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Strive 4 Academy Trust. Registered in England. Company No: 10863245

Job title:	Strive4 Trustee
Location:	Strive4 Academy Trust, Ray Lodge Primary School & Farnham Green Primary School. Meetings held at the relevant Academies. Site visits to local Strive4 Academies as necessary
Hours:	• Attend at least three Board of Trustees and/or Governance meetings a year • Remote involvement via email/telephone when required • Regular review of reports and documentation
Salary range:	Voluntary
Term of office:	Four years

Job Description

The role of those serving on a Board of Trustees and in Governance is an important one, ensuring there is an accountability for the performance of the Trust and the Academies and that the Academies serve their communities. Trustees serve on the board and also form committees that ensure safeguarding, school improvement and financial management are as effective as possible. Those serving must ensure that at all times they act in good faith and in the best interests of the Academies, exercising reasonable care and skill having particular regard to personal knowledge and experience.

Specific responsibilities of Strive4 Trustee

The specific tasks and responsibilities of Strive4 Trustees are as follows, to:

- ensure implementation of the strategic vision of the Trust and the Academies in particular;
- support the Board in developing and maintaining effective links within the Academies' communities, communicating openly and frequently as appropriate and ensuring that the Academies meet their responsibilities to the community and serves the community's needs in relation to the safeguarding and education of its pupils;
- oversee and support the Academy's senior leadership team;
- ensure the Academy works within its budget and implements risk and financial management policies;
- support the Academy's senior leadership team in the development and review of an appropriate

staffing structure;

- where appropriate, support the Headteachers in the recruitment and performance management of strategic personnel;
- promote collaboration with the other Strive4 Academies, actively seeking opportunities for the Academies to work together either with the aim of improving economic efficiencies within the Trust or identifying and implementing best practice across all Academies;
- review delegated local Academy policies (e.g. admissions, pupil behaviour, safeguarding);
- support the Academy's senior leadership team in relation to curriculum and budgeting priorities, determining any local priorities;
- support the Academy's senior leadership team in monitoring pupil progress and analysing performance data, having regard to the performance benchmarks determined by the Trust across all Academies;
- ensure the implementation of any Academy plan, focusing particularly on Academy performance targets;
- undertake all and any appropriate community consultation;
- provide a point of contact for parents, carers and other members of the local community;
- maintain effective links with the local community.

Core Competencies

The following core competencies and skills expected of Trustees are to:

- work as a team;
- attend meetings and be prepared to contribute to discussions and commit to agreed actions;
- be respectful of the views of others and to be open to new ideas and thoughts;
- treat all confidential information confidentially;
- act with integrity, avoiding any personal conflicts of interest and complying with the Trust's Conflict of Interest policy;
- develop a deep understanding of the vision and ethos of the Trust and its Academies and the roles played by all individuals in fulfilment of the Trust's mission;
- understand the policies and procedures of the Trust and how these flow down to the Academies;
- support the Trust in public and act as an ambassador of the Trust and the Academies;
- commit to training and skills development;
- be ready to provide challenge;
- be focused on problem solving and be ready to learn from past experiences;
- act in accordance with any authority delegated to him or her, including complying with any regulation or requirement of those whom delegated authority is received;
- adhere to the Strive4 Principles in their conduct

Person Specification

Personal qualities and values:	
Essential:	Desirable:
▪ A desire to create positive change for young people ▪ A commitment to the aims and objectives of Strive4 Multi Academy Trust ▪ A willingness to devote time and effort ▪ An ability to work effectively as a team while contributing an independent perspective ▪ An ability to build productive and supportive professional relationships ▪ A commitment to the Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership ▪ A commitment to equal opportunities and anti-discriminatory practice ▪ A commitment to Safeguarding young people ▪ Reliability and integrity	
Experience:	
Essential:	Desirable:
▪ A record of continuous professional /personal development ▪ Experience of driving positive change/making a difference	▪ Experience in leadership and management ▪ Professional experience in education / accountancy / finance / business / HR / marketing / law
Knowledge:	
Essential:	Desirable:
▪ An understanding of the UK education system and schools ▪ An understanding and acceptance of legal duties, responsibilities and liabilities of trusteeship ▪ An understanding of the use of	▪ An understanding of financial and data

attainment and other data to assess progress, strengths and weaknesses	
Skills:	
Essential:	Desirable:
▪ An ability to think creatively ▪ Good, independent judgment and the ability to be impartial and present a balanced view ▪ An ability to use information to inform decision-making ▪ Specific skills to strengthen the skill base of the local governing body and lead at least one area of responsibility ▪ An ability to act as a 'critical friend'	▪ Strategic vision

Legal Requirements:

Individuals who are not able to make the following declarations may not serve on the Board of Trustees and Governance:

- I am not disqualified from acting as a charity trustee
- I have not been convicted of an offence involving deception or dishonesty (or any such conviction is legally regarded as "spent")
- I have not been involved in tax fraud or other fraudulent behaviour including misrepresentation and/or identity theft
- I have not used a tax avoidance scheme featuring charitable reliefs or using a charity to facilitate the avoidance
- I am not an undischarged bankrupt
- I have not made compositions or arrangements with my creditors from which I have not been discharged
- I have not been removed from serving as a charity trustee, or been stopped from acting in a management position within a charity
- I have not been disqualified from serving as a company Trustee
- I am not included in the list kept by the Secretary of State for Education under s1 of the Protection of Children Act 1999 (or equivalent) or have ever been disqualified from working with children or serving on a governing body of a school
- I am able to provide a valid Disclosure and Barring Service Certificate under the Protection of Freedoms Act 2012 which does not disclose any reason why I should be unsuitable for working with children