

# Newbury Academy Trust

**Newbury Academy Trust seeks up to three new non-executive directors with skills in law, branding/marketing or audit/risk to join its board. The trust comprises two primary schools and one secondary school, all of which are based in Newbury. New experienced business leaders will complement the existing trustee board and provide support and challenge to the executive team. Board meetings are held at Trinity School RG14 2DU, when safe to do so.**

## About the trust

The trust caters for 1,587 pupils, has around 250 staff and a budget for £10.2m. Its mission is to provide excellent education for all and dramatically improve the lives of children and young people by providing high-quality education and experiences.

Of the three schools within the trust, Trinity School (Secondary) is judged as Good by Ofsted, the two primary schools, Fir Tree School and Speenhamland School, were both judged as Required Improvement in their most recent inspections.

## Plans for the future

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

1. By Summer 2023 all schools are to be validated Good with Outstanding leadership (self- evaluation and external judgements)
2. The trust seeks to further improve the progress and attainment across its schools, in particular that of disadvantaged students, so that they are broadly in line with Fischer Family Trust estimates national benchmarks.
3. The trust must ensure all children return to school safely and smoothly following lockdowns. As well as focusing on well-being, ensure there are plenty of opportunities to catch-up.

Looking forward, the trust seeks to consolidate leadership across its schools. It also aims to improve the physical conditions of the physical disability resource unit at one of the primary schools.

## Trust ethos & values

*“Newbury Academy Trust provides high-quality learning in a safe, caring and purposeful environment that supports children and young peoples’ personal and academic development. We value the diversity that exists within our schools. We recognise the worth of each individual, helping them to develop a positive self-image and a ‘can-do’ attitude.*

*We equip our children and young people with the skills and knowledge that will enable them to achieve success throughout their education. We prepare our children and young people for roles as tomorrow’s leaders. We inspire them to reach for their dreams, act responsibly on their beliefs and be ready for future success.”*

URL to full mission statement: <https://www.newburyacademytrust.org/page/?title=About+Us&pid=7>

## Role summary

Number of positions advertised: 3

### Roles 1-3 – 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. More information about the roles and responsibilities of multi-academy trustees can be found in:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/924673/Academies\\_governance\\_role\\_descriptors.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/924673/Academies_governance_role_descriptors.pdf)

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 and receipt of two positive references completing the Trust's own recruitment procedures.

### 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](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)*

- Legal/Compliance **OR**
- Communications/ Marketing **OR**
- Audit/Risk

**Desirable**

- Corporate/Charity experience
- CFO/Finance
- Compliance

Role 1: The trust seeks an experienced legal practitioner with practical knowledge in the field of compliance.

Role 2: This individual will have senior level experience in branding and marketing, either as employee or owner of a business.

Role 3: The trust seeks an individual with experience in financial management/audit, with a budget no less than £10m per annum. Experience in a school financial management is desirable but not essential.

## Time commitment

The trust holds six board meetings per year which translated to a time commitment of around three hours per month.

## Location of board meetings and trust website

Trinity School, Love Lane, Newbury, Berkshire, RD14 2DU. Some meetings will continue to be held virtually.

<https://www.newburyacademytrust.org/>

## Governance structure

<https://www.newburyacademytrust.org/page/?title=Governance&pid=175>

## Background on academy trusts

Academy trusts are charitable groups of academy schools, run independent of local authority control.

There are over 900 academy trusts comprising of three or more schools. Over 50% of children in England now attend an academy. 35% of primary schools are now an academy or a free school, which accounts for 37% of the primary school population. 77% of secondary schools are now an academy or a free school, which accounts for 77% of the secondary school population. For these schools to fulfil their potential, academy 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 interest in this position' button on the Academy Ambassadors website and follow the next steps.

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 and receipt of two positive references to complete the Trust's own recruitment procedures.

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](http://www.academyambassadors.org).

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.