

Chair - Kensington Aldridge Academy (KAA)

Kensington Aldridge Academy is an accomplished, forward thinking single academy trust located in Kensington, London. The trust seeks a skilled leader from the private, public or voluntary sector, experienced in strategic governance to become chair and join the engaged and knowledgeable board and relevant sub committees. Board meetings are currently held virtually in the evenings then at Kensington Aldridge Academy, when safe to do so.

About the trust

Kensington Aldridge Academy (KAA) opened in 2014 and is a flagship West London academy. KAA serves a community of 1,250 students aged 11-18. Two thirds of students qualify for the “Pupil Premium” (the government’s index of deprivation). KAA is now in its seventh year of operation, and at an exciting stage of its development. The school has been graded “outstanding” in all categories by Ofsted and results are consistently above national average.

KAA is heavily oversubscribed and places are awarded by distance, meaning nearly all students live within a mile radius. The Sixth Form is also oversubscribed, with 250 students in total studying A Levels. Half progress to Russell Group universities each year, with a small number to Oxbridge, and there is an apprenticeship pathway alongside this.

An important part of KAA’s history is the Grenfell Tower fire in 2017. The role the school can play in the community recovery is a central focus, and KAA has received national recognition for this: www.kaa.org.uk/news/kaa-in-the-media. KAA’s leadership team was able to draw on the strengths gained through this experience to have an agile response to the covid-19 situation and utilise the temporary building resources to ensure social distancing to minimise disruption to the students during this unprecedented time.

KAA is also a contributor to wider education policy debates, and demonstrates the type of innovation which the academy and free-schools movement was designed to bring about: www.kaa.org.uk/news/kaa-education-policy. None of the above would be possible without an excellent governing body, led by a skilled Chair. This is an exciting opportunity for an experienced leader, passionate about addressing social disadvantage, to step into this role and continue the great work the trust board and KAA leadership team has achieved thus far. The incoming candidate will be able to work alongside the current Chair in the spring & summer of 2021.

Plans for the future

The School’s short-term priorities are focused on maximising the education offer to students, especially for its disadvantaged students, and addressing the ongoing needs in this covid-19 environment.

Three key challenges for the School over the next 12-24 months are:

1. Maintaining the Ofsted judgement of ‘outstanding’ and preparing for any upcoming OFSTED inspection.
2. Working collaboratively with the lead and co-sponsor and partners to help define the KAA’s growth strategy and the consolidation of these plans.
3. To work with the lead-sponsor, the co-sponsor, the board and other partners to define the nature of the role KAA plays within the Aldridge Education family.

Trust ethos & values

KAA is a mission-led, values driven organisation. The motto is “Intrepidus” and students are taught to be bold and adventurous in their approach to learning and life.

There are four core values which sit behind the motto;

- Citizenship
- Creativity

- Resilience
- Excellence

Staff strive to give all students the best possible start in life, irrespective of their backgrounds or starting points.

Role summary

Number of positions advertised: 1

Person specification

Every trustee is expected to abide by 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:

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

Role 1 – Chair

The Chair leads the board of non-executive directors, or trustees, managing its business while providing an element of leadership for the organisation as a whole. The role is to hold to account the executive and senior leadership team, most specifically the CEO. The Chair needs to ensure that the board is able to deal with problems and related proposals professionally, both in terms of the skills of the trustees and the way in which it conducts its business. S/he will have a key role to play in recruiting and inducting new trustees.

The Chair also provides strategic leadership and governance for the academy. They are responsible for the safeguarding and education of pupils, as well as for setting and monitoring performance benchmarks.

Person specification

The competencies required for this role include:

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

- Chair/Vice Chair
- Non-executive/ Trustee
- Corporate Governance
- CEO/Managing Director

Desirable

- Partnership working
- Change Management
- Growth Management
- Risk
- Succession Planning

The successful applicant will have a track record of successful Chair/CEO experience. They will have strong interpersonal skills, with an adaptive approach and strategic mind-set. Additionally, they will be committed to the trust's ethos and values. This means having the willingness to devote time and effort to create positive change for pupils.

As Chair, they will compliantly budget and monitor expenditure, in line with legal obligations. They will strategise for asset management and risk management, and will develop productive and supportive professional relationships with the board and CEO.

Time commitment

6-8 hours /month minimum. Number of board meetings/year subcommittee meetings

Location of board meetings and trust website

<https://kaa.org.uk/the-academy/about-us/> Board meetings are held at Kensington Aldridge Academy
1 Silchester Road, London **W10 6EX**.

Governance structure

<https://kaa.org.uk/the-academy/governance/>



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 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.

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 click on the register now button.

In the interests of safeguarding and in accordance with DfE requirements, all trustee appointments will be subject to an enhanced disclosure and barring service check.

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.