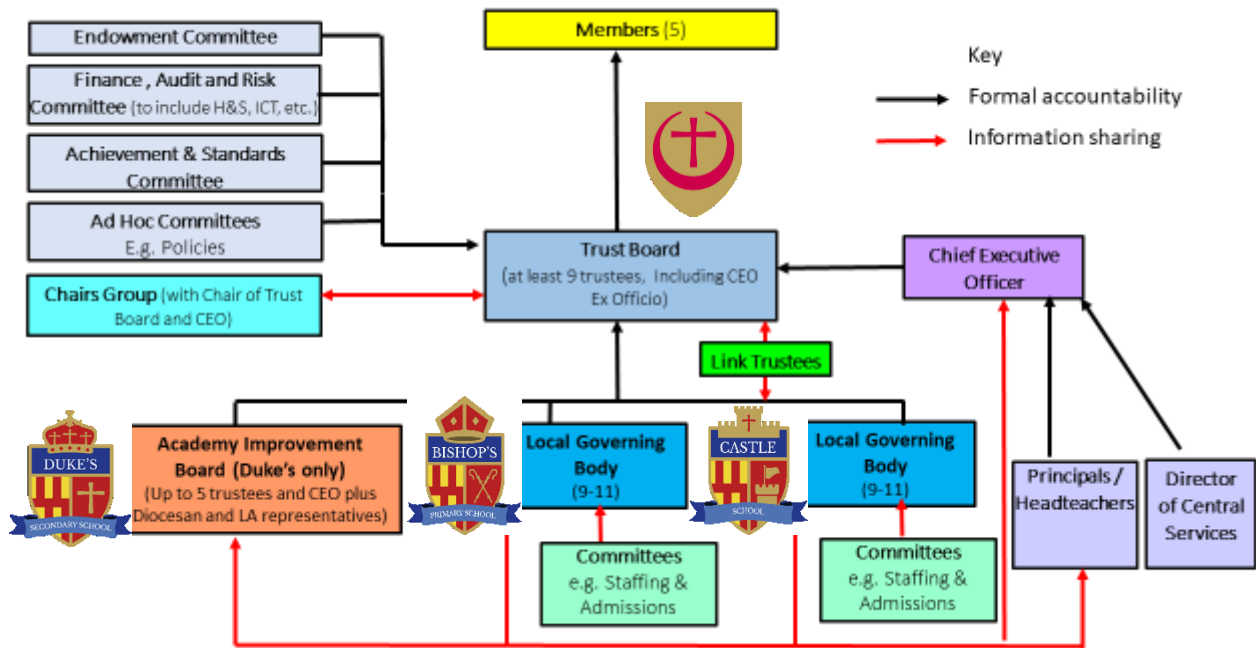




An Introduction to Governance at Northumberland Church of England Academy Trust

NCEAT Governance Structure 2019-20



What is the structure of governance in a Multi Academy Trust?

Governance of a Multi Academy Trust has three 'layers':

Members – can be compared to the shareholders of a company. They have ultimate control over the academy trust, with the ability to appoint or remove trustees and the right to amend the trust's articles of association.

Trustees - are responsible for three core governance functions: setting the direction, holding the CEO to account and ensuring financial probity. As charity trustees, they must also ensure that they are complying with charity law requirements. Academy trusts are charitable companies and the trustees are company directors and must comply with company law requirements.

Local governors - trustees can delegate governance functions to the local level. Trustees have complete discretion over what is delegated to each LGB and this is detailed in a scheme of delegation. Local governors are not trustees of the multi academy trust, unless they also sit on the trust board, but have a vital role in the effective governance of individual trust schools.

At NCEAT, we want our local governing bodies to have significant delegated powers, so that the role of a local governor is significant and has a positive impact of the success of each of our schools. This means that each local governing body is responsible for key areas of governance such as:

- Appeals for admissions, complaints and exclusions
- Determining policy in areas such as uniform and behaviour
- Effective engagement with stakeholders in the local community, especially parents.
- Ensuring the appraisal system is working effectively
- Monitor the school's key performance indicators and act as a critical friend to the principal, providing challenge where appropriate
- Recruitment processes
- School curriculum
- School development plans

- School ethos and character
- Support the NCEAT vision of “Enabling everyone in our communities to let their light shine”.

Our Mission - We fulfil our vision and values through:



Creating a culture which is deeply Christian, inclusive, nurturing and aspirational, enabling pupils and staff of all faiths and no faith to enjoy “life in all its fullness”. [John 10:10]



Acting with integrity in the decisions we make, using commitment and endurance to focus on long term sustainability, rather than ‘quick fixes’.



Educating for wisdom, knowledge and skills, equipping pupils to achieve lifelong success through a broad and balanced curriculum, quality teaching and a focus on employability.



Working with hope and aspiration, making a real difference to the life chances of our pupils, removing all barriers to give them the best possible future, regardless of their starting point.



Developing an inclusive learning community, with clear expectations for good behaviour and respect towards others so that all pupils can learn with dignity.



Supporting a rich extracurricular life, which creates opportunities for personal development and experiences that may otherwise be out of reach of our pupils.



Investing in our people, as our most vital resource, so that we become recognised as an excellent employer, which values and develops its staff.



Serving our communities at all levels and creating positive relationships with our ‘neighbours’ so that we can live well together and collaborate for the greater good.

What does NCEAT want from its local governors?

We are looking for people who are aligned with our vision, values and mission, and who are very motivated to make a difference to the communities we serve. We appreciate that this is a voluntary role, so we need to ensure that those involved understand the commitment required for the role. We are also looking for governors who have specialist skills in areas such as education, finance, legal and business matters. We value local knowledge and know that governance is most effective when it has a diversity of backgrounds and ages. It is essential that all governors and trustees understand the context within which our NCEAT schools operate. This includes understanding the economic and social challenges of South East Northumberland and the specific school environment.

How often do NCEAT local governing bodies meet?

Local governing bodies will meet at least four times a year. Meetings last around two hours and are held at a variety of times of day to be as inclusive as possible. Governors who agree to serve on committees will meet more frequently. This may be ad-hoc in areas such as appeals or at certain times of the year, such as for admissions.

Will I be given training for the role?

We have a new governor induction process, which includes annual training for all governors and some bespoke training in key areas. Some of this is accessed on-line so it can be completed at your convenience, while the annual training is face to face and is arranged around existing meetings.