

Tapton SCHOOL

ACADEMY TRUST

Realising the life chances and dreams of every child

The Trust seeks three non-executive Trustee directors to join its board and one Member

About the Trust

Tapton School Academy Trust (TSAT) currently consists of four secondary and five primary academies in Sheffield, which are responsible for over 7000 learners aged 2 to 19 years and 900 staff.

Our Vision is:

To realise the Life Chances and Dreams of every child

Our Mission is to:

Provide a safe place to be
Provide great teaching and learning
Create an environment where all opportunities are within reach

TSAT was formed in 2011 and consists of the following schools:

Secondary: Bradfield, Chaucer, Forge Valley, Tapton
Primary: Hallam, Hillsborough, Meynell, Southey Green and Wisewood

By working in close partnership, we aim to transform all our learners and become an outstanding Trust. We recognise and celebrate different abilities, aptitudes and interests and believe that everyone can develop through dedication and hard work, and leave our schools fully prepared for successful lives.

Engagement with every family is the touch stone for our work, ensuring a culture of high trust, common values, low threat and a shared moral compass. We serve a diverse community and value the needs of all our children.

At the heart of all our endeavors is outstanding teaching, high quality learning and effective support for individual needs.

Our website provides further information <https://www.taptontrust.org.uk/>



Registered address: Tapton School Academy Trust, Darwin Lane, Sheffield, S10 5RG
Tel: 0114 267 1414 Email: enquiries@taptontrust.org.uk Web: www.taptontrust.org.uk Twitter: @TaptonSchool1
Company registration number: 7697171. Registered office: England/Wales.

About the Roles

We are recruiting 3 Trustee directors, each to join one of our subcommittees – Learner Experience, Risk and Governance and Finance & Resources.

The Typical time commitment would be to attend 6 Board meetings a year, including a strategic day and 4 subcommittee meetings.

Current Trustees are detailed on our website: [Board of Trustees](#)

We are also recruiting one individual to join as a Member. The time commitment is 2-3 meetings a year.

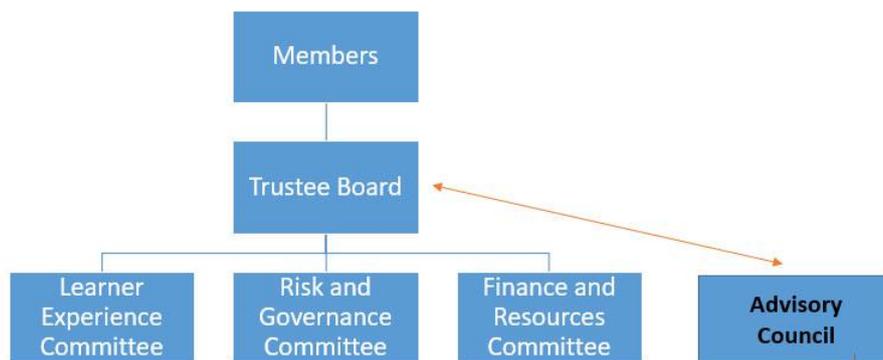
Current Members are detailed on our website: [Board of Members](#)

The purpose of these roles are to provide confident and strong strategic leadership which leads to robust accountability, oversight and assurance for educational and financial performance. There are 3 core functions

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

More detail on the specific roles are included in the attached Appendices.

TSAT Governance Structure - <http://www.taptontrust.org.uk/page/?title=Trust+Governance&pid=23>



TSAT Strategic Aims

Strategic Aims
<p>1. Effective Schools</p> <p>A great place to learn where every child enjoys and achieves and is prepared to succeed in the next stage of their journey towards further learning or meaningful work. Everyone feels safe within a learning community with a focus on values of care for and understanding of others – their wellbeing, physical, mental and emotional. The school will work in mutuality with families and the local community.</p>
<p>2. Outstanding Outcomes</p> <p>Every child develops a love and enjoyment for learning achieved through an outstanding curriculum that balances knowledge and skill and develops self-awareness. Every individual has the ability to engage with and change the world around them.</p>
<p>3. Sustainable Trust</p> <p>We will support every school and learner with the highest standard and most cost-effective education and business support services to ensure that we liberate as much capacity and resources to add value and deliver the highest quality education experience.</p>
<p>4. A Great Place to Work</p> <p>Where every colleague is valued and experiences high quality support and rich learning and development opportunities within a collaborative environment. Every contribution is valued and all receive a well-matched professional development process with a deep focus on managing workload to ensure everyone has a healthy work life balance.</p>

About Academy Trusts

Academy Trusts are state funded charitable companies which run schools independently of local authority control. Academy Trusts now account for over 70% of secondary schools and 30% of primaries.

Multi-academy trusts, or MATs, usually run more than one academy. MATs themselves are single legal entities, with one set of trustees. Their schools operate under a single governance structure.

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 for students can be soundly financed.

“Academy boards must be ambitious for all children and young people and infused with a passion for education and a commitment to continuous school improvement that enables the best possible outcomes. Governance must be grounded in reality as defined by both high-quality objective data and a full understanding of the views and needs of pupils/students, staff, parents, carers and local communities. It should be driven by inquisitive, independent minds and through conversations focused on the key strategic issues which are conducted with humility, good judgement, resilience and determination.”

Source: [Academy Trust Governance handbook](#)



Applications

This is a voluntary, unremunerated role for people who have the energy and skills to make a real contribution to shaping the future of our schools.

If you are interested in applying then please send your CV and a short expression of interest, detailing which role you are applying for, to Lyndsey Appleyard: lappleyard@taptonttrust.org.uk, by Wednesday 19th August 2020.



Role 1 – Trustee Director – Finance and Resources Committee

Trustees are both charity trustees and company directors of the Trust; the role is to hold to account the executive and senior leadership team. Trustees have independent control over, and legal responsibility for, the Trusts management and administration. The trustees ensure compliance with the trust’s charitable objects and with company and charity law.

The Trust seeks to welcome an experienced and knowledgeable professional to its board and Finance & Resources committee, to offer advice, guidance and challenge on all matters related to its planned growth and development.

The role of the Finance & Resources Committee is to maintain an oversight of TSAT’s finance, HR, IT, estates, facilities strategy and control frameworks.

The competencies desired for this role include:

- Health & safety and Premises
- Finance
- HR
- Change Management
- Corporate Governance
- Managing Growth
- Sheffield Community links

Person Specification

An individual with clear and demonstrable experience in a senior role; expertise in non-profit and/or charity sectors is advantageous. Expertise in the area of growth/change management are also valuable in order to enable the board to effectively develop the trust.

Time Commitment

6 board meetings, 4 sub-committee meetings. All meetings are up to 2 hours long and tend to start between 6 and 7 p.m. Some time will be required to read papers ahead of meetings and occasional training events or visits to academies to understand the trust’s impact. Overall the time required will average to around 4-5 hours per month.



Role 2 – Trustee Director – Risk and Governance Committee

Trustees are both charity trustees and company directors of the Trust; the role is to hold to account the executive and senior leadership team. Trustees have independent control over, and legal responsibility for, the Trusts management and administration. The trustees ensure compliance with the trust’s charitable objects and with company and charity law.

The Trust seeks to welcome an experienced and knowledgeable professional to join its board and Risk and Governance Committee, to offer advice, guidance and challenge on matters related to its planned growth and development.

The role of the Risk & Governance Committee is to maintain an oversight of the TSATs governance, risk management, internal control and assurance frameworks.

The competencies desired for this role include:

- Risk management
- Compliance
- Change Management
- Corporate Governance
- Managing Growth
- Sheffield community links

Person Specification

An individual with demonstrable experience in a senior role; expertise in non-profit and/or charity sectors is advantageous. A enquiring and supportive outlook. Expertise in the area of growth/change management are also valuable in order to enable the board to effectively develop the trust.

Time Commitment

6 board meetings, 4 sub-committee meetings spaced throughout the year. All meetings are up to 2 hours long and tend to start between 6 and 7 p.m. Some time will be required to read papers ahead of meetings and occasional training events or visits to academies to understand the trust’s impact. Overall the time required will average to around 4-5 hours per month.



Role 3 – Trustee Director –Learner Experience Committee

Trustees are both charity trustees and company directors of the Trust; the role is to hold to account the executive and senior leadership team. Trustees have independent control over, and legal responsibility for, the Trusts management and administration. The trustees ensure compliance with the trust’s charitable objects and with company and charity law.

The Trust seeks to welcome an experienced and knowledgeable professional to join its board and Learner Experience Committee, to offer advice, guidance and challenge on matters related to its planned growth and development.

The role of the Learner Experience Committee is to maintain excellent standards in each of the schools, including any due diligence of new schools wishing to join. It will scrutinise Quality Assurance documents, data reports and school reviews. The role will also involve being a link Trustee for one or two schools within the Trust.

The competencies desired for this role include:

- Education Expertise (as an educational professional or experience governor)
- Early Years or Primary school experience
- Experience of working with children and families
- Change Management
- Managing Growth
- Sheffield community links

Person Specification

An individual with demonstrable experience in a senior role; expertise in non-profit and/or charity sectors is advantageous. Expertise in the area of growth/change management are also valuable in order to enable the board to effectively develop the trust.

Time Commitment

6 board meetings, 4 sub-committee meetings, 3 meetings with schools spaced throughout the year. All meetings are up to 2 hours long and tend to start between 6 and 7 p.m. Some time will be required to read papers ahead of meetings and occasional training events or visits to academies to understand the trust’s impact. Overall the time required will average to around 4-5 hours per month.



Role 4 – Member

Members provide independent oversight to the work of the board of trustees in order to ensure suitable accountability for its decision making and strategy. A member is able to alter the trust’s Articles of Association and appoint (or remove) trustees/directors where necessary.

As charitable companies limited by guarantee every trust has Members who have a similar role to the shareholders in a company limited by shares.

Members need to be assured that the board is exercising effective governance and leadership of their trust including the skills the board need to ensure it is effective and that the Members can have confidence in the board at all times.

The competencies required for this role include:

Essential

- Corporate Governance

Desirable

- Change Management
- Growth Management
- Succession Planning

Person Specification

Candidates will possess some experience of prior non-executive director or trustee roles and have a demonstrable track record of offering oversight in similar roles. Experience in the non-profit or charity sector is highly-sought, as well as an ability to demonstrate strategic thinking in terms of an organisation’s long-term planning.

Time Commitment

1 hour per month (on average).

