



Multi-Academy Trust Director Role Description and Person Specification

Introduction

The schools within the [**NAME OF MULTI-ACADEMY TRUST**] are:

[**INSERT NAMES OF SCHOOLS**]

The Trust Board of Directors has overall strategic responsibility for all of these schools and are further supported by a Local Governing Body which is in place at each school. The Board of Directors is interested in recruiting suitable people who are willing to become involved in and contribute to the work that they undertake. As a Director, your insight, experiences and ideas may widen the perspective of our board.

We welcome people of all ages and cultural backgrounds with a genuine desire to create a positive environment that allows young people to reach their true potential. In order to be appointed as a Foundation Director, who make up the majority of our membership, you must be a practising Catholic. We are particularly looking for people who are able to take a strategic view and contribute to boardroom discussions. It is essential that the Board has a broad range of experience and skills to meet the challenges and expectations of working in the education sector. The Trust holds at least 1 meeting per term (3 terms per year) for which you will need to read documentation in advance.

The Trust is committed to safeguarding and promoting the welfare of children and young people and all Directors will be required to obtain an enhanced Disclosure and Barring Service (DBS) Certificate and Section 128 clearance.

As well as general skills, we are looking for people who have specific experience in one or more of the following areas:

- Strategic Planning
- Corporate Governance
- Project Management
- Risk Management
- Change Management
- Financial Management
- Employment Law and Practice
- Education
- Safeguarding
- Health and Safety

The experience that you have may be from the business, community, social or charity sectors, but these transferable skills may benefit the Board and strengthen the way that it works in order to benefit the students attending our schools.

This is a voluntary role which brings many professional rewards, such as boardroom experience, will add to your CV and give you a chance to support your local Catholic community along with benefiting the long-term future of the students across the schools.

If you are interested in applying for the position of Director, please contact Colleen Collett, Director of Schools and Colleges, Clifton Diocese at colleen.collett@cliftondiocese.com or on 07943301789.

Objects of the Multi Academy Trust

The Objects of the Trust, as included in its Articles of Association, are as follows,

4(a) The Company's objects ("the Objects") are specifically restricted to the advancement of the Catholic religion in the Diocese by such means as the Diocesan Bishop may think fit and proper by, but without prejudice to the generality of the foregoing, the establishing, maintaining, carrying on, managing and developing of Catholic schools in the United Kingdom conducted in accordance with the principles, and subject to the regulations and discipline of the Catholic Church.

4(b) Subject to the approval of the Diocesan Bishop, during the period that the objects in 4(a) are being fulfilled and form the majority of the activities of the Company, the advancement of education by the establishing, maintaining, carrying on, managing and developing of schools which are not Catholic in the United Kingdom.

Role Description

Legal Duties:

Under charity law, Trust Directors have the ultimate responsibility for directing the affairs of the Trust, and ensuring that it is solvent, well run and delivering the charitable outcomes for which it has been set up.

Duty of Compliance – Directors must:

- Preserve and develop the Catholic character of the academies within the Trust in accordance with the Articles of Association, Church Supplementary Agreement and the Scheme of Delegation; comply with the provisions of Canon Law, the teachings of the Catholic Church and such determinations made by the Bishop, his Trustees, or the Department of Schools and Colleges on their behalf.
- Ensure that the Trust complies with charity law and with the requirements of the Education Funding Agency as regulator; in particular ensure that the charity prepares reports on what it has achieved and annual returns and accounts as required by law.
- Ensure that the Trust does not breach any of the requirements or rules set out in the Articles of Association, Church Supplementary Agreement, Scheme of Delegation, funding agreement or the Academies Financial Handbook and that it remains true to the charitable purpose and object set out there.
- Act with integrity and avoid putting yourself in a position where your duty to the Trust conflicts with your personal interests or loyalty to any other person or body.

Duty of Care – Directors must:

- Use reasonable care and skill in their work as Directors, using their personal skills, knowledge and experience as needed to ensure that the Trust is well run and efficient.
- Ensure that robust and compliant systems are in place to ensure the safeguarding of all students, staff and volunteers within the Trust.
- Seek external professional advice on all matters where there may be material risk to the Trust or where the Directors may be in breach of their duties.
- Use the Trust's funds and assets reasonably and responsibly and only in furtherance of its aims and objectives.
- Avoid undertaking activities that may place the Trust's funds, assets or reputation at undue risk.
- Take particular care when investing the Trust's funds or borrowing funds.

Specific duties of Directors of a Trust:

To contribute to the work of the Board of Directors in ensuring high standards of achievement for all child and young people across the Trust. As a Foundation Director you are also there to support any Bishop's directives and his overall diocesan vision.

Strategic Direction:

Directors must ensure that the Trust has a clear vision, mission and strategic direction that will enable the Trust to fulfil its objects and is focused on achieving these. Directors must work in partnership with the Chief Executive Officer and other senior staff to ensure that:

- The Trust has a clear vision, set of Catholic values and strategy and that there is a common understanding of these by Directors, staff and those sitting on Academy Committees or Local Governing Bodies.
- Operational plans and budgets support the vision and strategy.
- The views of stakeholders (parents, pupils, local communities and staff) are regularly sought and considered through the development of effective links within the Trust's community.
- There is regular review of the external environment for changes that might affect the Trust.
- There is regular review of the need for the Trust and for the services it provides or could provide, and regular review of strategic plans and priorities.

Performance of the Trust:

Directors are collectively responsible for the performance of the Trust, for its impact upon stakeholders and for its corporate behaviour:

- To ensure that the Trust measures its impact and progress towards its strategic objectives and to regularly consider reports its performance.
- To ensure that there are appropriate policies in place to ensure that the aims and objects are met in line with the requirements of the Articles of Association and Scheme of Delegation.
- To ensure that the Trust's Catholic values are understood and put into practice by Directors, Academy Representatives/Governors and staff.
- To ensure that there are complaints systems in place for stakeholders.

- To ensure that there are processes for members, Directors, Academy Representatives/Governors, staff and other stakeholders to report activity which might compromise the effectiveness of the Trust.
- To recruit a Chief Executive Officer in partnership with the Bishop's representative and to hold them to account for the management and administration of the Trust.
- To ensure that the Chief Executive Officer receives regular, constructive feedback on their performance in managing the Trust and in meeting their annual and longer-term objectives.

Compliance:

Directors must ensure that the Trust complies with all legal and regulatory requirements:

- To ensure, with professional advice as appropriate, that the Trust complies with all constitutional, legal, regulatory and statutory requirements.
- To understand and comply with the constitution and rules that govern the Trust as outlined in the Articles of Association and Scheme of Delegation.

Management of resources:

Directors must be custodians of the Trust's assets, both tangible and intangible, taking care over their security, and how they are used:

- To ensure that the Trust's financial obligations are met and that there are adequate financial controls in place to ensure all money due is received and properly applied, and that all assets and liabilities are recorded.
- To act reasonably and prudently in all matters relating to the Trust and always in the interests of it, the Diocese and the Catholic Church.
- To ensure that Directors take professional advice when needed and record the advice received.
- To be accountable for the solvency of the Trust.
- To ensure that the Trust acts in accordance with employment law and that it exercises a duty of care to its employees.
- To ensure that intangible assets such as organisation knowledge and expertise, intellectual property, the Trust's good name and reputation are recognised, used and safeguarded.
- To review the condition and use of assets owned by the Trust.
- To ensure that the major risks to the Trust are regularly identified and reviewed and that systems are in place to mitigate or minimise these risks.

Good Governance:

Directors must ensure that the Trust's governance is of the highest possible standard:

- To ensure that the Trust has a governance structure that is appropriate to its size and complexity, stage of development, meets the requirements of the Articles of Association, Church supplementary Agreement and Scheme of Delegation and reflects the diversity of its stakeholders.
- To ensure that there are effective mechanisms for individual academies within the Trust to be both supported and held to account by the governance structure.
- To ensure that decisions are made with a view to promoting the education and wellbeing of children and young people.
- To ensure that decisions taken by the Board of Directors are recorded in writing by means of minutes.

- To ensure that the Board's delegated authority to Directors, Chief Executive Officer, Academy Representatives/Governors and staff is recorded and that reporting procedures from such back to the Board are recorded in writing and complied with.
- To ensure that the responsibilities delegated to the Chief Executive Officer are clearly expressed in the Scheme of Delegation and understood and directions given to them come from the Board as a whole or other properly authorised route.
- To ensure the Board regularly reviews the Trust's governance structure and its own performance to an agreed programme.
- To ensure that major decisions and policies are made by the Directors acting collectively.
- To ensure that the Board has within its membership the skills it requires to govern the Trust well.
- To ensure that the Board has access to, and considers, relevant external professional advice and expertise.
- To ensure that there are systematic, open and fair procedures for the recruitment of Directors and of the Chief Executive Officer.
- To ensure that all members of the Board receive appropriate induction on their appointment and that they continue to receive appropriate advice, information and training (both individually and collectively).
- To ensure that Directors have a Code of Conduct and comply with it and that there are mechanisms for the removal of Directors who do not abide by the Director's Code of Conduct.

Person Specification

The Board of Directors considers the following as key skills and attributes for membership of the Board:

Personal Qualities:

- Commitment to the Catholic ethos and values of the Trust.
- Commitment to the education and welfare of children and young people.
- Commitment to equal opportunities and the promotion of diversity.
- Independence of thought and sound judgment.
- Ability to work as part of a team.
- Commitment to seeking and taking account of the views of stakeholders, e.g. parents and pupils.
- Respect for the work and views of other Directors and staff.
- Willingness to devote time, enthusiasm and effort to the duties and responsibilities of a Director.
- Willingness to make and stand by collective decisions, even if they offered an alternative view during discussions.

Aptitude and Skills:

- Understanding and acceptance of the legal duties, responsibilities and liabilities of Directorship of a Catholic Trust.
- Ability to challenge current thinking, the method of governance and management of the Trust in a constructive manner and in its best interests.
- Ability to evaluate and interpret management information and other data/evidence.

- Ability to play a strategic role to successfully effect change and meet the objectives of the Trust.
- Eagerness to reflect and learn, even in the role of Director.
- Willingness to act as an ambassador for and publicly support the Trust.

Knowledge and Experience:

Specific professional knowledge and experience in **at least one** of the following:

- Charity law and governance.
- Directorship, trusteeship or management of a complex organisation with multiple sites/subsidiaries.
- Budget setting, planning and monitoring.
- Understanding of the academies system in England.
- Data analysis.
- Management of change.
- Monitoring and evaluating performance
- Recruitment and human resources involvement, including employment legislation.
- Business development.
- Risk management.
- Property and estate management.
- Marketing, media and Public Relations.

Other Requirements:

- Willingness to attend meetings of the Board and other meetings as required.
- Willingness to participate in the evaluation of the Board's work.
- Willingness to attend on a regular basis appropriate training provided by the Diocese or other appropriate body

The Board of Directors has a Code of Conduct underpinned by the seven principles of public life as identified by the Nolan Committee: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Conclusion

Whilst the role of a Director bears a high level of responsibility it is a rewarding role in that it contributes to development of the pupils and students they serve and supports the overall mission of the Church