

Could you become a Trustee?

Schools up and down the country have faced unprecedented times over the past few months with the majority of pupils learning from home as we get to grips with the challenges of Covid-19. It has resulted in huge uncertainty for staff and the real risk of children's learning suffering as a result of the pandemic.

Thanks to the immense dedication of our staff, we have been able to keep our schools open for our most vulnerable pupils and children of key workers, and are now beginning to welcome more pupils back to the classroom.

But there remain significant challenges ahead.

As we work hard to adapt to new ways of working and learning, we are looking to attract new Trustees to our Multi Academy Trust to offer their support in helping to establish the 'new normal'.

First established in 2012, EMAT now has seven schools across Northamptonshire and Milton Keynes, educating approximately 5,000 children and young people between the ages of three and 19. Our family of schools includes Northampton International Academy, the largest free school in the country and an award-winning urban regeneration project.

"Every child deserves to be the best they can be"

We believe that all children and young people in our care should have the opportunity to fulfil their potential regardless of their ability or background.



Plans for the future

The key challenges for the board over the next 12-24 months are:

- To improve student achievements and exceed national standards.
- To strengthen governance through appointment of additional directors.
- To ensure effective succession planning for strong governance.
- To embed trust procedures and practices.
- To ensure that the trust growth strategy is measured and realistic and does not distract from the current schools.



Trust Ethos & Values

We are driven by a strong moral purpose that every child has the right to outstanding teaching and leadership. It is our passion to work with our children, their parents and carers and our staff to create world-class schools that demonstrate integrity of purpose through high aspiration for every child. We set high expectations for our leaders and teachers to support and stretch every child to ensure they make excellent progress and build the skills, knowledge and attributes that will prepare them well for secondary school and beyond.

Our values, ***Inclusion, Innovation, Inspiration, Integrity and Impact*** are the foundations of the trust and the communities it serves.

Background on Academy Trusts

Academy schools, which are charities ran independently of local authority control, now account for 71% of secondary schools and 26% of primaries – and their number is growing all the time.

Many of these schools are grouped together as multi-academy trusts (MATs). There are currently 980 multi academy trusts of 2+ schools. If the schools are to fulfil their potential, the trusts need non-executives (known in charity law as trustees) to bring a wide range of skills and experience to help guide strategy, ensure their ambitions can be soundly financed and keep their schools up to the mark delivering for their pupils.

“Academy boards must be ambitious for all children and young people and infused with a passion for education and a commitment to continuous school improvement that enables the best possible outcomes. Governance must be grounded in reality as defined by both high-quality objective data and a full understanding of the views and needs of pupils/students, staff, parents, carers and local communities. It should be driven by inquisitive, independent minds and through conversations focused on the key strategic issues which are conducted with humility, good judgement, resilience and determination.” **Source: Governance Handbook, Department for Education (2017)**

Trustees

Trustees – or non-executive directors - are both charity trustees and company directors of the academy trust; the role is to hold to account the executive and senior leadership team. The board of trustees manages the business of the academy trust and may exercise all the powers of the trust. The trustees ensure compliance with the trust’s charitable objects and with company and charity law.

Non-executive directors will be responsible for maintaining stability during a period of rapid growth and the management of a dynamic structure. The role also includes contributing to financial planning for sustainability and growth, and holding the CEO/CFO to account.



Person Specification

The competencies required for this role include:

Essential <i>(due to multiple roles, candidates may be accepted who possess one or more of the skills below)</i>	Desirable
<ul style="list-style-type: none"> • Audit Committee Chair • Risk • CFO/ Finance • Growth Management • Branding/Marketing • Corporate Governance 	<ul style="list-style-type: none"> • Education • HR • Legal/Compliance • Real estate/ Property • Non-executive/Trustee • Restructuring • CEO/General Management

Audit, Finance and Risk

The trust seeks a trustee with strong audit, finance and risk experience. The ideal candidate will have a background in a large charity or non-profit organisation, as well as demonstrating experience from a commercial, retail or industry setting, including evidence of contribution to growing a business, chain of businesses or franchises, as well as experience of head office and organisational development, including driving up business efficiency in central services.



Branding/Marketing

The trust seeks a trustee with a strong Branding/Marketing background with specific emphasis on communications, marketing and PR, to help raise the trust profile as it seeks to grow in future.

General and Growth management

Both of these roles require individuals who possess a strong 'general' skillset from across the business sphere, with a specific requirement for growth management. Experience working in a role with responsibility for corporate governance is essential.

Trusteeship is a voluntary, unpaid role for people who have the energy and skills to make a real contribution to shaping the future of our schools. You do not need to have any specialist knowledge of education.

Time Commitment

6 hours per month, minimum. Board meetings are held at EMAT central offices and sometimes in different schools across the Trust.

If you would like to discuss the role, or have any other queries, please contact Monica Juan, Head of Governance and Safeguarding via email monica.juan@emat.uk or phone 07767 002871.

The Trust is committed to safeguarding and promoting the welfare of children and young people and this position is subject to an Enhanced Disclosure check under the Rehabilitation of Offenders Act 1974.