



Believe Engage Succeed Trust (BEST)

'Engaging learners to enhance their life opportunities and outcomes'.

Believe Engage Succeed Trust (BEST) seeks one non-executive director to join the Trust Board overseeing three specialist schools in Suffolk. The trust's core purpose is to ensure that every child achieves personal development alongside vocational and academic success. Candidates should have senior experience of strategic HR, preferably recruitment and employment. **Board meetings are normally held in Bury St. Edmunds.** Currently, due to COVID-19, the trust are holding virtual Board meetings. The trust was incorporated in February 2016 and became operational in February 2019.

About the trust

Believe Engage Succeed Trust (BEST) aim is to be the 'Go To' trust for progress and innovation in learning within specialist Special Educational Needs and Disabilities (SEND) and Social, Emotional and Mental Health (SEMH) provision in the East of England. With a passion for ensuring that education succeeds for all, the Trust's philosophy promotes a growth mindset where everyone (children and staff) can learn and aspire to be the BEST that they can be. All schools work in partnership with families to enable them to share their child's success and grow with their child; thus, creating sustainable change. The Trust is responsible for 354 pupils, 280 staff and operates a budget of £8.22 million pa.

There are currently three schools in BEST:

- **The Albany Pupil Referral Unit (PRU)**, based in Bury St. Edmunds is a Secondary Provision with 54 students in Year 7 through to Year 11. Its students have a range of often complex SEMH needs. Some students, when ready are re-integrated into mainstream education. There are 25 staff and a budget of £1.41 million pa. Admission is via Suffolk County Council Education Authority.
- **Riverwalk School** in Bury St Edmunds caters for 185 pupils aged 3 -19 from Nursery through to Sixth Form, who have severe, profound and complex learning needs. There are 143 staff and a budget of £4.27 million pa. All the school's learners have either a Statement of Special Educational Needs or an Education Health and Care Plan and admission is via Suffolk County Council Education Authority. The school has just moved into extensively refurbished and re-modelled building that provides a very modern and spacious special school.
- **Warren School**, based in Lowestoft, is a special school for 115 children and young people aged 3-19 with severe and complex learning difficulties (SLD) with some learners having profound and multiple learning difficulties (PMLD). There are 112 staff and a budget of £2.54 million pa. All the school's learners have either a Statement of Special Educational Needs or an Education Health and Care Plan and admission is via Suffolk County Council Education Authority.

BEST's fundamental objective is to allow all the children and young people they support who cannot access or engage with mainstream education to BELIEVE in themselves, ENGAGE with their learning so that they can SUCCEED in their educational and vocational qualifications. The Trust provides structured opportunities for them to develop the life skills that help them ultimately to become successful adults who can engage confidently with their communities, leading them to have a fulfilling lifetime of opportunities as independent adults, so that everyone of them can make a positive contribution to society. To this end,



BEST creates highly effective provisions that adapt to the needs of our children and their families, driven by the conviction that having fun and showing respect and dignity ensures every individual matters.

Plans for the future

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

1. **Improve the trust schools' effectiveness:** in supporting the personal development and academic achievements of all children, so that they can be the BEST that they can be and be confident citizens.
2. **Measured growth:** to expand the trust's offer in terms of both the range of services offered and the number of SEND and SEMH children being support across East Anglia.
3. **Ensuring all stakeholders are working together within the BEST umbrella.** Creating a unified strategic horizon for the next 3-5 years.

Trust ethos & values

BEST actually places the child the centre of everything it does. The Trust has built a strong reputation for always 'going the extra mile' for all our children. All learners are helped to recognise their successes and achievements and there is a "can do" ethos in all BEST's schools

Role summary

Number of positions advertised:

1

Role 1 – Trustee/Non-Executive Director

Trustees – or non-executive directors - are both charity trustees and company directors of the academy trust. Their 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.

Person specification

The competencies required for this role include:

- **Essential**
- Strategic HR

Desirable

- Recruitment
- Employment Law
- Staff development

Role 1: Non-executive/ Trustee - HR Specialist.

The Board wishes to increase its HR skills and expertise. The key responsibilities will be to provide insights into best practice for:

- a successful HR strategy in educational settings;
- HR policies and procedures including employment legislation, executive and senior recruitment, performance management and pay;



- HR planning for growth.

Person specification:

Candidates will have a strong HR background with experience of a strategic HR role, working across multiple sites. Where they have non-educational HR experience, a willingness to understand SEND and SEMH settings and transfer their experience effectively is expected. An appropriate level of creativity/flexibility in HR solutions will be appreciated.

Time commitment

6 hours per month (minimum).

Location of board meetings and trust website

Board meetings are held twice termly in the evenings 6.30 to approx. 8.30 at Riverwalk Campus, Mayfield Road, Bury St. Edmunds, IP33 2PD. Currently, sub committees are incorporated in the main board meetings.

More information concerning the Trust can be found at:

www.BEST-education.co.uk

There are also separate websites for each of the Trust's schools:

Albany – www.albanypru.co.uk

Riverwalk – www.riverwalk.org.uk

Warren – www.warrenschoool.co.uk

Governance structure

The Trust Governance structure is on the Trust's website:

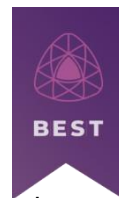
<https://best-education.co.uk/wp-content/uploads/2020/04/BEST-Governance-Structures-short-form-March-2020.pdf>

Background on academy trusts

Academy schools, which are charities run independently of local authority control, now account for 74% of secondary schools and 31% 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 832 multi academy trusts of 3+ 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.

“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 (2019)

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.