

Trustee Person Specification

Overview

We are seeking committed, values-driven Trustees who share our belief in creating better futures for all children and young people. Trustees play a vital strategic role in shaping the long-term success, integrity, and impact of the Trust. This specification outlines the qualities, experience, and personal attributes we seek in those joining our Board.

Core Expectations

A Multi-Academy Trust Board Member plays a vital role in ensuring the Trust delivers high-quality education, operates effectively, and uses public funds responsibly. This is a strategic, non-executive position, focusing on oversight rather than day-to-day management.

Key Responsibilities

1. **Strategic Leadership** – Set the Trust’s vision, values, and long-term goals, ensuring they are embedded across all academies.
2. **Accountability** – Hold the CEO and executive team to account for educational performance, safeguarding, and operational delivery.
3. **Financial Oversight** – Approve budgets, monitor financial health, and ensure compliance with the Academies Trust Handbook and funding agreements.
4. **Risk Management** – Identify and mitigate risks, ensuring robust governance and safeguarding arrangements.
5. **Compliance** – Ensure the Trust meets all statutory and regulatory requirements, including equality, health & safety, and data protection.
6. **Stakeholder Engagement** – Represent the Trust to parents, staff, pupils, and the wider community, promoting transparency and trust.
7. **Commitment to the Nolan Principles of Public Life** - selflessness, integrity, objectivity, accountability, openness, honesty, leadership

Time Commitment

Typically, 6–8 board meetings per year, plus committee work, school visits, and occasional training or development sessions.

Essential Personal Attributes

Attribute	Description
Commitment	Willingness to dedicate the necessary time, energy, and expertise. A strong drive to achieve the best possible outcomes for children and young people, and a willingness to engage in ongoing development.
Confidence	Independent thinking and the ability to engage in courageous, constructive discussion. Willing to contribute actively to Board deliberations.
Curiosity	An analytical mindset, asking thoughtful and meaningful questions to aid robust decision-making.
Challenge	Confidence to question assumptions, interrogate data, and champion continuous improvement.
Collaboration	Ability to build strong, positive working relationships with fellow Trustees, leaders, staff, parents, carers, students, and community partners.
Critical Reflection	Commitment to reflective practice and ongoing learning to enhance personal and Board effectiveness.
Creativity	Openness to innovation, new perspectives, and creative problem-solving that strengthens organisational impact.
Culture & Ethics	A deep commitment to ethical leadership, ensuring strategy is rooted in the needs of schools, communities, the wider education system, and the Trust's charitable objectives.