

# Reach South Academy Trust (RSAT)

Reach South Academy Trust was established in 2016 to provide primary, secondary and special education in Bournemouth, Plymouth and Wiltshire in the South West of England. The trust is an independent charitable company promoting the values of the REACH family (Raising the Educational Achievement of Children). The board seeks two non-executive directors/trustees with CEO/educational leadership and committee chair experience. Board meetings will be held at either virtually (during the Covid-19 pandemic), in London or at one of our academy sites in the South West.

## About the trust

Reach South was established in in 2016 to provide primary, secondary and special education in the South West of England. The academies are part of the wider REACH family that includes REACH2 Academy Trust that operates in the Midlands and South East of England. The two Trusts are independent of each other but share a common set of values: REACH – Raising the Educational Achievement of Children.

Reach South oversees 883 staff, 5,100 pupils aged from 3-years old to 19-years old, a combined budget of £50 million and 14 academies in Bournemouth, Plymouth and Wiltshire. The trust operates: ten primary academies; two all-through academies for pupils aged 4-16; the University Technical College in Plymouth; and an academy for children with Special Educational Needs and Disabilities (SEND) called The Springfields Academy, for children with autism related conditions sited in Calne and Salisbury.

More details about the trust and its academies are available via the trust's website: <https://www.reachsouth.org/>

## Plans for the future

In the short-term, the trust is focused on:

1. the impact of Covid19 and opening our schools more widely in September;
2. integrating the recently acquired Plymouth School of Creative Arts (now re-named Millbay Academy), which comes with a very poor academic record; and
3. preparing for the opening of a new special free school for special educational needs pupils in Salisbury within the next 24 months

In the medium to long-term, the trust is focused on:

- identified education improvement priorities, including ensuring pupils have access to fit for purpose learning environments;
- risks associated with the predicted fall in birth rates and conversely, meeting future demand due to housing developments
- consolidating its performance ahead of future growth, which could increase pupil numbers to over 10,000 over time; enabling the trust's central service team to generate increased efficiencies and economies of scale and release school leaders to focus on teaching and learning.

## Trust ethos & values

"Aspiration Beyond Expectation" is the strapline of Reach South. The trust's vision is "to enable individual academies

to flourish whilst also ensuring a strong ethos of support and collaboration across our schools. No child's aspirations should be limited by the expectations of others.

Reach South Academy Trust exists to provide schools that serve their local community, offering parents and guardians access to the highest quality of local schools for their children."

Reach South fully supports the independence and distinguishing characteristics of each of the Academies, within the consistent boundaries of the Trust's values, behaviours and curriculum principles. The trust seeks to provide a level of autonomy proportionate to the success of the Academy, which gives Reach South its distinctiveness. The core values of the trust are:

- Inclusivity
- Promoting social mobility.
- Serving the local communities.
- Believing in the potential of our young people.
- Preparing tomorrow's adults to contribute to social, economic, environmental and cultural sustainable development.

## Role summary

Number of positions advertised: 2

### Role 1–2 Trustee/Non-Executive Director (incl. Education Sub-Committee Chair)

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

The Trust welcomes applications from people of diverse backgrounds.

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 Trust is seeking experience of senior sector-wide leadership of education in a LA or Multi-Academy Trust

The strategic expertise required for the two roles includes:

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

- Academy Trust CEO / Executive Headteacher / Principal
- Local Authority or Academy Trust Director of Children's Services / Education
- Leadership of Teaching / National Leader of Education (NLE)
- Ofsted HMI
- Senior academic role in education research or education leadership training.

**Desirable**

- Corporate Governance
- Growth and Turnaround
- Audit and Risk
- Non-executive Director/Trustee
- Multi-agency partnership

The trust seeks two trustees with CEO/education leadership and teaching expertise across more than one school; with one applicant to become chair of the Education Performance and Standards Sub-Committee. The successful applicants will have strong inter-personal 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.

The Education Performance and Standards Sub-Committee will provide the overview and high-level scrutiny of the education performance of the Trust and the associated prioritised risks. The principle of 'no duplication of governance' requires a clear differentiation of the nature of the scrutiny and challenge provided by the Trust Board and its Sub-Committees to the overall performance of the Academy Trust.

#### Time commitment

1 day per month minimum. The board and its sub-committees each meet three times each academic year.

## Location of board meetings

Board meetings usually start at 11am for up to three hours and are held in central London. Once a year the board will meet at one of the trust's academies. Virtual meetings are expected to continue in the autumn term and the first board meeting is scheduled on 18 November 2020.

## Governance structure

<https://www.reachsouth.org/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.

For more information, please call 0207 952 8556 or visit [www.academyambassadors.org](http://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.