

Based in an area of high deprivation in north Bristol and South Gloucestershire, Endeavour Academy Trust seeks to appoint two non-executive director with expertise in Legal or Education Leadership to oversee the trust's expansion, delivery of its vision; development of its values and a delivery of the five year strategy in conjunction with the CEO. Board meetings are held in North Bristol.

About the trust

Endeavour Academy Trust oversees four primary academies (each with a nursery) situated in North Bristol and South Gloucestershire, their schools serve areas of relatively high deprivation; on average, 30% of pupils across the trust are eligible for free school meals. The trust began in 2012 with the conversion of Little Mead Primary Academy, rated Outstanding by Ofsted, which was also designated as an academy sponsor. Henbury Court Primary Academy, taken into the Trust as a sponsored school, is now rated as Good (2019) by Ofsted having been in Special Measures at the time of sponsorship. Fonthill Primary Academy's last inspection was in 2014 and received a rating of Good by Ofsted. The trust's current capacity is just over 1,100 pupils which will grow year-on-year following the opening of Charlton Wood Primary Academy in September 2019.

Plans for the future

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

1. **To become the school of choice:** the Trust schools strive to provide a holistic well-rounded education for all children. The Trust seeks to support the schools in ensuring that all children reach their potential and prioritise children's mental health and wellbeing. The Trust is undertaking a review of curriculum provision to ensure that the curriculum intent and implementation is in line with the vision & values. All schools currently have an Ofsted rating of Good (or better) and this has enhanced the reputation and popularity of the schools however, with both national and local population demographics showing a sustained decline in primary age pupil numbers, careful and creative planning is required to ensure that the Trust continues to make the best possible use of resource.
2. **To become the employer of choice:** The Trust is currently seeking to widen the opportunities for staff to work across the trust with all senior leaders holding trust wide roles and responsibilities to support school improvement. The Trust is also reviewing its recruitment, retention and career development policies and processes with the ambition to develop a comprehensive training and development offer and talent management programme.
3. **To become the partner of choice:** the trust successfully opened Charlton Wood Primary Academy in September 2019 and longer term has ambitions to grow further. The trust aims to work with local partners to build leadership and school improvement capacity to improve the life chances of all local pupils and their communities.

Trust ethos & values

Endeavour Academy Trust's vision is ...Together they can achieve successful, sustainable schools; driven by an embedded culture of collaborative learning and a collective responsibility to deliver outstanding outcomes for all. They aim to become the schools of choice, employer of choice and partner of choice in their communities. The trust is currently undertaking a consultation process with stakeholder in order to develop the values.

Role summary

Number of positions advertised: 2

Role 1-2 - Trustee/Non-Executive Director

Legal/ Compliance: A qualified legal professional would be ideal to help scrutinize the various aspects of compliance and provide broader understanding on the board of information given by advisers.

The Education Trustee would ideally have experience of Primary level education and in addition to sitting on the main board would become a member of our School Improvement & Development Committee.

Trustees – or non-executive directors - are both charity trustees and company directors of the academy trust. The core functions of their role are: ensuring clarity of vision, ethos and strategic direction; holding executive leaders to account for the educational and financial performance of a charitable company funded by the public purse. 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.

N.B. In the interests of safeguarding, all trustee appointments would be subject to an enhanced disclosure and barring service check.

Person specification

Every trustee is expected to abide by the trust's code of conduct and the seven principles of public life set out by Lord Nolan: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

The Competency Framework for Governance (DfE) 2017 details the knowledge, skills and behaviours required for effective governance from all trustees and the board chair:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/583733/Competency_framework_for_governance_.pdf

The strategic expertise required for the NED role includes:

Essential

(due to multiple roles, candidates may be accepted who possess one or more of the skills below)

- Legal
- Education Leadership

Desirable

- Corporate / Charity governance
- Non-executive / Trustee
- Property/Estates
- Procurement

Time commitment

6 hours per month minimum.

Location of board meetings and trust website

Board meetings are held at Endeavour Trust Offices which are in Southmead, Bristol.

For more information on the trust, please see their website: <https://www.endeavouracademytrust.org.uk/>

Governance structure

For more information in regard to the trust's governance structure, please see:

<https://www.littlemead.bristol.sch.uk/217/statutory-governance-information>

Background on academy trusts

Academy schools, which are charities run independently of local authority control, now account for 69% of secondary schools and 33% 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 900 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.

Applications

Academy Ambassadors is a non-profit programme which recruits senior business leaders and professionals as volunteer non-executive directors onto the boards of multi-academy trusts. If you are interested in applying for the role please send your CV and a short expression of interest detailing which role you are applying for to academyambassadors@newschoolsnetwork.org. Please note: candidates should live within reasonable travelling distance of the trust and/or have a link with the region. For more information, please call 0207 952 8556 or visit www.academyambassadors.org.

Key dates

We strongly recommend applying as early as you can to have the best possible chance of being considered as we may change the closing date if we have received sufficient applications. Applicants should be aware of the following key dates in the recruitment process –

Deadline for applications: Friday 27th November 2020