



# Trustee Recruitment

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CANDIDATE INFORMATION PACK





## A WELCOME FROM OUR CHAIR OF TRUSTEES

***‘To grow a diverse and creative educational community where we encourage belonging and nurture believing: together becoming fulfilled and responsible members of God’s world.’***

Here at Thrive CE Academy Trust we are committed to securing the very best outcomes for our pupils and ensure that they receive a high-quality education rooted in our values of: **Belonging**, **Believing** and **Becoming**.

We want all those within our school communities to feel a real sense of **belonging** and see our Trust as a large extended family. We want our children, their families and our staff to enter a life-long journey of **believing**; utilising their unique gifts, believing in themselves and making a positive contribution to society. Finally, we want our children, their families and our staff to go on **‘becoming’** all that they can be, striving to achieve their full potential in a loving and fully inclusive environment.

We are proud that our trust has a history stretching back to 1612 when our first school was founded. Since then, we have been rooted in the Church of England education sector, which prides itself on being open to all faiths as well as being equally open to those of no faith.

As we continue to grow and welcome more schools into our Trust, we are seeking passionate individuals to join our Board of Trustees. We are looking for people who share our vision of an inclusive, nurturing education and are committed to making a real difference in the lives of our pupils and their communities.

As a Trustee, you will have the opportunity to work alongside a talented and passionate team, guiding the strategic direction of the Trust and ensuring that our schools continue to provide an exceptional learning experience for every child.

If you believe in the power of education to change lives and are excited by the opportunity to make a lasting impact on the young people within Thrive, we would love to hear from you.

**Paul Good (Chair of Trustees)**

## THE ROLE OF A TRUSTEE

Our Trustees are a group of individuals with a diverse range of backgrounds, experiences and expertise who dedicate time to supporting the trust and improving pupils' lives and life chances. We do so as we feel it is worthwhile and that we can make a difference together. We believe that collectively we are adding value to the trust, our colleagues, our pupils and the communities that our schools support.

We are here to support and challenge the CEO, central team and school leadership, helping to set clear direction and supporting the development of plans for the future. As directors of the Trust we are legally accountable for providing effective and ethical governance.

Trusteeship is a voluntary unpaid role for people who have the time, energy and skills to make a real contribution to shaping the future of our schools. The board collectively uses its varying knowledge, strengths and expertise to enrich the governance and success of the trust.

Volunteering as a trustee is a valuable addition to both personal and professional life and is a challenging yet rewarding position.



## HOW MUCH TIME IS REQUIRED TO FULFIL THE ROLE?

The Trust board supports and challenges the Executive team and measures performance within four key areas of the trust (these are based around the DfE's 'Quality Trust Descriptors'). These are:

- Educational Standards and Curriculum
- Finance and Business Management
- Governance and Policy
- People and Culture.

To carry out this key function, Trustees must dedicate enough time to ensure that they acquire the necessary knowledge within these areas to allow them to support and challenge the work taking place. Trustees are therefore required to:

- Attend a minimum of 4 Full Board meetings per year
- Fulfil a key role in subcommittees of the full Trust Board (usually 1 meeting per term)  
or
- Be available to support at panel hearings (i.e. complaints, grievance, appraisals)
- Find the time to meet with the CEO, trust central team or other Trustees to work collaboratively on specific projects or key priorities.
- Where appropriate, find opportunities to visit Trust schools and meet with staff and pupils.

It is very difficult to quantify the numbers of hours that a Trustee would need to commit to the role. All efforts are made to schedule meetings around Trustee working or personal commitments, but as a guide, we would suggest that a Trustee is prepared to allocate 4-6 hours per half-term to fulfil their role.



## CURRENT TRUSTEE VACANCIES

### 1. Business and Finance

#### Role:

- Overseeing the trust's financial health and sustainability and ensuring effective resource management across the trust
- Overseeing and guiding on business and financial matters ensuring the trust operates within its means and achieves its financial objectives
- Ensuring robust risk management policy and procedures are in place and that risk control measures are in place to safeguard the Trust's assets
- Evaluating major financial decisions, such as capital investments, to ensure they align with the Trust's strategic goals

### **Person Specification:**

- Strong financial acumen and experience in business or financial management
- Understanding of financial statements and planning
- Experience of budgeting and financial forecasting
- Knowledge of relevant financial regulations and compliance requirements, ideally in the education sector or knowledge of school funding mechanisms

## **2. Educational Standards and Curriculum Oversight**

### **Role:**

- Key role in overseeing the educational quality and standards at the Trust ensuring a broad and balanced curriculum which meets the needs of all pupils and is aligned with statutory requirements
- Supporting the development and review of curriculum changes and monitor the implementation of the curriculum and its impact on pupils' outcomes
- High level oversight of data on pupil performance including attainment and progress
- Ensuring that the Trust has effective systems in place to track performance and challenging and supporting the school leadership team on strategies to improve educational outcomes
- Ensuring robust processes are in place for quality assurance of teaching and learning and reviewing the effectiveness of interventions and support for pupils with additional needs

### **Person Specification:**

- Strong understanding of curriculum development and educational standards with knowledge of statutory requirements for primary education
- Experience in analysing educational data and performance metrics
- Experience in the education sector, preferably in a senior teaching or leadership role

## **3. People and culture (HR)**

### **Role:**

- Challenging and supporting critical people-related matters such as organisation development, change management, talent and succession planning, and leadership capability
- Advising on strategies for attracting and retaining highly skilled educators and support staff and overseeing recruitment processes to ensure they are fair, inclusive and effective
- Supporting the development and implementation of effective performance management systems ensuring that reviews are conducted fairly and constructively
- Advising on opportunities for continuous professional development (CPD) and monitoring the effectiveness of these and their impact on teaching, learning and leadership
- Supporting the appointment and review of the senior leadership team and advising on pay recommendations for this group
- Ensuring the Trust's culture reflects its values and ethos and complies with relevant policies, specifically Equality, Diversity and Inclusion (EDI)

- Providing oversight of initiatives that support staff wellbeing and monitor staff satisfaction and engagement through surveys and feedback mechanisms

### **Person Specification:**

- Understanding of HR practices and principles
- Current knowledge of employment laws and educational regulations
- Experience of organisational change implementation and, ideally, managing relations with Trade Unions
- Professional qualification in HR (e.g. CIPD) or a related field

### **Required of all Thrive CE Academy Trustees:**

- Commitment to the ethos and value of the Thrive Trust
- Strong interpersonal and communication skills
- Ability to think strategically and act decisively
- Empathy, integrity and a commitment to fairness and working collaboratively

## **HOW TO APPLY**

Application is by CV and a covering letter which should indicate why you are interested in applying for a Trustee role and how you meet the role requirements and person specification outlined within this pack. These should be sent to our Trust CEO, John Barrett, at [ceo@thrive-mat.com](mailto:ceo@thrive-mat.com) . If you would like a call to discuss the role in more detail, please do not hesitate to get in touch.

We want you to have every opportunity to demonstrate your skills, ability and potential; please contact us if you require any assistance or adjustment so that we can help with making the application process work for you.

