

King Alfred Trust (KAT)

King Alfred Trust is a small academy trust aiming to grow to five schools by 2025. It aims to support primary schools in villages and small towns who are rooted in their community and share their high aspirations for pupils academically and pastorally. The trust seeks non-executive directors/trustees with expertise in Human Resources, Marketing & Communication and/or Estate Management. Board meetings are usually held in Pewsey Primary School, SN9 5EJ.

About the trust

King Alfred Trust (KAT) is a multi-academy trust set up in January 2014 with a supportive and inclusive ethos. Pewsey Primary School converted to academy status at the point of the trust opening and the trust subsequently sponsored the opening of King's Gate Primary Academy in Amesbury. The trust board currently oversees 300 pupils, 50 members of staff and a budget of £1.5m.

Pewsey Primary School has been in the top 4% of primary schools nationally for the last three years, and KAT was recently congratulated by the Department for Education. In 2016, the trust was presented with a local award for their successful work with children eligible to receive Pupil Premium monies (children currently or previously in receipt of Free School Meals). The award acknowledged the school as one of the highest achieving in the country in terms of attainment and progress of their disadvantaged pupils since 2011. Pewsey Primary School was rated Good by Ofsted in 2018.

In September 2019, the trust opened a new Free School (a type of academy) called King's Gate Primary School in Amesbury, Wiltshire. It is growing its education provision year-on-year by welcoming additional cohorts of children each September and has yet to be inspected by Ofsted.

Plans for the future

- 1. Growth** - the trust has a good educational and financial record and seeks to grow at a measured pace to 1000-1200 pupils by 2025. The trust board is clear that growth must be aligned with its ethos to support primary schools in villages and small towns who are rooted in their community and share their high aspirations for pupils academically and pastorally. Trustees have recognised that there is a mix of community and church primary schools based in mid and south Wiltshire and north Hampshire and started to engage with key stakeholders to understand how a formal collaboration could add value to other rural schools and local children. The trust board has also recognised that the local property market is very fluid and active in Wiltshire, with new housing developments near Amesbury and Andover and due to the MOD re-basing programme, which present opportunities to attract increased pupil numbers.
- 2. Leadership Capacity/School Improvement** - to be proactive in the development of additional leadership capacity to support and enable growth whilst maintaining high standards and pupil outcomes in its existing schools. The trust's Executive Headteacher/CEO is designated as a National Leader of Education who already works closely with the Local Authority to support the drive for school improvement in other local schools.
- 3. Governance/Succession Planning** – to oversee implementation of the trust's vision and growth strategy the trust board seeks to recruit outward looking trustees with expertise in Human Resources, Marketing & Communication and Estate Management/H&S. The trust also seeks to manage the future succession of its

trustees in a planned way in line with principle 5 of the Charity Governance Code.

Trust ethos & values

The King Alfred Trust Board is committed to ensure that the best possible education is delivered to pupils driven by an unswerving commitment to continual improvement.

The trust will work together to create whole school environments across the trust that are focused on raising the aspirations of all in a supportive and safe environment.

The trust will challenge everyone to achieve their full potential: socially, emotionally and academically. The trust will work at achieving outstanding provision across all its schools; providing a dynamic curriculum allowing all children to enjoy learning and achieve success.

The trust's schools will be inclusive environments where everybody is welcome.

The trust will provide experiences in a nurturing environment, where mistakes and risks are positive steps to learning.

Every child's talents and abilities will be developed through working independently and cooperatively.

The trust will promote effective working partnerships with all our stakeholders.↵

Role summary

Number of positions advertised: 2

Roles 1-2 – Trustee/Non-Executive Director

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 in compliance with its charitable objects, company and charity law.

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.

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:

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

The strategic expertise required for this role includes:

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

- HR
- Organisational Development
- Branding/Marketing/Communications
- Growth/Change Management
- Estate/Facilities Management/H&S

Desirable

- Entrepreneur/ Founder
- Non-executive/ Trustee
- Corporate Governance
- CEO/ General Management

Role 1-2 spec: The trust are currently looking for Trustees to build the board and ensure a balance of diversity and knowledge, skills and experience to drive through the continued success of the education of its young people in a mix of community and church schools. As a result, trustees would need to commit to upholding the Christian ethos of any joining church schools.

Time commitment

6 hours /month minimum. The trust board holds six termly board meetings (once every six weeks) and has delegated duties to some committees (see governance structure section below). In addition, trustees would be expected to demonstrate a commitment to ongoing professional development and when appropriate, visit the schools to improve understanding of their individual context and ability to offer strategic challenge as well as support.

Location of board meetings and trust website

Board Meetings are usually held at: Pewsey Primary School, Wilcot Road, Pewsey, SN9 5EJ. During the current Covid-19 restrictions, meetings are anticipated to be held remotely via virtual means.

Trust Website: <http://kingalfredtrust.co.uk/>

Governance structure

<http://kingalfredtrust.co.uk/our-team/>

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.