THE DEAN TRUST
Believe Achieve Succeed

Trustee - The Dean Trust

Role Specification

Role Title

Trustee

Organisation

The Dean Trust

Type

Multi-Academy Trust (MAT)

Location

The Dean Trust has eleven schools across Manchester, Knowsley and Wigan, and meetings will be based from our schools. A copy of the meeting calendar can be provided on request.

Time Commitment

Approximately 4 full Board meetings per year, and 3-4 Committee meetings. We hold an annual Trust Board away day, and ask our Trustees to undertake items of mandatory training.

Term

Four years, with the option to consider a further term of office.

Remuneration

The role is voluntary, however reasonable expenses will be reimbursed.

About The Dean Trust

The Dean Trust is a Multi-Academy Trust comprising eleven schools across Manchester, Knowsley and Wigan. Our Trust comprises a mix of primary and secondary schools, each retaining its identity while benefiting from shared systems, consistent expectations and a collaborative approach to improvement. We have recently strengthened our central structures, introduced GAG pooling and refined our financial model to ensure resources are directed where they make the greatest difference.

We are ambitious for our future growth and are developing our next phase of trust strategy with support from external partners.

Purpose of the Role

As a Trustee of The Dean Trust, you will be a non-executive director of the charitable company.

Trustees at The Dean Trust play a central role in shaping the organisation's strategic direction, ensuring strong oversight across finance, resources, audit, risk and educational performance across all our schools.

Key Responsibilities

As set out by the Department for Education in the *Academy Trust Handbook*, Trustees have a collective responsibility for:

- **Strategic leadership:** Defining the Trust's vision for high-quality and inclusive education in line with its charitable objects. Establishing and fostering the Trust's culture, and setting and championing the Trust strategy, including setting a scheme of delegation for decision-making across the Trust.
- **Accountability and assurance:** Maintaining robust, effective oversight of the operations and performance of the Trust in line with its strategic objectives. This includes educational provision, pupil welfare, oversight and appropriate use of funding, effective financial performance, and keeping the Trust estate safe and well-maintained.
- **Engagement:** Maintaining strategic oversight of relationships with stakeholders, including meaningful engagement with parents, schools, and local communities to support decision-making.
- **Compliance with statutory duties:** Ensuring adherence to charitable objectives, safeguarding, SEND requirements, and legal duties under company and charity law.

Other duties include:

- Approving major policies (e.g. safeguarding, finance, risk).
- Managing risks and ensuring effective internal controls.
- Contributing to effective governance through board attendance, committee work, and ongoing training.

Person Specification

We are particularly seeking Trustees with expertise in HR, estates, legal, digital or cyber and individuals who can broaden the lived experience and diversity of our Board. These appointments will strengthen our Finance & Resources and Audit & Risk Committees and support succession planning for the Pay Committee.

We welcome applications from individuals who can demonstrate the ability to:

- **Think strategically:** Contribute effectively to the development and monitoring of the Trust's strategic priorities and goals.
- **Understand governance boundaries:** Appreciate the distinct difference between strategic oversight and operational management.

- **Provide constructive challenge:** Ensure decisions are consistently made in the best interests of pupils and the Trust overall.
- **Analyse data:** Use performance data to understand school outcomes and provide effective challenge to senior leaders.
- **Act with integrity:** Demonstrate honesty, objectivity, and impartiality - making decisions fairly, on merit, and using the best available evidence without bias.
- **Champion the Trust:** Act as an ambassador for the Trust across a wide range of external stakeholders.
- **Engage stakeholders:** Meaningfully connect with stakeholders to inform decision-making and ensure the Trust remains anchored in the needs of its communities and the wider educational system.
- **Uphold collective responsibility:** Abide by the principle of collective decision-making and stand by the decisions of the Board, even when individual views differ.
- **Seek expert guidance:** Identify when to seek advice from the Trust's governance professional or an independent external advisor regarding statutory and legal responsibilities.
- **Show commitment:** Demonstrate active participation in governance beyond standard Board and Committee meetings.
- **Commit to development:** Show a willingness to acquire necessary governance knowledge with an ongoing commitment to training and personal development.
- **Foster open dialogue:** Welcome constructive challenge and remain respectful when challenging others.
- **Maintain high standards:** Demonstrate professional ethics, sound judgment, and adherence to the Seven Principles of Public Life (Nolan Principles).
- **Manage conflicts:** Understand the importance of identifying, declaring, and appropriately managing potential conflicts of interest.

Support and Development

- Induction programme provided.
- Access to training via the National Governance Association (NGA), the Confederation of School Trusts (CST) and The Dean Trust.
- Governance Professional support.

Statutory Requirements

Trustees must:

- Be eligible under charity and company law.
- Not be disqualified under sections of the Charities Act 2011 or Companies Act 2006.
- Complete an Enhanced DBS check. (external candidates only)
- Submit to fit and proper persons checks where required.

How to Apply

Expressions of interest should be submitted via the 'How to apply' tab via Peridot Partners website