



Trustee Recruitment



About the Trust

Our Trust started life as a small group of schools in South Devon and our founding schools have been working together since 2006.

We have a wonderfully diverse family of 29 primary schools which range from two-class village schools to much larger, urban primaries, located in Devon and Dorset. Our Trust benefits greatly from working collaboratively, sharing our collective experience, and providing support and inspiration to one another.

We are driven by our values and are committed to providing the best possible education for all the children in our schools.

We seek to enhance the provision at all our schools, whilst enabling them to maintain their individual identities and the freedom to shape and deliver a curriculum that reflects their school's values and the aspirations of the children they serve.



Our Purpose

Why we exist:

Working together to provide the best possible education for all

Our Mission

What we do:

Using our individual and collective strengths to work together to improve our schools. Providing all pupils with the best education, enabling them to succeed

Our Vision

What we'll achieve:

Every individual will aspire, flourish and achieve within the heart of their community

Our Values



Inspiring learning for all



Developing the individual and growing positive relationships



Contributing positively to all the communities we are a part of

Strategic Priorities

What we are prioritising to achieve our vision

Being a fully inclusive Trust

- 1.1 Raising standards for our SEND pupils
- 1.2 Raising outcomes for disadvantaged pupils
- 1.3 Supporting our pupils with SEMH challenges
- 1.4 Improving attendance
- 1.5 Keeping children safe
- 1.6 Supporting pupils & families beyond the school day

Raising standards for all

- 2.1 Raising attainment for all
- 2.2 Nurturing talent
- 2.3 Firm foundations for all
- 2.4 Every child a reader
- 2.5 High impact, broad curriculum for all
- 2.6 Quality in every classroom
- 2.7 Ensuring sustained school improvement success

Building capacity

- 3.1 Growing the family of schools
- 3.2 Financial health
- 3.3 Workforce development: Recruit / develop / retain & deploy
- 3.4 Employee engagement
- 3.5 Subject expertise

Oversight and communication

- 4.1 Organisational development
- 4.2 IT connectivity
- 4.3 Highly effective governance
- 4.4 Stakeholder communication
- 4.5 Managing compliance and risk

System leadership

- 5.1 Givers of Support
- 5.2 Receiving Support
- 5.3 Influence partnership

SEND = Special Educational Needs and Disabilities
SEMH = Social, Emotional and Mental Health



You can find our full strategic plan on the Trust website [here](#).

You may also want to have a look at our [termly newsletters](#) which portray what our schools do.



The Role of Trustees

What do trustees do?

In academy trusts, the role of the board of trustees is about:

- **Strategic leadership:** Trustees help to set the Trust's vision and strategy and monitor how the Trust and its schools are achieving their strategic objectives
- **Accountability and assurance:** The board of trustees monitors the operations and performance of the Trust and holds executive leaders to account for these
- **Strategic engagement:** The board of trustees ensures that the Trust and its schools communicate and engage effectively with stakeholders (pupils, parents, staff and the wider community) to ensure their views are considered when making decisions

The board of trustees focusses on ensuring that the Trust delivers an excellent education to pupils while maintaining effective financial management and compliance. It offers both scrutiny and challenge and ensure robust governance and decision-making.

The board also has strategic and statutory responsibilities for:

- Arrangements for safeguarding and special educational needs and disabilities
- Promotion of pupil welfare
- Keeping the Trust's estates safe and well-maintained
- Making sure it delivers its commitment to other schools and academies

They are both charity trustees and company directors of the First Federation Trust.

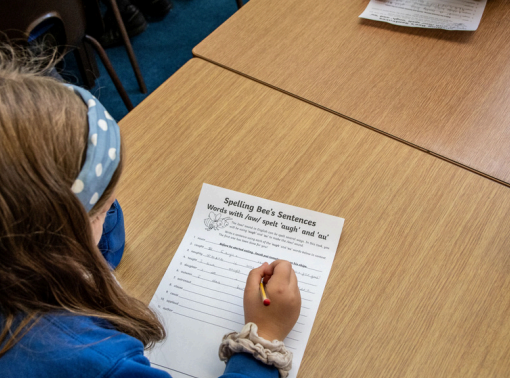
Who would make a great trustee?

You do not need previous school/Trust governance experience to do this role.

We are looking for people with the following personal attributes and skills.

Personal attributes/ person specification

- Ability to think strategically and to balance different priorities
- Ability to offer challenge in a constructive way and to work as part of a team with collective responsibility
- Ability to evaluate and interrogate data and management information
- Interest in education and commitment to raise standards
- Willingness to support the ethos and values of our schools, whether they are community schools or Church of England
- Willingness to abide by the [Nolan Principles](#)
- Commitment to undertake training to develop a greater understanding of schools, the Trust and the trustee role as well as spending the necessary time on the role



Desirable knowledge / experience

- Senior, strategic and/or board level experience
- Experience of monitoring progress vs objectives
- Knowledge of charity or school governance and the legal framework of academies
- Understanding of safeguarding and child protection

At this time, applications are particularly welcome from candidates with senior level experience in the following areas:

- Senior audit, risk or finance expertise
- Experience of board or committee chairing
- Ability to challenge constructively at senior level

What are the benefits of being a trustee?

By being a trustee, you will gain:

- Board level experience
- Experience of strategic planning
- Decision making and problem solving skills
- An opportunity to develop leadership and governance skills, including the opportunity to chair a committee or working group if desired
- An opportunity to know and understand how a different sector operates and a different regulatory framework

What difference will I make as a trustee?

By using your knowledge and experience, often from a different sector, you will offer a fresh perspective and add to the diversity of thought which contributes to sound decision making. This will contribute to improving the Trust strategic approach and how effectively it delivers education. Ultimately, this is about raising standards in Devon and Dorset, where educational outcomes have long been lower than the national average and social mobility is poor.

Ensuring that pupils, including the most vulnerable, achieve and thrive during their primary education has a strong impact on how well they do in secondary schools, and in turn improves their life chances and opportunities.

How will we support you?

We will provide you with a tailored induction programme, training which goes beyond what is statutory, and a buddy to help guide and support you.

You will also have the support of governance team.

What are the time commitments?

You will be required to attend regular, scheduled board and committee meetings (5 board meetings and a minimum of 4 committee meetings per year) having read the information circulated in advance and prepared questions for executive leaders, do some background reading about the education sector, and undertake training.

You will also be expected to take part in occasional activities, such as being involved in Ofsted inspections, complaints and disciplinary panels and undertaking school visits.

Meetings normally start around 5 pm and can be attended in person at the Trust office in Exmouth (Devon) or remotely via Teams. We encourage trustees to attend at least some of the meetings in person.

Excluding travel, the time commitment is at least 10 hours per month.

Trustees are appointed for a four year term.

What is the process to become a trustee?

Some trustees are appointed by the dioceses of Exeter, Salisbury and Bath & Wells, because some of our schools are Church of England schools. These dioceses have got their own appointment process.

Other trustees are coopted by the board. This is normally done through a resolution at a board meeting. Applications to the Trust will be reviewed by a selection panel who will decide who should be interviewed and then who should be recommended for appointment, either by the dioceses or the board.

Do you pay expenses?

Trustees will be reimbursed for out-of-pocket expenses as a result of fulfilling their role as trustee. This includes travel expenses and dependent care to attend meetings, but not loss of earnings or a meeting attendance allowance.

How do to reach out to us if you are interested in the role of trustee

Informal approach

We would be delighted to hear from you if you would like to find out more or have an informal discussion before deciding whether to apply. Please email your name and contact telephone number to our Lead Governance Professional, Mrs Isabelle Candy: admin@firstfederation.org.uk and we will be in touch.

How to apply



When you are ready to apply, please complete our application form ([click here](#)) and email: admin@firstfederation.org.uk.

We would be very happy to help you with your application. Please reach out to us at the above email address so we can lend a hand.





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