

# Woodard Academies Trust (WAT)

Woodard Academies Trust (WAT) is seeking to appoint two trustees; one with executive level expertise as a commercial employer (role 1) and the other (role 2) with senior leadership experience in higher education. There are six Board meetings a year, which are preceded by meetings of the Education, Finance and General Purposes, and Audit Subcommittees. Board Meetings are usually held at: 1 Adam Street, London, WC2N 6LE.

## About the trust

WAT was established in 2007 and is part of the Woodard Schools group, which was founded by Nathaniel Woodard in 1848 and now includes independent schools, affiliated state schools and academies, and sponsored academies. The Trust has recently refreshed its vision which is expressed by the following words: Opening Minds, Raising Expectations, Transforming Lives. It is underpinned by the following values: Wisdom, Ambition, Trust, Unity and Faith, and reflects the Christian beliefs and values of the wider group of Woodard schools by welcoming pupils from all faiths and none.

WAT educates 6,500 young people from ages three to eighteen, employs 850 members of staff and operates within a £36m budget. The Trust serves very diverse communities extending from the North East to the South coast. Across the schools, the proportion of children in receipt of free school meals ranges between 5-30%. Four of the schools were rated as Requires Improvement by Ofsted and two were rated as Good at their last inspection.

The following academies have joined the WAT:

- Sir Robert Woodard Academy, West Sussex (11-19 years, joined September 2009)
- The Littlehampton Academy, West Sussex (11-19 years, joined September 2009)
- St Augustine Academy, Kent (11-19 years joined September 2011)
- St Peter's Academy, Stoke-on-Trent (11-16 years, joined September 2011)
- Kings Priory School, Tynemouth (4-19 years, joined September 2013)
- Polam Hall School, Darlington (4-16 years, joined April 2017)

## Plans for the future

1. **Improve Pupil Outcomes** – To improve pupil outcomes by implementing the Trust's strategy of driving school improvement with its focus on working collaboratively to improve leadership and the quality of teaching and learning. The Trust is striving to take every opportunity to promote the sharing of best practice within and beyond the Trust, build upon colleagues' strengths to support the professional development of its employees at the centre and in schools, and increase leadership capacity at all levels. The WAT board has recently appointed a Chief Executive Officer with wide experience of strategic planning and of leading and enacting change. Together, they have high ambitions for each school to be judged by Ofsted to be at least 'Good' at its next inspection and for school leavers to have received a well-rounded education that enables them to exercise greater choice when considering their future education or employment route to their chosen career.
2. **Improve Efficiency** - To improve the efficiency and effectiveness of the Trust's shared services e.g., finance, procurement, integrating systems to maximise use of its resources for teaching and learning.

3. **Recruitment and Retention-** To develop a People Strategy so that the trust attracts, recruits, develops and retains the best employees, and a marketing strategy to attract and retain pupils in schools operating below capacity.

On the back of improving schools and pupil outcomes, the Trust aims to grow and embed professional development with an initial teacher training, apprenticeship and research offer, and to form regional hubs over time.

## The Roles

Role 1: The Trust is seeking to recruit a trustee who has:

- established or grown high-quality learning and development programmes, including Apprenticeships, for young people
- an interest in what young people need to do in order to succeed in a wider range of workplaces and careers
- experience of networking with employers at a local, regional or national level.

Role 2: The trust is seeking to recruit a trustee who has:

- relevant experience in supporting organisations to build their capacity for staff's continuing professional development and for undertaking research
- increased participation in higher education for under-represented groups
- experience of networking with fellow leaders in higher education at a regional or national level.

The successful applicants for both roles will become charity trustees and non-executive company directors of the academy trust. The core functions of the roles are: ensuring clarity of vision, ethos and strategic direction; and 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)

**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.**

*Time commitment: 6 hours /month minimum.*

## 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 essential and desirable competencies and experience for both roles is as follows:

### Essential

- CEO/Executive Management (role 1)
- Corporate Governance (role 1)
- Change/Growth/Risk Management (roles 1 and 2)
- Senior leadership in higher education (role 2)
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### Desirable

- Branding/Marketing
- Entrepreneur/Founder (role 1)
- Organisation Development
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## Location of board meetings and trust website

Board Meetings are usually held at: 1 Adam Street, London, WC2N 6LE. They usually start at 10.30 or 1100 and last for 2.5-3 hours. Due to Covid-19 restrictions, meetings are currently held remotely via zoom and it is anticipated that this model will continue for the foreseeable future.

Trust Website: [www.woodardacademies.co.uk](http://www.woodardacademies.co.uk)

## Governance structure

<https://woodardacademies.s3.amazonaws.com/uploads/document/WAT-Model-of-Governance.pdf?t=1574346412?ts=1574346412>

## 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 either role please click on the register now button.

*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. Applicants should be aware of the following

key dates in the recruitment process –

**Deadline for applications: Friday 8 January 2021**