

A photograph of three young men smiling. The man on the left is wearing a white polo shirt with a logo that says 'THE WE'. The man in the middle is wearing glasses and a dark jacket over a white shirt. The man on the right is wearing a dark jacket and has his arm around the man in the middle. They are outdoors with a fence and trees in the background.

SEARCH EDUCATION TRUST

GOVERNANCE AT SEARCH EDUCATION TRUST

A photograph of two young women smiling. The woman on the left is wearing a dark blue hijab and a dark blue top. The woman on the right is wearing a light blue polo shirt with a logo that says 'THE WE'. They are outdoors with trees in the background.

Would you like to join our Governing Body
as an Independent Trust Member and help
us achieve our aspirations of making a real
difference to the lives of young people?

It's a really exciting time for us as a Trust, so it's
a really exciting time to join our governing body.

GOVERNANCE AT SEARCH EDUCATION TRUST

Our schools have a strong and clear ethos of wanting students to flourish by developing a commitment to learning through outstanding teaching and access to amazing opportunities that will enrich their time at school; developing independence and creativity and to set a life-long love of learning that will prepare them for a bright future, whether they are the most able of students or those who need more support with their learning.

Good governance is key in helping to achieve that ambition. Having a governing body that is made up of people who have the right skills, experiences and values supported by a comprehensive, professional governance service enables and drives good governance.

This means that school leaders will have the right support and challenge from an effective governing body that will hold school leaders to account: be active in defining strategy; monitoring school performance and making sure that money is well spent – all to ensure high standards of achievement and opportunity are available for all.

We are always keen to hear from people who may be interested to join our Governing Body – our Trustees and Local Governors play a valuable and important role:

THE ROLE OF A TRUST MEMBER

The role of a Trust Member is extremely important in overseeing the achievement of the objectives of the Trust and aspects of its governance. The role of Trust Members have been described as akin to that of the shareholders of a company, although members of an Academy Trust do not have rights of ownership, or any entitlement to the distribution of any financial surplus/profit.

Although Trust Members can also be Directors/Trustees, it is regarded as best practice to retain the distinction between the two layers of governance. This ensures that Trust Members, independent of Directors/Trustees, provide an extra layer of oversight and challenge.

The Trust is now seeking to appoint additional independent Trust Members.

Trust Members have the responsibility/powers to:

- Oversee the achievement of the Trust's objectives;
- Take part in Annual and Extraordinary General Meetings, and to receive copies of the Annual Report and Accounts;

- Appoint other Trust Members and members of the Board of Directors/Trustees and to remove Members or Directors/Trustees should it become necessary to do so; and
- Make amendments to the Trust's Articles of Association that determine the constitution and governance arrangements of the Trust.

The role of Trust Members' is one step removed from, and much more limited than, that of the Directors/Trustees. It is the Trust's Board of Directors/Trustees, not the Members, who are directly responsible for the operation of the Trust.

The Trust's Board of Directors/Trustees sets the strategic direction and is directly accountable for its finances and matters relating to quality and standards and outcomes for students. Therefore, the role of a Trust Member is very much about being a guardian of the Trust's vision and objects and ensuring that they are achieved.

WHAT IS THE COMMITMENT?

The role of a Trust Member is voluntary, all reasonable expenses in accordance with the Trustees and Governors Expenses Policy, including travel and childcare may be reimbursed.

The role will require attendance to at least 2 or 3 two hour meetings per year mostly in the evenings and most of the meeting will be virtual.

WHAT ARE THE SKILLS, KNOWLEDGE AND EXPERIENCE NEEDED?

For Trust Members, no specific professional background is required, but the individual will be expected to:

- Have a passion for, and commitment to, the education and development of young people.
- Be able to make a meaningful contribution to the critical and constructive oversight of the Trust's achievement of its objectives and the effective governance of the Trust.

A MESSAGE FROM OUR CEO

PEOPLE JOINING OUR GOVERNING BODY HAVE

COMMITMENT

- a passion for, and a commitment to, the education and development of young people
- empathy with our vision, mission and values
- a willingness and ability to devote the necessary time and effort to attend meetings and fulfil the role
- ability to communicate clearly and sensitively and to take an active part in discussions
- make a positive contribution

FOCUS

- to apply their skills and knowledge strategically
- to think creatively
- to analyse and question information

ACCOUNTABILITY

- to exercise sound and independent judgement
- willingness to make and stand by collective decisions, including those which may be unpopular
- to manage difficult and/or challenging situations
- to maintain confidentiality
- to challenge constructively and ask questions

You will be required to attend 6 × 2 hour meetings per year plus other ad-hoc meetings as required.

The role is voluntary; all reasonable expenses will be paid in accordance with the Trustees and Governors Expenses Policy.

In return we will offer you training and support to help you fulfil your role; a chance to further develop your professional skills, widen your professional experience and know that your input really does make a difference to the lives of young people.

We are really keen to ensure that our governing body reflects and represents our wide and diverse communities and encourage applications from all.

If you are interested in finding out more about our governing body and how to apply contact:

Nick Chambers

nick.chambers@educationandemployers.org



The well-established values and ideals at the heart of our Community Trust now provide a space within the wider education system where more schools can come to work together, to grow and flourish.

We believe passionately in the power of 'stronger together', of what can be achieved when schools collaborate, particularly within the context of a multi-academy trust. We can harness a source of energy and power to the advantage of each and every school member, through shared values, mutual learning, and the provision of high quality services.

We take a 'by schools for schools' and a 'for the common good' approach to our Trust decisions within a clear framework of values and goals, which help each school to express its individual ethos and identity, whilst also appreciating the importance of family and collaboration.

Learning from the experiences of every high performing trust, we focus on continual school improvement, which is achieved through nurturing effective partnerships, school-to-school support, innovation in teaching, learning and the curriculum, and providing excellent opportunities for staff development. All our Trust Services are directed toward helping our schools to give our young people the best possible opportunities to learn, grow, flourish and be successful within the context of strong school communities.

I am proud to be CEO of this trust and I extend a warm welcome to all those who are attracted to the aims and values of our Trust. We have built the capacity and space for everyone to thrive – our children, our staff and our schools. This is an exciting time to join our trust, as an individual, or as a school, as we look towards the next stage of our growth and development – and work together on our future.

Anthony Billings BA (Hons), PGCE, MA, NPQH
Chief Executive Officer



VISION & VALUES

OUR VISION

Our schools and staff nurture a commitment to learning through developing schools with a strong ethos, outstanding achievement, high-quality teaching and learning, and exciting partnerships.

ETHOS

We want schools to retain their unique character. We ensure that children and young people are valued as individuals and enjoy their learning. Structured approaches to behaviour strategies provide children, young people, parents and staff with clear policies within which to work. We create value systems in schools that support character development.

OUTSTANDING ACHIEVEMENT

We encourage the highest of expectations in relation to academic attainment and pastoral attainment by creating well-rounded young people with the social capital to succeed.

HIGH QUALITY TEACHING & LEARNING

Our schools provide a curriculum that places a priority on success across English, maths, science, languages and humanities, without negatively impacting on the arts. We inspire our children and young people to ask questions, to interrogate and to love to learn. Where children and young people need support, we act with early intervention. Our six principles of learning provide an effective framework for raising standards in teaching and learning.

PARTNERSHIPS

We value our local authorities and build strong and productive links with them by encouraging our schools to play a central role within their own communities.

OUR APPROACH

The Heartlands Community Trust was established to ensure inclusive high-quality education. We aim to develop a network of schools that are collaborative and based in clusters, around geography and need.

OUR SCHOOLS



WWW.HEARTLANDS.HARINGEY.SCH.UK



WWW.THEGROVESCHOOL.CO.UK



WWW.NLTA.ORG.UK

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