

# Stronger Together



**The St Lawrence Academies Trust  
Chair of the Board of Directors  
Advert and Information Pack**

**The St Lawrence Academies Trust requires a Chair of the Board of Directors**  
[www.slatrust.co.uk](http://www.slatrust.co.uk)

*“Our aim is to nurture our pupils and allow them to flourish, by helping them find the things that they enjoy and are good at.... We want them to become the leaders of the future.... Christian values and the exploration and understanding of the Christian faith underpins our work.” (Mike Adnitt, CEO)*

**Our Vision**

*“Strong leaders and governors joining the trust will help to shape the future of our Trust. “*

*“School leaders will join our Trust Leadership Team to help strategically plan school improvement and developments across our Trust.”*

*“Core central services will free up school leaders to focus on improving outcomes for children”*

*“We celebrate the uniqueness of our partner schools, enabling them to make decisions in the best interests of their pupils”*



**Stronger Together**

Strong leaders, governors and finances shape the future of the Trust

Partner schools who are able to support the recruitment and retention of talented staff across the Trust family.

**Committed to improving the life chances of children**

Unrelenting high expectation for pupils

Supporting partners to continually develop well trained and professional staff, who flourish and transform the lives of others.

Strength for today, bright hope for tomorrow



**Community Integrity Hope Aspiration**

**Cherish the uniqueness of partner schools**

Make decisions in the best interest of children.

Support and challenge with a bespoke school support plan

Access to a wide and diverse network of improvement services

Partners will work together to develop robust, successful and sustainable schools

Commitment to adopting core central services and policies

Schools retain their own identity and decision making over curriculum and pedagogy

**For further information or to express an interest in the role please contact:**  
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## THE ST LAWRENCE ACADEMIES TRUST

The St Lawrence Academies Trust (SLA Trust) is a newly formed Diocesan Multi Academy Trust based in the Diocese of Lincoln. In 2021 we received Diocesan Grant Funding from The Department for Education to support the growth of new church multi-academy trusts. Our trust welcomes children and staff from both church schools and non-church schools, across both the primary and secondary age range.

The Trust requires an exceptional individual to lead the Board of Directors and take the St Lawrence Academies Trust on the exciting next step of its journey. We seek a visionary Chair who can steer the Trust Executive Leadership in sustaining the growth of the Trust, while holding them to account for the outcomes for pupils.

Ideally, we require an individual who has experience of strategic leadership and governance in education, ideally with a background of leadership across a multi-site environment.

Most importantly we need an individual who lives out Christian values and who fully embraces the importance of a Church school education; someone who drives collaboration and a sense of community.

Our Trust core values of Community, Integrity, Hope and Aspiration are the bedrock of our Trust and will be the foundation of our Board of Directors.

## CHAIR OF THE BOARD - KEY RESPONSIBILITIES

- Leading the Board of Directors and providing strategic leadership and governance to the Trust and oversee the growth plan for the multi academy trust of schools
- Work with the Board and the CEO to ensure that children in the Trust receive a high quality of education and receive the wisdom, skills and knowledge to achieve well against benchmarked outcomes
- Work with the Board and the Executive Team to ensure that children are kept safe through robust and effective safeguarding procedures and learn to live well together with dignity and respect
- Ensure that children in the trust receive the spiritual, moral, social and cultural experiences of a Church education that is deeply rooted in the Christian faith.
- To ensure that the Board prioritises it's work to respond effectively to opportunities and challenges
- To build professional relationships and communications between Directors and with the Trust Executive Leadership. Uphold positive, moral leadership in the manner in which the Board conducts its business.
- To assess, build and develop the capacity, skills and experience of Directors on the Board
- To work with the Trust Executive Leadership to monitor financial management, benchmarking and resource planning across the trust

## OUR VISION

**Our Vision - To be Stronger Together**

Our Vision for our Trust is to allow schools to become stronger by working together. We are advocates of collaborative working to share expertise, ideas, talents and skills across schools. The personal, professional, moral, cultural and spiritual development of our staff and children is key to the potential success of our Trust, of our partner academies and of the individual people who work or learn in our Trust. Good schools joining us make us stronger

**Our mission statement is “strength for today, bright hope for tomorrow”**

The holistic education of children and improving the range of opportunities available to them are our priority as a Trust. We want to help children find the things they enjoy and are good at – to support them to be the best versions of themselves in the future. Our educational vision is that students must experience a broad curriculum that is rich in knowledge, skills and experiences. Learning should take place in a variety of contexts and settings. Where possible students should learn through experiences, interaction with others and opportunities outside of the formal classroom.

Christian values and the exploration and understanding of the Christian faith underpins our work. This translates into our Trust core values of

- Community
- Integrity
- Aspiration
- Hope

Our Trust prides itself on prioritising children and centralising business services so that resources can be freed to best support the needs and development of children.

The centralisation of business services enables us to achieve economies of scale and free funds to be spent strategically on better educational provision. We are very keen to support and work with schools to help provide an even stronger quality of education provision across our local area. Schools that join us and become Partner Schools will either be Diocesan church schools, or non-church schools who share our vision for education.

Our aspiration is to free up good school leaders to run their schools and make local decisions about the provision of education for their students. We aim to achieve this by supporting schools with the business and operations aspects of running schools.

The St Lawrence Academies Trust will also provide a school improvement service and support or lead collaborative working across schools.



## OUR PLANS FOR GROWTH

We currently have one school in the Trust, The St Lawrence Academy in Scunthorpe. Since September 2021 we have engaged in conversations with 13 schools about potentially joining the Trust.

Conversations are ongoing with 8 schools, with some of these schools currently engaged in local governance decisions about joining the Trust.

We are currently working directly with 2 schools on due diligence with the intent that they join the Trust early in the 2022/23 academic year.

## OUR TRUST TEAM

### Members

Paul Thompson  
Lynsey Norris  
Chair of the Board (TBC)

### Executive Leadership

Mike Adnitt - CEO  
Tony Wood - CFO

### Central Team

George Blake ACA - Trust Accountant  
Hannah Johnson - Finance & Admin  
Mark Fowle - Project Manager/SIP  
John Peckham - SIP  
Sandy Holmes - SIP  
Adrian Gray - SIP  
Mark Knapton - SIP

### Directors

Leon Riley  
Hannah Loft  
David Esmond  
June Richardson  
Chair of the Board (TBC)

The Executive Leadership and the Central Team have developed strong vision for school improvement and high quality and effective operating procedures and policies around finances, resources and delegated responsibilities.

In February 2022 we invited the ESFA to conduct a SRMA audit to quality assure and recommend improvements to our trusts' resource and financial management procedures and policies.

Some of the feedback from the SRMA report on 7th March 2022, is below

*'The analysis of the Trust's financial information found that it was of a very high quality and gave a clear and realistic position. It gives a solid base for growing the trust, the processes will need little change each time a new school is transferred into the Trust'*

*'It can be concluded that the trust does have good skills and capacity for effective financial management and the expansion of the trust in line with forecasts. It is worth noting that the financial documentation presented for this deployment is some of the best seen by the SRMA, being robust, detailed and factual.'*

*'As part of the deployment, the future growth of the trust was discussed. The financial plans submitted for this report show robust, notated, ambitious plans.'*

## MESSAGE FROM THE DIOCESE OF LINCOLN

*"The St Lawrence Academy Trust plays a vital role in the Lincoln Diocesan Board of Education (LDBE) Multi Academy Trust strategy. Through its inclusive and distinctive Christian vision, the Trust's ambition is to ensure that all adults and pupils are able to flourish and 'live life in all its fullness'.*

*Church schools and community schools are 'stronger together' in the Trust and it is through strong leadership at all levels within the MAT that will enable all schools to effectively meet the needs of their communities. A key strategic leadership position in the MAT is the Chair of the Board of Directors and the LDBE requires someone to fulfil this role and provide the support and challenge to Trust leaders within a Christian ethos.*

*As the Trust is newly formed, it is a really exciting time to lead the Trust Board as there will be opportunities to shape Trust policies and witness the growth and development of a Church MAT that will provide a secure and sustainable future for schools in different contexts".*

**Paul Thompson**  
**Director of Education for the Diocese of Lincoln**  
**Member for the St Lawrence Academies Trust**

## **MESSAGE FROM THE TRUST**

*"Most important to us is that trust leaders, directors and school leaders have unrelentingly high expectations for the trust and are ambitious for the success of our pupils. Where strong leaders and directors join they will help to shape the future of our Trust to help strategically plan developments across our Trust.*

*The personal, professional, moral, cultural and spiritual development of our staff and children is key to the potential success of the Trust, of our partner schools and of the individual people who work and learn in the Trust. Schools joining us help us to become stronger.*

*Our growth plan relies on us being able to build leadership capacity ahead of growth and to be able to support a wider community of schools through collaboration and strategic school improvement.*

*We aim to work closely with our partners and with school leaders so that we become the Trust of choice and have schools that enjoy being part of a family of schools and realise the benefits for All."*

**Mike Adnitt**  
**CEO St Lawrence Academies Trust**

## St Lawrence Academies Chair of the Board of Directors: Role Description

**Job Title:** SLA Trust Chair of the Board of Directors  
**Responsible to:** Members of SLA Trust

### The Chair of the Board of Directors is expected:

#### Lead governance across the Trust

- To ensure that the Board and the Trust Executive Leadership have a shared sense of purpose.
- To ensure the Board sets a clear vision and strategy for the growth of the Trust
- To lead the Board in monitoring the CEO's implementation of the school improvement strategy.
- To develop the capacity and skills set of the Board of Directors
- To ensure the Board has the required skills to govern well, and that appointments made fill any identified skills gaps.
- To ensure all Directors receive appropriate induction, ongoing training as needed and have a thorough understanding of their role.
- To ensure members of the Board act reasonably and in line with the board's agreed code of conduct.
- To develop a good working relationship with the vice chair and keep all Directors informed and delegate tasks as appropriate.  
To ensure that Board members feel valued and encourage their development.
- To ensure that there is a plan for succession for the Chair, Vice-Chair and any committee Chairs, and that by recommending limits on office, there is always a mix of new and experienced members.

#### The Chair of Directors, the CEO and accountability

- To build a professional relationship with the CEO which allows for honest conversations acting as a sounding board and ensuring there are no surprises at meetings.
- To meet or communicate regularly with the CEO and offer support, challenge and guidance where appropriate
- To ensure that there are transparent and effective processes for recruitment and induction of headteachers to the Trust and to positions in the Trust Executive Leadership and the Trust Central Team.
- To ensure appropriate Director involvement in the recruitment of senior leaders in schools in line with the Scheme of Delegation.
- To ensure all governors concentrate on their strategic role, receive information fit for purpose and hold the CEO to account.
- To oversee and participate in the CEO's performance review, ensuring that appropriate CPD (continuing professional development) is provided.
- Where required, represent the Trust in its dealings with external partners and be an advocate for the Trust.
- To attend school functions (plays/sports days/prize giving) as appropriate and encourage other Directors to do so.
- To ensure that complaints made to the Board or the CEO are dealt with in a timely and effective manner.
- The chair will also play a lead role in any decision to suspend the CEO or headteachers in the Trust

#### Leading school improvement

- To ensure the Trust Board is involved in strategically reviewing the school's self-evaluation process and that this feeds into the key priorities for development at both a school and Trust level.
- To ensure the Trust Board's business is focussed on key strategic priorities.
- To take the lead in representing the Board at relevant external meetings with agencies such as Ofsted, the Department for Education, the Regional Schools Commission and local authorities.
- To ensure the Board has mechanisms in place to obtain and listen to the views of parents, pupils and staff.
- To ensure the Trust Board adopts a visits protocol to schools which is linked to monitoring key strategic priorities.
- **Leading trust board business**
- With the governance professional and the CEO, to plan for the board meetings, ensuring that agendas focus on the board's key responsibilities and strategic priorities.
- Chair meetings effectively promote an open culture on the Trust Board that allows ideas and discussion to thrive whilst ensuring clear decisions are reached as quickly as possible.
- To collaborate with the governance professional to establish effective working procedures and sound committee structures.
- To ensure that decisions taken at the meetings of the Board are implemented.
- To ensure the Board engages the services of a governance professional capable of providing advice on the board's functions and that s/he is appraised and developed.

### **Ensuring local governance arrangements are effective**

The Trust recognises the importance of local governance and ensures each school has a Local Governing Body (LGB).

Directors of the Board are responsible for:

- ensuring that the trust's governance structure meets the needs of the trust
- agreeing clear schemes of delegation, outlining the responsibilities delegated to the Executive Leadership and the responsibilities delegated to the Board and to committees
- ensuring effective communication channels are in place

**The Department for Education issued a Competency Framework for Governors in January 2017. This document provides a general overview of the skills and competencies required for Governors and Director of the Boards (including those needed for a Chair/Vice Chair). You can download the document by [clicking here](#).**

**The Chair of the Board of Directors will strategically lead and coordinate the work of the Board of Directors to ensure that all Trust Directors fulfil the expectations of their roles as Directors**

## **Expectations of Directors**

The average time commitment for a Director is five to six hours per month. This may vary depending on the Trust's current need and any specific role you may have on the Trust (i.e., Chair, Vice, or link role) and includes meetings and background reading.



Meeting/Committee/ Activity	Meetings Academic Year per	Equivalent Hours per Academic Year (attendance and preparation/reading prior to meeting)
Trust Board	6 Trust Board Meetings	24 hours
Link Role	Approx. 2 Trust Visits	6 hours
Finance, Audit, and Risk Committee	4 Committee Meetings	16 hours
Trust visits, training (internal and external), and general meetings/discussions.	N/A	12 hours
<b>58 hours (5.8 hours per month based on a 10-month calendar and being a member of the Finance, Audit, and Risk Committee.</b>		

Directors of the Board have a right to reasonable time off work for their public duties, although this may be unpaid. If you are an employee, your company's HR department will be able to advise you on their policy.

### The role of Directors

The role of a Director is largely a thinking and questioning role, not a task driven role. A Director won't be tasked to:

- write school policies or undertake audits of any sort – whether financial or health and safety – even if the Director has the relevant professional experience
- spend much time with the pupils of the school – if you want to work directly with children, there are many other valuable voluntary roles within the school
- fundraise – this is the role of a PTA (Parent Teacher Association), the trust board should consider income streams and the potential for income generation, but not carry out fundraising tasks
- undertake classroom observations to make judgments on the quality of teaching – the trust board monitors the quality of teaching in the school by requiring data from the senior staff and from external sources
- do the job of the school staff – if there is not enough capacity within the paid staff team to carry out the necessary tasks, the trust board needs to consider why this is the case and rectify the situation.

### To perform this role well, a Director is expected to:

- Get to know the Trust and its schools, including visiting occasionally during the daytime and gaining a good understanding of the services strengths and weaknesses.
- Attend induction training and regular relevant training and events.
- Read information provided by the Trust in respect of national policy specific to governance and the aims and vision of the Trust
- Attend meetings (Trust Board meetings) and read all the papers before the meeting.
- Act in the best interests of all the pupils/students/young people of the Trust.
- Behave in a professional manner, as set down in the trust board's code of conduct, including acting in strict confidence.