

Job Description – Trustee	
Grade:	Voluntary Post
Employed for:	Valley Invicta Academies Trust
Hours:	4 – 6 days a year
Professional Relationships	
Responsible To:	Chair of the Trust
Purpose of the job:	
The role of the Trust Board and the Trustees collectively is to provide:	
Strategic oversight and overall performance	
<ul style="list-style-type: none"> • Provide strategic leadership and governance, and determine the strategic vision and overarching strategic plan of the Trust; • Ensure the agreed underlying principles of the Trust are consistently adhered to; • Represent the Board on recruitment panels for the appointment of Headteachers; • Ensure performance management of Headteachers and other senior leaders is carried out according to the Trust’s Pay and Reward Policy and Appraisal Policy; • Represent the Board on recruitment panels for the appointment of executive team members; • Support and promote the development and building of leadership and governance capacity across the Trust; • Provide challenge and support to the Trust’s senior leaders; • Develop and agree strategic and operational policies and monitor their impact; • Ensure policy and procedures are followed with regard to any complaints or appeals and act as final decision-maker where appropriate; • Develop effective links within the Trust’s community, communicating regularly and openly; and ensuring clear flows of communication across the Trust and with external partners; • Facilitate a Trust approach to safeguarding, ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy; • Ensure that all schools meet their responsibilities to serve their community’s needs in relation to the safeguarding and education of all pupils; • Promote close links with individual schools through their LSBs or otherwise and actively consider and respond to the issues and risks they identify and escalate; • Take responsibility for ensuring there is always a link between governance and the parent community; • Ensure that key duties are undertaken effectively across the organisation, such as safeguarding, inclusion, special education needs and disability (SEND), and monitoring and oversight of the impact of pupil premium and other targeted funding streams; • Ensure an understanding of, and adherence to, responsibilities under the Equalities Act, promoting equality and diversity throughout the organisation, including in relation to its own operation; • Ensure the development of staff training programmes and a range of opportunities for 	

professional and career development for all staff employed by the Trust;

- Promote collaboration between the schools to actively seek opportunities for these to work together, to benefit from:
 - Sharing and implementing best practice and evidence-based research findings;
 - Shared services and resources where appropriate;
 - A broader range of opportunities for children creating the conditions for innovative thinking and incubation of new ideas.

Safeguarding:

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Specific duties of the committee shall be:

- Approve delegated policies;
- Ensure that individual schools align with Trust priorities (Reading, Writing and Oracy; Personal Development – Equality and Inclusivity to include racism and sexism; SEND – specialisms to be shared across the Trust), plus share good practice and improve standards;
- Review target-setting processes for achievement and Teaching and Learning, and report to the Trust Board;
- Monitor performance agreements and report, by exception, to the Trust Board;
- Approve, monitor and review post-Ofsted action plans, reporting, by exception, to the Trust Board;
- Escalate any safeguarding concerns to the Trust Board;
- Monitor and ensure plans in place for transition from nursery through to university provision;
- Discuss school key priorities and contextual challenges;
- Feedback to Trust Board recommendations to enable the Trust Improvement plan to be met;
- Ensure each Local School Board has a safeguarding member identified;
- Ensure schools share best practice and collaboration through case studies;
- Monitor and review the impact of the school Covid-19 Education Recovery Plan.

Equality and Diversity:

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that everyone will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.