INCLUSIVE | MULTI ACADEMY TRUST

SCHOOL GOVERNOR RECRUITMENT PACK

ABOUT US

The Inclusive Multi Academy Trust was established in 2016 as a group of three primary schools working in collaboration as one charitable entity, to improve and maintain high educational standards and offer life opportunities for our children and the community as a whole.

Our schools all share the belief that a nurturing approach is at the heart of success. Happy children learn, happy staff thrive, happy parents build a community and that is what we strive to achieve.

As a Multi Academy Trust, we place high value in the word 'trust' and take it to mean 'have faith or confidence'. We want you to trust our trust to inspire and nurture our children and their community to be the very best that they can be, to do this we offer some simple promises.

We promise that the children in the Inclusive Multi Academy Trust will:

- experience a sense of belonging, dignity and equity
- feel safe, socially, emotionally and physically
- develop outstanding academic and life skills
- foster an intrinsic love of learning whilst having fun
- build lasting, healthy relationships and support networks
- engage with and contribute substantially to their local and global community

We are committed to making diversity, equity and inclusion a part of everything we do. We want our governance membership to reflect and be representative of our diverse community. We know that getting this right will support our Trust promises and beliefs.

Happy Children Learn,

Happy Staff Thrive,

Happy People Build A Community

SCHOOL GOVERNING COMMITTEES

Each school within the Trust has its own School Governing Committee. They have representation from staff, parents and the local community.

The School Governing Committee exercises the powers, responsibilities and duties delegated by the Trust Board as set out in the Scheme of Delegation (within the Governance Framework). This responsibility is predominantly school level governance functions and includes:

- Implementing the vision and value of the Trust
- Building an understanding of how the school is led and managed
- Ensuring that the school is working within policies adopted by the Trust
- Is meeting the agreed Trust targets
- Engaging with stakeholders
- Being a point of consultation and representation
- Reporting to the Trust Board

THE ROLE OF THE SCHOOL GOVERNOR

The role of the School Governor is voluntary. Each school's School Governing Committee provides key advice, challenge and support to the leadership team at the school. The committee meets half termly. School Governors may also participate in occasional ad hoc panels in all of the schools and are expected to attend Governor training during the academic year.

The core role involves monitoring the school's educational and operational delivery to ensure the best possible outcomes for pupils. School Governors are not involved in the day to day running of the school, but the Headteacher provides the committee with a range of information to make strategic decisions and fulfil its responsibilities to students, parents and the wider community.

It is a rewarding role, working towards a shared goal of providing a high-quality education for children and young people in your community. It also provides an opportunity for personal development, building your skills and experience in areas such as project management, budgeting and working as part of a senior team.

INCLUSIVE | MAT

PRIORITIES 24/25

INCLUSION
Celebrating Every Unique Contribution

- **CULTURE** — Bold conversations, authentic inclusion
- **DIVERSITY** — Different voices, shared success
- **DIGNITY** — Respecting worth, upholding values
- **EQUITY** — Fair systems, measurable impact

PEOPLE
Enabling Happy Staff to Thrive

- **DEVELOPMENT** — Nurturing talent, building your career
- **WELLBEING** — You matter, your contribution counts
- **WORKLOAD** — Enabling excellence in every role
- **BELONGING** — Everyone valued, every difference celebrated

DIGITAL
Enabling Digital Excellence for All

- **INFRASTRUCTURE** — Strong foundations, limitless potential
- **CYBERSECURITY** — Secure systems, protected data, safety for all
- **EDUCATION** — Digital tools advancing teaching & learning
- **COMMUNICATION** — Systems designed, people connected

GROWTH
Stengthening Schools and Communities

- **VISION** — Building strength, expanding excellence
- **PATHWAY** — Strategic choices, sustainable growth
- **TRUST** — Proven success, ready for growth
- **COLLABORATION** — Working together for genuine change

HAPPY CHILDREN LEARN · HAPPY STAFF THRIVE · HAPPY PEOPLE BUILD A COMMUNITY

TRAINING AND INDUCTION

Training and induction is made available for all new Governors. It is important that you allow time to complete this training which will support your understanding of the school, Trust and your role. There are several key documents which we ask you to read and includes:

- Governance Framework
- Academies Trust Handbook
- Whistleblowing policy
- Trustees and Governors Code of Conduct
- Child Protection policy
- Online Safety Agreement
- Privacy Notice for Trustees, Governors and Volunteers

There are also a number of courses to support you over time but we would ask that you complete the following online courses initially:

- Introduction to governance
- Prevent
- An introduction to safeguarding and child protection
- Handling Academy Complaints
- Exclusions

WHO CAN BE A PARENT GOVERNOR?

Parents, foster parents, carers or guardians of a child registered at the school are eligible to stand and, if elected, become a Parent Governor. The Trust is committed to a diverse and inclusive ethos.

Parents cannot however nominate themselves if they are:

- an elected member of the local council; or
- paid to work in the school for more than 500 hours in any twelve-month period;
- or have been adjudged bankrupt, who have been removed as a trustee or who have received a prison sentence of more than three months for a criminal offence are disqualified from serving as a Governor.

WHO CAN BE A STAFF GOVERNOR?

Full-time and part-time staff are eligible to stand and, if elected, become a Staff Governor. The Trust is committed to a diverse and inclusive ethos.

Staff cannot however nominate themselves if they are:

- an elected member of the local council; or
- on a temporary contract; or
- or have been adjudged bankrupt, who have been removed as a trustee or who have received a prison sentence of more than three months for a criminal offence are disqualified from serving as a Governor.

PERSON SPECIFICATION

There are no specific qualifications or requirements for the role - every governing committee needs a balance and diversity of knowledge, skills and experience. You don't need to be a parent or to have a background in education.

Every Governor is expected to abide by the Trust's Code of Conduct and the seven principles of public life set out by Lord Nolan: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. The Board considers the following as essential skills and attributes:

Personal qualities:

- Commitment to the ethos and values of the school
- 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 Governors and staff
- Willingness to devote time, enthusiasm and effort to the duties and responsibilities of a trustee
- Willingness to make and stand by collective decisions, even if they are offered an alternative view during discussions
- We use a skills audit to help our committees identify where they need to develop knowledge, skills and behaviour to deliver their functions effectively. All Governors complete a skills audit annually. We also ask that new committee members complete an audit on joining. Our clerk collates the results and this informs our governance training and development programme.

CURRENT VACANCIES

Vacancies can be found on the schools websites:

https://www.beechfield.herts.sch.uk/governance

https://www.cherrytree.herts.sch.uk/governance

https://www.lhaines.herts.sch.uk/governance

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Happy People Build A Community

THE RECRUITMENT PROCESS

In accordance with the Trust's Governance Framework, the School Governing Committee has responsibility for appointing local governors. Parent/Staff Governors are elected to the School Governing Committee by the school's parent/staff body. When a vacancy arises, the opportunity will be advertised within the school community using the schools usual communication channels. Elections will take place if there are more applicants for the role than vacancies; for example, if there are only two applicants and two vacancies, and the applicants are deemed an acceptable fit, they should assume their roles as Governor without the need for an election. The Headteachers have been delegated the responsibility for making the necessary arrangements for any election needed.

For co-opted members, any vacancy will be advertised on the school's website. The advert will ask applicants to complete an application form and we will follow normal safer recruitment processes.

FURTHER INFORMATION

Should you require any further details then please do not hesitate to contact us. Full details can be found here.

INCLUSIVE | MULTI ACADEMY TRUST

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