



MAT Board Trustee Vacancies x 2

Introduction

The South Westmorland Multi Academy Trust is responsible for one school at the present time, Dallam School in Milnthorpe, South Cumbria. The Board of Trustees is seeking to recruit 2 additional Trustees to take its total membership from 8 to 10. These are voluntary unpaid roles and the term of office is 4 years. The Board of Trustees holds approximately 4-6 full Board meetings each year. Trustees will also sit on one or more Board committees and will attend additional focus group meetings, training sessions and events.

Being a Trustee for the South Westmorland Multi-Academy Trust gives you the opportunity to make a valuable contribution to your community and help ensure the best outcomes for young people. The board is friendly and welcoming and draws people from a range of backgrounds and experiences who work closely with the school leadership team. You will have the opportunity to gain new skills, put existing ones to use and gain an in-depth knowledge of the ever-changing education system.

Trustee Role Description

Trustees work together to carry out their core functions:

- ensuring there is clarity of vision, ethos and strategic direction
- holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
- overseeing the financial performance of the organisation and making sure its money is well spent
- ensuring the voices of stakeholders are heard

Trustees are responsible for governing a charitable company and directing how it is managed and run. Trustees must also ensure that the trust complies with all legal and statutory requirements.

The Board of Trustees' strategic responsibilities

The Board of Trustees works closely with the senior executive leaders at Dallam School. Senior executive leaders are responsible for the day to day operational management of Dallam School, whereas the role of the board is strategic. As such, trustees are responsible for:

- determining the mission, values and long-term ambitious vision for the trust
- deciding the principles that guide trust policies and approving key policies
- appointing and appraising the senior executive leader and making pay recommendations
- working with senior leaders to develop a strategy for achieving the vision
- ensuring that stakeholders are involved, consulted and informed as appropriate
- ensuring that the school delivers a broad and balanced curriculum such that pupils are well prepared for the next stage of their education and adult life
- taking ownership of the trust's financial sustainability and ensuring effective resource management
- agreeing the trust's staffing structure and keeping it under review to ensure it supports delivery of the strategy
- ensuring robust risk management policy and procedures are in place and that risk control measures are appropriate and effective

Monitoring and evaluating trust performance

Trustees must monitor the priorities that have been set to ensure progress is being made by:

- measuring the trust's impact and progress towards its strategic objectives
- ensuring the required policies and procedures are in place and the trust is operating effectively in line with these policies
- holding the senior executive leader to account for standards, financial probity and compliance with agreed policies
- evaluating relevant data and feedback provided by senior executive leaders and external reporting on all aspects of trust performance
- asking challenging questions of the senior executive leader in order to hold them to account
- ensuring that there are policies and procedures in place to deal with complaints effectively

Contribution to the board

Trustees need to ensure that they are making a positive and meaningful contribution to the board by:

- attending meetings, reading papers and preparing questions for the senior executive leader in advance
- establishing and maintaining professional relationships with senior executive leaders and colleagues on the board of trustees
- getting to know Dallam School and other schools who join the Trust in the future, including visiting occasionally during school hours
- undertaking induction training and developing knowledge and skills on an ongoing basis

Local governance arrangements

Trustees are responsible for:

- ensuring that the trust's governance structure meets the needs of the trust
- agreeing clear schemes of delegation, outlining the responsibilities delegated to the senior executive leaders and the responsibilities of the board and academy committees
- ensuring effective communication channels are in place

Trustee Requirements and Attributes

All those in governance are required to uphold the 7 Nolan Principles of public life and adhere to the National Governance Association (NGA) Code of Conduct. They should also demonstrate the following attributes as outlined by the National Governance Association (NGA).

Attribute	What this looks like on a governing board
Committed	<ul style="list-style-type: none">■ Devoting the required time and energy to the role and aiming to achieve the best outcomes for young people■ Prepared to give time, skills and knowledge to developing themselves and others in order to create highly effective governance
Confident	<ul style="list-style-type: none">■ Having an independent mind, able to lead and contribute to courageous conversations■ Be willing to express opinions and to play an active role on the board
Curious	<ul style="list-style-type: none">■ Possessing an enquiring mind and an analytical approach■ Understanding the value of meaningful questioning
Challenging	<ul style="list-style-type: none">■ Providing appropriate challenge to the status quo and asking questions of leaders■ Not taking information or data at face value and always seeking to improve things
Collaborative	<ul style="list-style-type: none">■ Prepared to listen to and work in partnership with others■ Understanding the importance of building strong working relationships within the board and with executive leaders, staff, parents and carers, pupils, the local community, the local authority and employers
Critical	<ul style="list-style-type: none">■ Understanding the value of critical friendship which enables challenge and support■ Self-reflective, pursuing learning and development opportunities to enable both themselves and the board to become as knowledgeable as possible
Creative	<ul style="list-style-type: none">■ Able to challenge conventional ideas and be open-minded about new approaches to problem-solving■ Recognising the value of innovation and creative thinking to organisational development and success

The South Westmorland Multi Academy Trust Board brings together and utilises the skills and experiences of people from a range of sectors and industries. Please [see our Trustee profiles document on our website](#) for more information about our current Trustees. Professional skills which governing boards such as ourselves find valuable include financial management and accountancy; organisational change management; legal; HR; property and estates management; procurement and contracting services; project management; equal opportunities; risk management; health and safety; marketing and public relations; and ICT.

Our Board regularly completes a skills audit and in view of the skill set of our current Board, we would be particularly interested in people who have a strong financial background. We are also seeking people who would be interested in taking on Chair/Vice Chair roles for the Board and its committees in the future. Knowledge of the education system is not a prerequisite.

Induction and Training and Development

An induction programme and full training and support will be provided. A range of face to face training is undertaken and Trustees are also encouraged to undertake e-learning courses provided by the National Governance Association (NGA) and The Key for School Governors.

Expenses

Trustees are eligible for out of pocket expenses incurred as a result of fulfilling their role as trustee. Payments can cover incidental expenses, such as travel, but not loss of earnings.

Further Information/Application Process

Further details about our governance arrangements can be found on our website [Governance and policies - Dallam School](#). Please also contact Sally Coyle, MAT Governance Clerk, s.coyle@dallamschool.co.uk if you have any queries. An informal telephone conversation with the Chair of the South Westmorland Multi Academy Trust can also be arranged on request.

Please apply by emailing your details and CV to the MAT Governance Clerk by **Monday 6 June 2022**. Shortlisted candidates will be invited to interview (date TBC). References will be sought in advance of an appointment being confirmed and a Disclosure and Barring Service (DBS) check will also be undertaken.

Important note:-

The South Westmorland Multi Academy Trust Board is keen to reflect the diversity of the school community and wider society. Younger people (aged under 40) and those from ethnic minorities are currently under-represented in school governance generally and this applies in our case too. Evidence from other sectors shows that diverse boards improve performance and decision-making; by having a greater range of perspectives and lived experience involved in governing board discussions, all pupils will benefit from better, more robust decision-making.