



LINCOLN ANGLICAN  
ACADEMY TRUST  

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# **DIRECTOR RECRUITMENT INFORMATION**

February 2024

## The Opportunity to Transform Lives

What if every child was unique with intrinsic value?

What if every member of staff was unique with intrinsic value?

What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people - however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender - and know that what we do, how we teach them, what we give to them, how we relate to them can transform their lives.

As the Chief Executive Officer (CEO) of our Multi-Academy Trust, I am excited to introduce this recruitment pack, providing you with a comprehensive overview of the role of Multi-Academy Trust (MAT) Director and the incredible journey that awaits the successful candidate.

Is now the time to find out more about us? Are you ready to join our community of excellence, exploration and encouragement powered by equity in order to change lives with us, for the better? If the answers are yes we would like to hear from you.

Jackie Waters-Dewhurst  
CEO

# Welcome



## Message from the Chair



This is an exciting time to join Lincoln Anglican Academy Trust (LAAT). Our Directors bring a broad range of skills and experience from a range of industry sectors and collectively, are committed to communicate, embed and model a clear vision, ethos and strategic direction that is focused on student success.

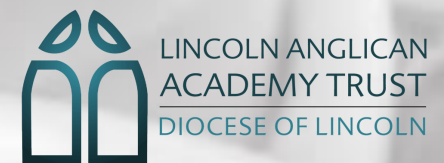
At LAAT, we take pride in our unwavering commitment to providing exceptional education, nurturing the growth of both our students and staff. Our vision is to create an environment where every individual can thrive academically, spiritually and personally. As a Director, you will play a pivotal role in shaping and driving this vision forward.

We are seeking an experienced and visionary leader who shares our passion for education and possesses the strategic acumen to guide our academies towards sustained excellence. Throughout the following pages, you will find detailed information about the MAT Director role, the key responsibilities, and the qualities we are looking for in our ideal candidate. We invite you to explore the opportunities and challenges that come with leading a dynamic, forward-thinking organisation dedicated to achieving the highest standards of education.

Thank you for considering the LAAT as the next chapter in your professional journey. We look forward to receiving your application and learning more about how your skills and expertise align with our vision and values.

Jerry Woolner

Chair of the Board of Directors







*You are the God who sees me*  
– Genesis 16:13

## Excellence, Exploration and Encouragement powered by Equity

The LAAT window allows us to see:

- The past, on which we build
- The present, for us and for others
- The future we seek to become.

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Grounded in faith, we seek to see and understand all in our diverse communities and beyond.

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Every pupil has the right to flourish; academically, physically, emotionally, and spiritually, through an educational experience based on Excellence, Exploration and Encouragement.

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Every pupil has the right to receive what they need. And every child will need different things at different times. Providing this, is Equity at work.





# The LAAT Family of Schools

# 21

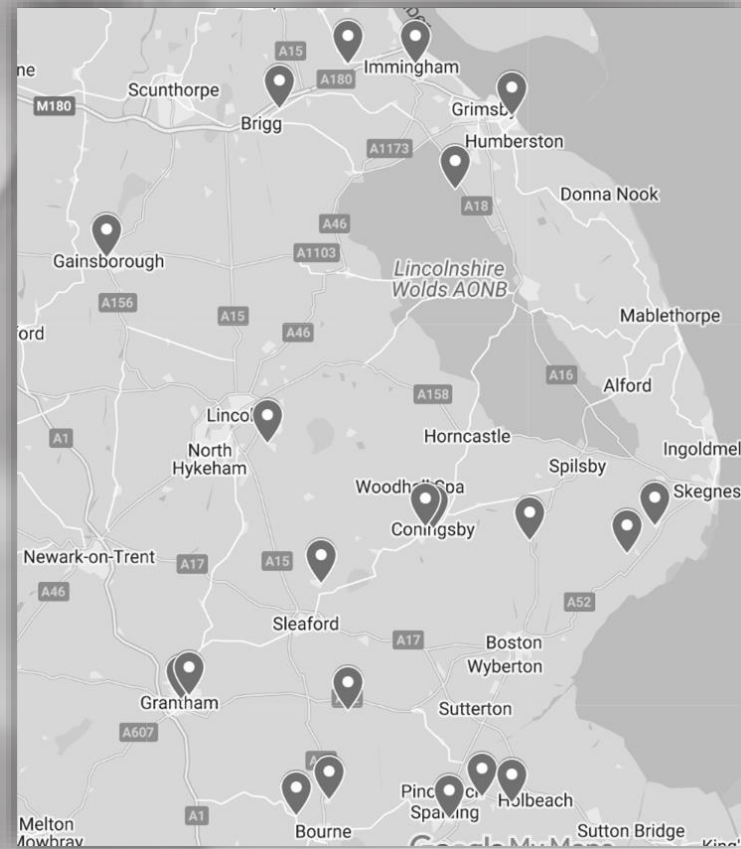
GREAT SCHOOLS

# 4,400

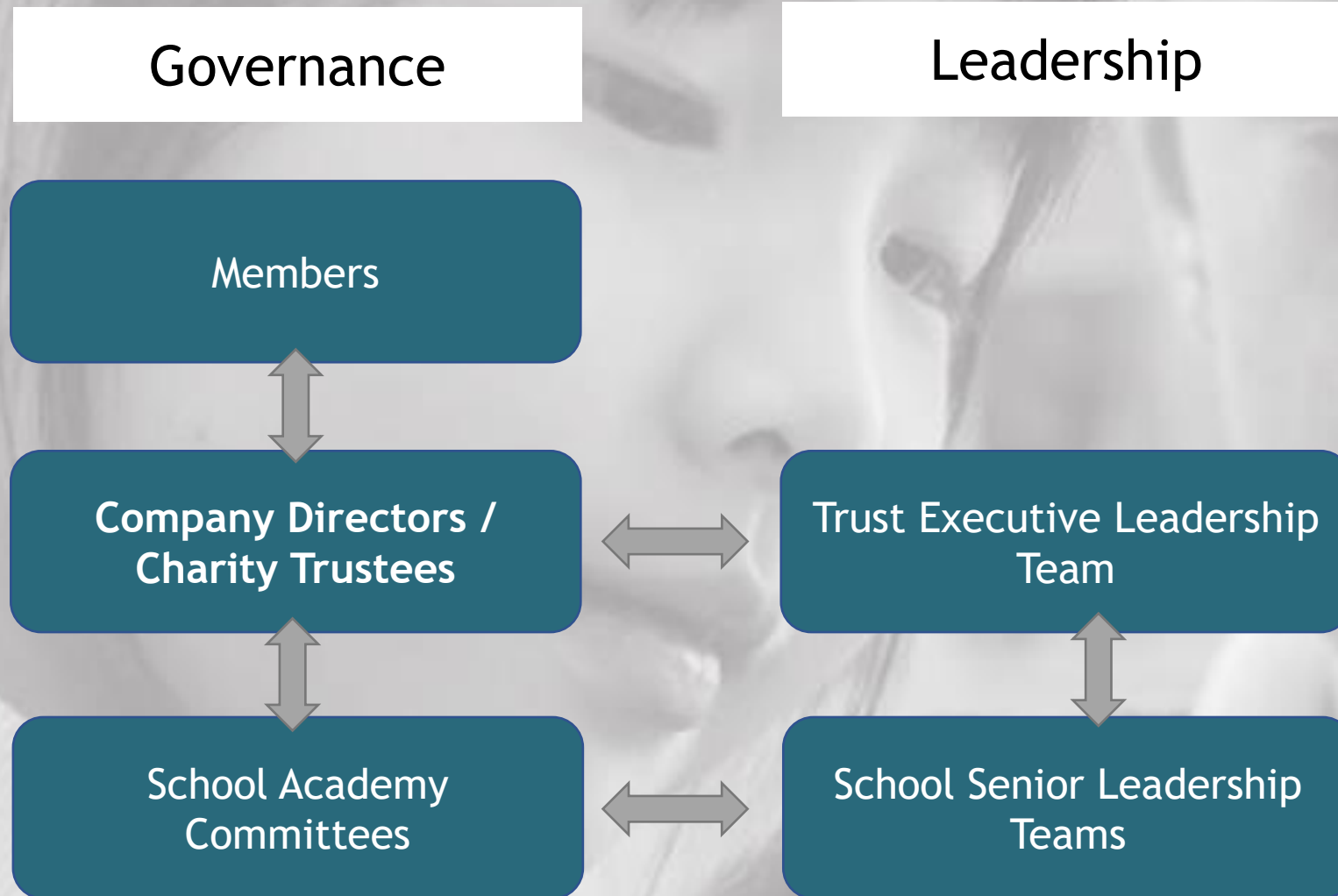
BRILLIANT PUPILS

# 650


ENTHUSIASTIC MEMBERS OF STAFF




# Our Governance Structure




## Other Key Information




All Board meetings are held virtually via Teams with regular opportunity to meet face to face




There are approximately 4 Board meetings per year lasting approximately 2 hours each




A full induction will be provided on appointment



Applicants need not have experience but must be passionate about improving life chances



All successful applicants will be required to undertake a DBS check.



All Directors serve a four year term of office.



## Our Committee Structure

**Full Board Meeting**  
4 meetings per year

**Schools and Standards Meeting**  
3 meetings per year

**Finance and Operations Meeting**  
3 meetings per year

**Audit and Risk Meeting**  
3 meetings per year

*Delegations to committees are shown in the LAAT Scheme of Delegation*

# Director Role Description

Directors work together to carry out their core functions:

<ul style="list-style-type: none"><li>• Ensuring there is clarity of vision, ethos and strategic direction.</li></ul>	<ul style="list-style-type: none"><li>• Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff.</li></ul>
<ul style="list-style-type: none"><li>• Overseeing the financial performance of the organisation and making sure its money is well spent.</li></ul>	<ul style="list-style-type: none"><li>• Ensuring the voices of stakeholders are heard.</li></ul>

Directors are responsible for governing a charitable company and directing how it is managed and run. Directors must also ensure that the Trust complies with all legal and statutory requirements. Directors should seek the advice of the board's governance professional and other professional advice as appropriate.

## The Board of Directors' Strategic Responsibilities

The board of Directors works closely with the Chief Executive Officer (CEO) and other Executive Leaders. Executive leaders are responsible for day-to-day operational management of the trust and its schools, whereas the role of the board is strategic. As such, Directors are responsible for:

<ul style="list-style-type: none"><li>▪ Determining the mission, values and long-term ambitious vision for the trust.</li></ul>	<ul style="list-style-type: none"><li>▪ Deciding the principles that guide trust policies and approving key policies.</li></ul>
<ul style="list-style-type: none"><li>▪ Appointing and appraising executive leaders and making pay recommendations.</li></ul>	<ul style="list-style-type: none"><li>▪ Working with executive leaders to develop a strategy for achieving the vision.</li></ul>
<ul style="list-style-type: none"><li>▪ Ensuring that stakeholders are involved, consulted and informed as appropriate.</li></ul>	<ul style="list-style-type: none"><li>▪ Ensuring that all schools in the trust deliver a broad and balanced curriculum such that pupils are well prepared for the next stage of their education and adult life.</li></ul>
<ul style="list-style-type: none"><li>▪ Taking ownership of the trust's financial sustainability and ensuring effective resource management across the trust.</li></ul>	<ul style="list-style-type: none"><li>▪ Agreeing the trust's staffing structure and keeping it under review to ensure it supports delivery of the strategy.</li></ul>
<ul style="list-style-type: none"><li>▪ Ensuring robust risk management policy and procedures are in place and that risk control measures are appropriate and effective.</li></ul>	

## Director Role Description continued

### Monitoring and Evaluating Trust Performance

Directors must monitor the priorities that have been set to ensure progress is being made by:

<ul style="list-style-type: none"><li>Measuring the Trust's impact and progress towards its strategic objectives.</li></ul>	<ul style="list-style-type: none"><li>Evaluating relevant data and feedback provided by senior executive leaders and external reporting on all aspects of trust performance.</li></ul>
<ul style="list-style-type: none"><li>Ensuring the required policies and procedures are in place and the Trust is operating effectively in line with these policies.</li></ul>	<ul style="list-style-type: none"><li>Asking challenging questions of the senior executive leader in order to hold them to account.</li></ul>
<ul style="list-style-type: none"><li>Holding executive leaders to account for standards, financial probity and compliance with agreed policies.</li></ul>	<ul style="list-style-type: none"><li>Ensure that there are policies and procedures in place to deal with complaints effectively.</li></ul>

### Contribution to the Board

Directors should ensure that they are making a positive and meaningful contribution to the board by:

<ul style="list-style-type: none"><li>Attending meetings (typically 4 full board meetings each year), reading papers and preparing questions for the executive leaders in advance.</li></ul>	<ul style="list-style-type: none"><li>Establishing and maintaining professional relationships with executive leaders and colleagues on the board of trustees.</li></ul>
<ul style="list-style-type: none"><li>Getting to know schools within the trust, including visiting occasionally during school hours.</li></ul>	<ul style="list-style-type: none"><li>Undertaking induction training and developing knowledge and skills on an ongoing basis.</li></ul>

### Local Governance Arrangements

Trustees are responsible for the following local governance arrangements:

<ul style="list-style-type: none"><li>Ensuring that the trust's governance structure meets the needs of the Trust.</li></ul>	<ul style="list-style-type: none"><li>Agreeing clear schemes of delegation, outlining the responsibilities delegated to the senior executive leader and the responsibilities of the board and academy committees.</li></ul>
<ul style="list-style-type: none"><li>Ensuring effective communication channels are in place.</li></ul>	





# Want to know more?

If you would like a conversation about the role before applying, you can contact our Governance and Compliance Assistant Emma Fairhall by e-mail at [emma.fairhall@laat.co.uk](mailto:emma.fairhall@laat.co.uk) and we will arrange a time to speak to you.

If you would like to apply, our application form can be found on our website at <https://thelaat.co.uk/>

Interviews: We will review applications and invite candidates to an interview.