

THE PRIORY LEARNING TRUST BOARD MEMBER CANDIDATE PACK 2021



THE PRIORY
LEARNING TRUST



WELCOME FROM OUR CEO

TPLT grew from an intent to bring the power of partnership and sharing to bear and provide a first-class education to a wide range of children, from all backgrounds.

At our heart is a passion to put 'Students First' and deliver exceptional education; beyond outstanding for every single child. We do this with a relentless drive for academic excellence, shared moral purpose and values combined with lots of fun and happiness. We believe that happy schools are also high-achieving, successful schools.

We strive for partnerships between students, families, staff and the wider community to create exceptional student outcomes. We also 'cherish' our staff. We believe they are amazing and are passionate to empower them through support, training, and career opportunities. With such brilliant people all aiming for the same goals, we are able to ensure every student achieves all that they are capable of and more, regardless of their background.

TPLT is also a successful Teaching School Alliance. In 2016 it was awarded the prestigious National Teaching School status - a rare accolade after it fulfilled a wide range of criteria in training teachers and supporting other schools. To become a Teaching School Alliance (TSA), academies must be judged outstanding or good and have a proven track record of delivering exceptional teacher training and supporting other schools. This has been a great foundation on which to build for excellence. We know that this key focus on staff development will deliver exciting and effective learning to our children and young people.

Neville Coles

CEO and Accounting Officer



THE PRIORITY
LEARNING TRUST

WELCOME FROM OUR CHAIR

Thank you for taking the time to consider our volunteer Trustee vacancy.

The Board has three core functions: setting the direction, holding the CEO to account, and ensuring financial probity. Our Trustees bring a variety of backgrounds and experiences to the Board; some bring a strong education background, others a strong professional career but we all carry a passion for education and the desire to see each of our students achieve their full potential.

The qualities of a strong Board are building relationships, demonstrating good leadership, listening, questioning and challenging data and reports, continuing to develop knowledge and thinking strategically. If you can identify areas of strength in some or all of these qualities, then this could be a great opportunity for you to contribute and continue to develop yourself.

In late 2019 I joined the TPLT as a Trustee, and in September 2020 was appointed as Chair. I remember the first call I received in discussing this opportunity, having previously been a School Governor, wondering what strengths I could bring to the role and where I might need support. Since being appointed I have learned so much, a little about myself and a lot about the work of educators. I have grabbed opportunities to attend courses and webinars, and sought to playback my reflections and ideas into a supportive, kind, and professional group of individuals.

I am proud to be part of the TPLT, to volunteer alongside my fellow Trustees, to see the leadership modelled by our CEO and his Leadership Team, and I welcome you to consider further our vacancy. If you believe you could bring a voice or perspective to our Board which will benefit not only the students, but staff and local communities, then we would love to receive your application.

Katie Dominy
Chair





ABOUT US

TPLT is a forward-thinking educational charity and a Multi-Academy Trust (MAT) of primary and secondary academies in the South West of England – we now span both North Somerset and Somerset Local Authorities. The MAT was established in August 2016, based upon an ‘outstanding’ 2014 OfSTED judgement at Priors Community School – an Academy (PCSA). PCSA was the founding school within the MAT.

The Trust now comprises of 3 secondary and 5 primary academies. All of the schools (bar two) were ‘sponsored’ academies taken in by the Trust following a ‘Special Measures’ OfSTED judgement.

One of our schools, St Anne’s is a Church of England VA academy; this is also a dual site school. Both St Anne’s and Castle Batch are converter academies. They willingly converted into TPLT to receive the benefits that accrue from being within a collaborative and aligned MAT.





OUR VISION

The Priory Learning Trust will:

- Support the aspirations of young people and their ambitions for their future success.
- Contribute to producing aspirational, well-rounded, confident and active citizens.
- Offer a broad range of qualifications.
- Be inspirational learning centres offering exceptional education.
- Combine, share and utilise the highest academic standards and levels of expertise across our academies and partners to design and develop an innovative and inspiring curriculum – learning is at the centre of what we do
- Provide a strong duty of care to nurture and support students' wellbeing and self-esteem.
- Maintain the unique nature of all of the schools within the Trust.
- Give Academy Councils the freedoms to focus on the challenge and support for the improvements in teaching, learning and the curriculum.

OUR VALUES

- Pursuing exceptional education for every single child – STUDENTS FIRST
- Every person is here for the best interest of the children.
- No child is ever left behind.
- The unique identity of each school is protected, celebrated and valued for the contribution it makes to ensuring children have the best education and experiences.
- Encouraging uniqueness and diversity.
- Allowing every young person across the Trust to benefit from specialist facilities and resources.

no child is
left behind

A group of diverse children and adults are standing outside a school building, waving and smiling. The children are wearing school uniforms, and the adults are in casual clothing. The background shows a clear blue sky and bare trees.

COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

The Priory Learning Trust is an equal opportunities employer, committed to equal opportunities policies. We welcome applications from all backgrounds so that our board mirrors the community we serve. We welcome applications from anyone regardless of their disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background and political beliefs.

TPLT is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.

ABOUT THE BOARD

The Trust Board is the decision-making body of the MAT. It is the Governing Body.

The Academy Trust is also the employer of all central staff and all those within its academies. Everyone in governance should be aware of and accept 'The 7 principles of public life', as set out by Lord Nolan. Academy Trustees are the people who make up the Trust Board. In some Academy Trusts, particularly in relation to academies with a religious character, they may be referred to as Directors.





ROLE OVERVIEW & RESPONSIBILITIES

Academy Trustees are both the charity Trustees and company directors of the Academy Trust. The competency framework for governance' outlines the knowledge, skills and behaviours needed by Trust boards for effective governance'.

We are seeking a new Trustee who will play a key role in ensuring that The Priory Learning Trust fulfils its duty to its stakeholders and delivers on vision, mission and values.

The ideal candidate will have a background in strategic finance.

RESPONSIBILITIES

The role of a Trustee is split into three broad areas to ensure that The Priory Learning Trust fulfils its duty to its stakeholders and delivers on our vision, mission and values; you will work with other Trustees across the following areas:

1. Strategy
 - Establishing and steering the Trust's clarity of purpose
 - Overseeing effective governance and decision-making
 - Scrutinising plans for growth or consolidation
2. Financial stewardship and legal compliance
 - Ensuring the Trust is financially secure and has a sustainable budget
 - Ensuring diligent scrutiny, checks and reporting
 - Managing risk: ensuring that the Trust is meeting its statutory and legal responsibilities
3. Performance
 - Ensuring pupils are making appropriate progress – gaining the best education and experience possible
 - Putting in place effective leadership and holding the Strategic Central Team (SCT) to account

RESPONSIBILITIES (CONTINUED)

- Taking collective responsibility for all actions undertaken by the organisation and by other Trustees
- Take an interest and due cognisance of relevant research in the field
- Attend meetings as far as possible and prepare in advance
- Attend working groups as appropriate
- Committed to diversity and inclusion
- Keep informed about TPLT's work, and wider issues that may affect the organisation
- Participate in other activities from time to time, such as interviewing new staff and/or fundraising
- Be demonstrably committed to TLPT's ethos, charitable objects and befriending approach
- Be prepared to undertake any training or development required to undertake the role of trustee at TLPT effectively

PERSON SPECIFICATION

- Expertise in strategic finance
- Be appropriately challenging, able to speak one's mind and demonstrate independent judgment
- Demonstrate an ability to think creatively
- Demonstrate integrity.
- Positive 'can do' and 'solution focused' attitude.
- Ability to work closely with fellow Board Members and staff.
- Excellent communication and interpersonal skills.
- Ability to understand the purpose and vision of the Board.
- Understanding the need to support and abide by the collective Board decision even if you do not wholly agree.
- Ability to see the 'big picture' and willingness to contribute to the development and delivery of the Corporate Strategy.
- Ability to read, understand and interpret Board papers.
- Commitment to Equality and Diversity.



ADDITIONAL INFORMATION

TIME COMMITMENT

7 Trust Board meetings per year. We also encourage Trustees to join at least one sub-committee. Sub-committee meetings take place three times per year.

CONFLICT OF INTEREST

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

TERMS OF APPOINTMENT

An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions. Terms of appointment are usually 4 years, renewable once.

LOCATION

Trust board meetings are held on Thursday evenings and committee meetings Thursday mornings. Meetings are currently held via Zoom and whilst it is anticipated that virtual meetings will continue, in some capacity, there will be occasions to attend in person. A commutable distance to our schools would be preferred but not essential.

SAFEGUARDING

The Trustee is subject to the provision of all child protection legislation, and all policies governing staff that work with children and vulnerable adults.



HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of The Priory Learning Trust. If you wish to apply for this position, please supply the following by 23.59 10/10/2021

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.
- Diversity monitoring form - your data will be stored separately from your application and will at no time be connected to you or your application.

If you have any questions or would like to arrange a call to discuss the role please email TPLT@inclusiveboards.co.uk or call 0207 267 8369.

Please send your CV and cover letter to TPLT@inclusiveboards.co.uk or visit www.inclusiveboards.co.uk/opportunities to apply online.