation and the lead Innovator.

b) Explain how you are aligned with the [Fair Education Alliance's values](#) (150 words):

It is important to us that all Innovation Award Winners are committed to leading and upholding our Alliance's values. Our values transcend all levels of the Alliance, from the Secretariat to the Board, and from the membership to the education system.

c) Describe the work that you have done on your idea to date (if applicable) (150 words):

If you have been working on your idea for some time, then your answer should explain what you have achieved to date. Please provide information about the key milestones you have achieved, including details of any pilots/tests you have conducted. (You do not need to have done any work on your idea to be eligible for the Innovation Award and we encourage applications from individuals who are still at the 'idea stage'.)

d) Describe support you are receiving from any other organisations (if applicable) (150 words):

If you have already received support from other organisations, then please provide details about them and the nature of the support they have given you. You should also provide information about any applications for support you have made to other organisations but do not yet know the outcome of. Please note that we only need information about formal support relationships such as the provision of funding or training. We do not require information about advisors or mentors.

## Member Award Winners 2023

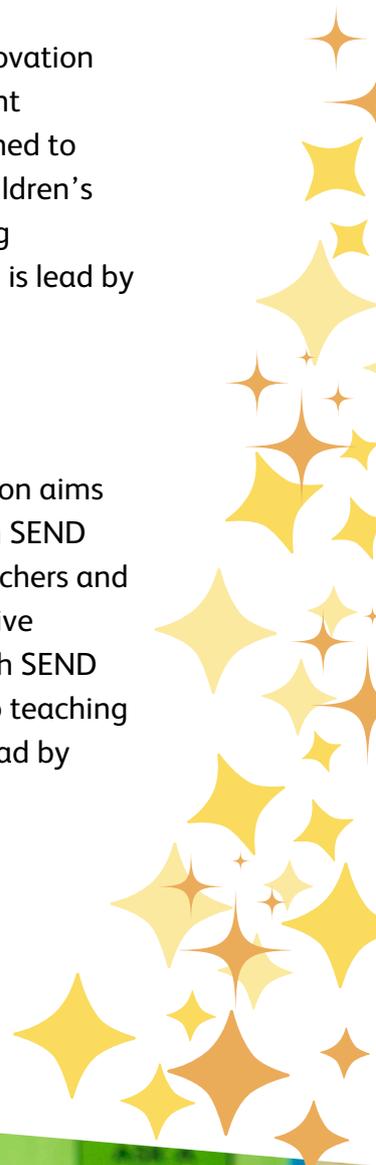
To give you an idea of the types of internal innovations we are looking for, meet our Member Award Winners 2023 below. You can read more about them [here!](#)



Campaign for Learning's internal innovation aims to enhance parental engagement through a multimedia resource designed to support parents to engage in their children's learning and enrich the home learning environment. This internal innovation is led by Miranda Baxter.

CHARTERED  
COLLEGE OF  
TEACHING

Chartered College's internal innovation aims to improve teaching for students with SEND through an online journal club for teachers and support staff that will focus on effective teaching approaches for students with SEND and how these can be embedded into teaching practice. This internal innovation is led by Beth O'Brien.



## Appendix I: Organisational Commitment

### The CEO / Senior Leadership Team's (SLT) Commitments

- Be supportive of the internal innovation and the lead Innovator from the beginning of the application process through to the end of the incubator and beyond, including thinking through the ongoing sustainability of the initiative and ongoing employment of the lead Innovator
- Be open to the learning that will come from the process
- Take part in Shortlisting Panel
- Dedicate two days' worth of time over the year to meet with the Head of Innovation Award to cover:
  - Management of and support for the lead Innovator during the process;
  - Set-up of essential feedback loops and reporting processes (including Board updates);
  - Preparation for any strategic or operational shifts resulting from the innovation;
  - Development of a culture where internal innovation can flourish to the benefit of the whole organisation.
- Liaise with the Head of Innovation Award throughout the incubator to provide support, receive feedback from, and benefit from peer support in the cohort and wider networks.

### The lead Innovator's Line Manager's Commitments:

We recognise that the lead Innovator's role and way of working may change dramatically over the course of the Incubator. For this reason, it is highly recommended that we have 2 days' worth of time with the lead Innovator's line manager over the course of the programme, so that we can support them to:

- effectively manage and nurture the lead Innovator during the process;
- positively manage the impact on wider team members;
- build a plan for ongoing progression and support of the Intrapreneur beyond the programme

### Other Departments and Team Members:

For organisational culture to remain positive and supportive of the lead Innovator and the innovation process, it is recommended that other team members are involved at various stages of the incubator - whether by being invited to join a session that is relevant to them, or by being allocated some time to work on the new, exciting initiative.

While the lead Innovator will see out the innovation process from start to finish, depending on the size of their organisation, it is likely that the lead Innovator will need to draw on the time and expertise of other team members (e.g. branding, fundraising, school partnerships) to accelerate the new initiative, and to avoid duplicating learning. This should present a win-win scenario, where the initiative benefits from the expertise of other team members, and other team members benefit from the excitement of working on a new project.

In order for this to be possible, the (larger) organisations' leadership will need to understand the benefits and agree to the use of other departments' time and resource during the process to take the innovation forward (and this will be discussed along the selection process with the SLT Contact).

In cases where this wider expertise doesn't exist in the (smaller) organisation, the lead Innovator will be equipped to carry out the essential activities themselves. Depending on the variety within the Award Winner cohort, one potential scenario could be that the lead Innovators from smaller organisations join the incubator sessions, while the lead Innovators from larger organisations receive guidance on how to work effectively with internal stakeholders and are given extra time to do this.

#### The Organisation's Commitments:

The organisation can cover the associated costs and responsibilities relating to the lead Innovator's employment and management, including National Insurance, pension contributions and any staff welfare.

In recognition of the support offered, we will require each organisation involved in the incubator to commit to running at least one session if appropriate. The details of this will be established after the selection process has been completed, and before the incubator starts. Organisations could be asked to select, from a list of topics, which ones they can offer expertise in, which could include fundraising, corporate partnerships, selling to schools, marketing and comms, building and managing a board.

#### The Board's Commitments

- Be supportive of the internal innovation and the lead Innovator from the beginning of the application process through to the end of the programme and beyond
- Submit a statement of support with the online application (See [Appendix II](#))

## Appendix II: Board and CEO Statement of Support

We, the Chief Executive Officer and the Board of Trustees of [INSERT ORG] hereby confirm our strategic, financial and operational support for [INSERT ORG] proposed initiative for the Fair Education Alliance Innovation Award.

In confirming our support for this initiative, we give the following commitments:

**STRATEGIC COMMITMENT:** The new initiative proposed for the Innovation Award is aligned with our organisation's mission and vision. [PLEASE INSERT A FEW SENTENCES DETAILING HOW THE NEW INITIATIVE ALIGNS WITH YOUR MISSION AND VISION].

**FINANCIAL COMMITMENT:** The organisation can cover the associated costs and responsibilities relating to the lead Innovator's employment and management, including National Insurance, pension contributions and any staff welfare [INSERT DETAIL AS RELEVANT FOR YOUR ORGANISATION].

**OPERATIONAL COMMITMENT:** The organisation will support the lead Innovator and the internal innovation process [PLEASE ADD DETAIL ON WHAT THIS COULD LOOK LIKE - THE QUESTIONS BELOW MAY HELP PROMPT THINKING]:

a) How will the Board and CEO be informed of the lead Innovator's progress?

b) Do current governance structures and processes support internal innovation? What will you continue, change or adapt in your governance to support the internal innovation process? (e.g. interim governance structures may be helpful for some organisations so that decisions and progress can be made quickly without consultation of the Board at every stage)

c) Do any responsibilities and/or resources need to be reallocated to support the lead Intrapreneur along the innovation process (e.g. support from other departments)?

d) How open are the Board and CEO to integrating learnings from the internal innovation process? What can be put in place to support this integration?

CEO Name:

Signature:

Date:

Board Chair Name:

Signature:

Date:

# Our Fair Education Alliance Members



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We are working towards a day when no child's success is limited by their socioeconomic background.

We believe there's still more to be done to create a fairer and more equitable education for all, but together we believe systemic change is possible.

[faeducation.org.uk](https://faeducation.org.uk)

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