



Foundation trustee recruitment profile

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01 | Introduction

About the organisation: A Growing Multi-Academy Trust in Dorset.

On behalf of the Board of Initio Learning Trust, we would like to thank you for your interest in the role of Foundation Trustee. Your interest in Initio Learning Trust coincides with one of the most exciting phases in our development and we hope that, after having read the contents of this pack and undertaken other research, you will feel inspired to take your interest further and arrange a time to speak with our Governance Professional or a member of the Trust Board.

Two Dorset-based academy trusts – Wimborne Academy Trust and The Minerva Learning Trust – formed a partnership in early 2023, launching as Initio Learning Trust. The Trust aims to provide an excellent education to 6,500 children in 17 schools across the County, with ambitions to grow further and take on other schools in the future.

[Click here to view the list of schools on the Initio Learning Trust website.](#)

The Trust spans the length of Dorset, from Bridport in the West to Verwood in the East. Comprising both Church of England and community schools, the Trust cherishes and celebrates the unique histories and characteristics of each of its schools. Its vision is to enable everyone to flourish in their communities and beyond.

The Trust is ambitious. Its aim is that each and every one of its schools should be in the top 10% nationally. This strategy relies on the pursuit of five core pillars – school improvement, resources, governance, community, and growth – all underpinned by the Trust’s values and belief in strong governance. Looking to the future, the Trust is determined to keep its commitment to children and young people at the heart of everything that it does.

This brief provides some background information about Initio Learning Trust development to date and the key themes in our vision. We very much hope that the opportunities and challenges facing Initio Learning Trust will excite you, as they do us, and lead to you submitting an application.



Liz West
Chief Executive



John Kingston
Chair of Trustees



02 | About the role

As it continues to grow, the Trust wishes to appoint additional Trustees, with a mix of experience in educational leadership and general strategic-level leadership experience, gained within any industry or function. On this occasion, we are seeking up to 3 Foundation Trustees who as well as their broader responsibilities will wish to ensure that church schools within the Trust maintain a distinctive Christian vision, established and promoted at all levels.

Role type:

Trustee / non-executive board member

Location:

UK South-west / Dorset

Time commitment:

There are six Board meetings and four Committee meetings per year, which take place at the Trust's schools, or other local meeting venues, on weekdays. Trustees are expected to join at least one committee. The overall time commitment is approximately two days per month throughout the year.

Location:

Board meetings normally take place in person, with some hybrid / virtual meetings. Candidates must therefore be within a commutable distance of Dorset. Meetings are normally held outside normal office hours to accommodate those Trustees with work/ other commitments.

Terms of appointment:

The role is unremunerated but reasonable, pre-agreed expenses will be reimbursed. The appointment is for a four-year term, which can be extended.

Disclosure and Barring Service (DBS):

Trustee appointments are subject to the completion of a satisfactory enhanced DBS check.



Role Specification:

The Trust is a not-for-profit educational charitable company and its Governance structure ensures that it meets its requirements to ensure probity, good governance and outstanding performance.

The Trust Board is comprised of the Trustees. They meet regularly as a Trust Board, which has a number of sub-committees including the Performance and Standards Committee, the Resources Committee and the Growth Committee. There is a Local School Committee that oversees each School, whilst strategic oversight of the Board is provided by the Members of the Trust.

Trustees focus on the three core functions of governance:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the Trust Schools and their students, and the performance management of staff;
- Overseeing and ensuring effective financial performance

Many of the schools across the Trust are Church of England schools, and as such the Board comprises equal numbers of Foundation Trustees (appointed by the Diocese of Salisbury) and Community Trustees, appointed from the community.

Both groups share the same vision and responsibilities and both require the same strategic skills, with Foundation Trustees also expected to champion a distinctive Christian ethos within the church schools of the Trust. Link here to [Salisbury Diocesan Board of Education website](#) governor pages for details of Foundation governor responsibilities and appointment policies.

A list of current Trustees can be found [here](#).

Person Specification:

The Trust is seeking to appoint people with a Christian faith, who have strategic-level leadership and management experience. They must also be committed to the Trust's vision enabling everyone to flourish in our communities and beyond.

Candidates may come from a range of backgrounds and functions across the public, private or third sectors. They will ideally have governance experience, such that they are able to provide appropriate and effective challenge to the Trust's executive team as well as to the wider Board.

Although prior board experience is welcome, the Trust is open to applications from first-time non-executives.

The successful candidate will be able to demonstrate that he/she is able to:

- work effectively alongside other non-executives and executive colleagues, as an equal member of the board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a positive culture



Essential/Desirable Criteria

Knowledge and Experience	Essential	Desirable
	<ul style="list-style-type: none"> • Experience of working at a senior leader/manager • Track record of successful delivery/achievement • Experience of improving quality • Experience of overseeing a budget 	<ul style="list-style-type: none"> • Experience of working at Board/Executive level • Experience of the education sector • Experience of Safeguarding • Knowledge of the local community
Skills and Aptitude	Essential	Desirable
	<ul style="list-style-type: none"> • Demonstrable leadership skills • Strong interpersonal and communication skills • Political astuteness and insight • Ability to influence others • Able to work alongside Trustees and executives on the Board • Able to bring independence, external perspectives skills and challenge to strategy development • Able to understand complex strategic issues, analyse difficult problems and reach balanced, independent judgements • Able to hold the executive to account by providing purposeful, constructive scrutiny and challenge • Able to connect positively with teams, staff and stakeholders 	<ul style="list-style-type: none"> • Business and financial acumen
Values and personal abilities	Essential	Desirable
	<ul style="list-style-type: none"> • Personal Christian faith • Commitment to encourage and uphold the distinctive Christian ethos of the church schools • Commitment to the Trust’s mission to inspire children and young people in Dorset to excel through education. • Commitment to upholding and promoting a positive culture • A commitment to promoting equality, diversity & inclusion 	

What we are looking for?

Applicants should live in or have a strong interest in the area served by the Trust, and will need to be able to commit sufficient time to fulfil the role. Meetings are held outside normal office hours to accommodate those Trustees with work/other commitments.

As part of its commitment to equality, diversity and inclusion, the Trust wishes to establish and maintain a diverse Board of Trustees, representative of the whole community it serves. With this in mind, we are very keen to receive applications from candidates from a wide range of different backgrounds.

All Trustees must champion the standards of public life – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

What does the role offer?

- a chance to develop your own personal skills
- a rewarding opportunity to actively support the maintenance of a christian ethos within our church schools
- trustee induction and access to a programme of free training in respect of education/governance matters
- a sense of achievement in helping make a difference to children reaching their potential
- support and guidance from fellow trustees

03 | Application and Selection Process

To apply:

All formal applications will be processed through the Salisbury Diocesan Board of Education's application process which aligns to the Board's own initial application and selection process to establish each person's suitability for the role.

If you are interested in finding out more about the role of Foundation Trustee at Initio Learning Trust including the application process, please contact the Clerk to the Trust at shewett@initiolearning.org.

We look forward to hearing from you.

04 | Our Team

Members



Emma Boger



Heather Waldsax



Jacqueline Mallace

Trustees



John Kingston *(Chair)*



Clive Bath



Peter Breckwoldt



Hilary Evans



Geoff Bates

Trustees



Debbie Fleming



Noel Harrison



Patricia Mackenzie



Richard Purchase



Peter Taylor

Our Team



Liz West
CEO



Ross Bowell
Director of Resources



Brian Boyes
Director of Education
(Secondary)



Laura Thomas
Director of Education
(Primary)

Headteachers

Allenbourn Middle School - Mark Legge

Bridport Primary School - Michaela Kite

Burton Bradstock CE Primary School - Adam Gough

Colehill First School - Sharon Staddon

Emmanuel CE Middle School - Rob Christopher

Hayeswood First School - Sharon Staddon

Hillside First School - Dave Graves

Lockyer's Middle School - Antonia Dufek

Merley First School - Katharine Anstey

Pamphill CE First School - Mike Wheeler

Queen Elizabeth's School (CE) - Simon Firth

St John's CE First School - Michelle Prince

St Mary's CE Primary School - Kate Batorska

St Michael's CE Middle School - Darren Ayling

The Sir John Colfox Academy - Adam Shelley

Verwood CE First School - Katharine Anstey

Witchampton CE First School - Jo Hancock

Resources Team

Sarah Hewett - Clerk to the Trust Board

Gillian Jacobs - Trust Resources Lead West

Steve Jones - Trust Resources Manager

Rachael Page - Trust Finance Manager

Olivia Sidaway - Trust Resources Manager

Associate Directors

Katharine Anstey

Andrew Turrall

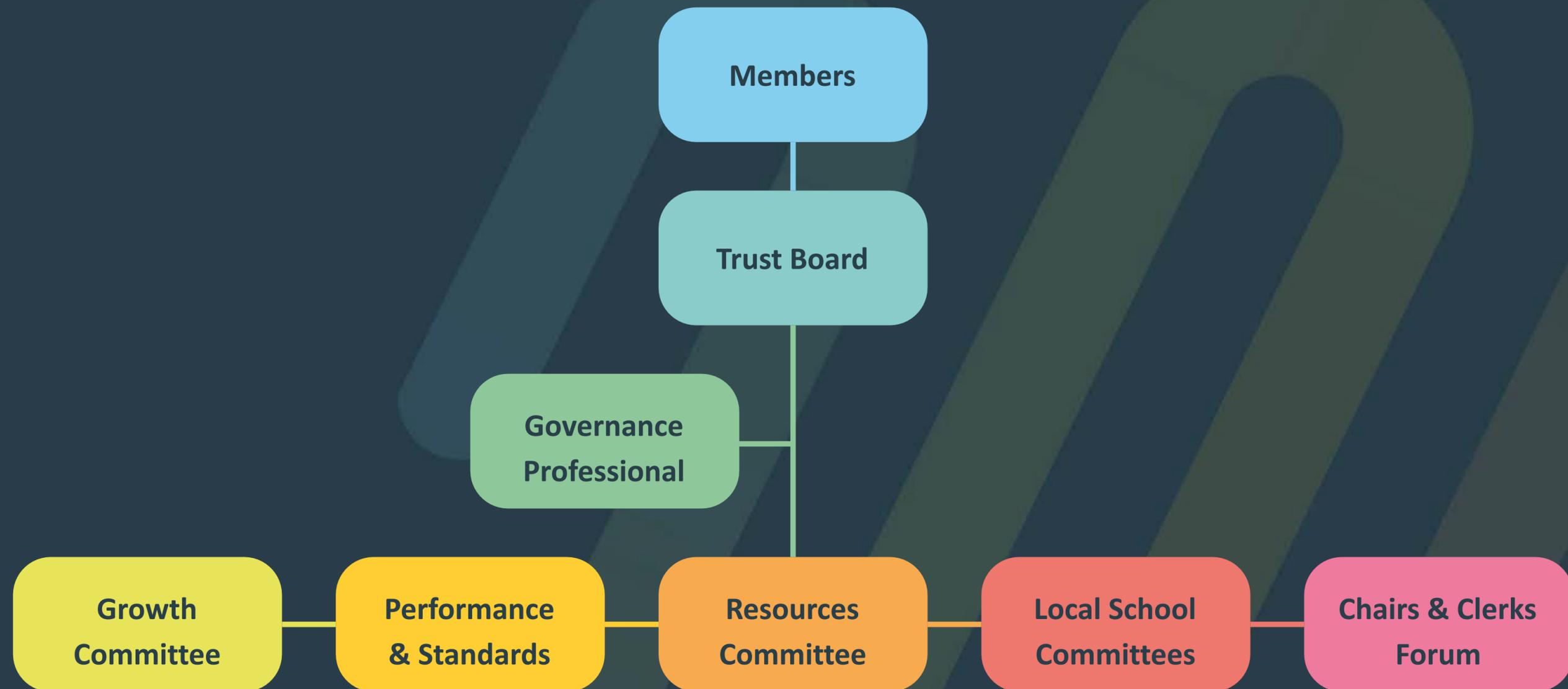
School Improvement Lead (Inclusion)

Laura Howieson

Trust Safeguarding Officer

Kelly Overhill

05 | Governance Model



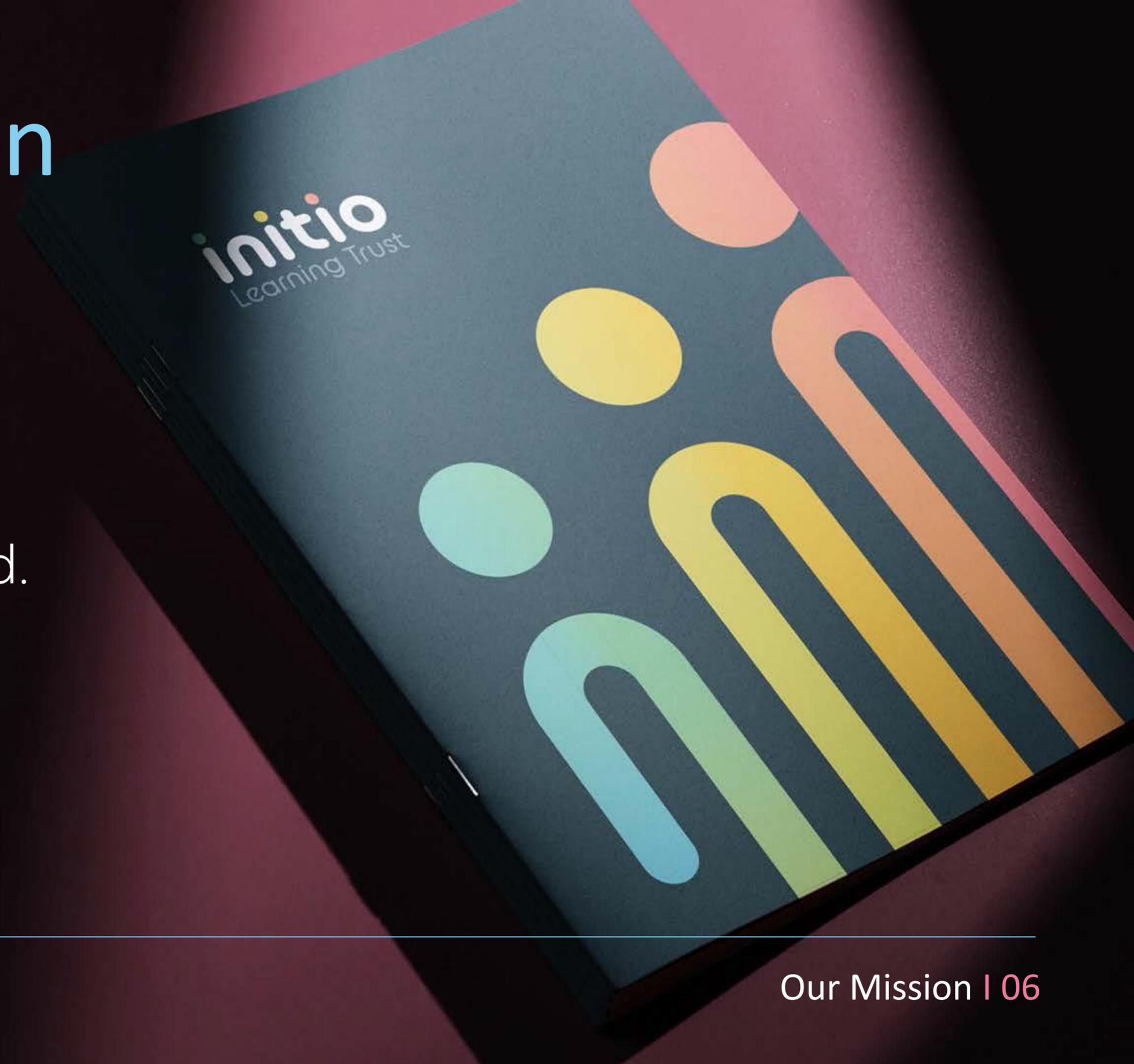
06 | Our Mission

Our Vision:

Enabling everyone to flourish in our communities and beyond.

Our Values:

Collaboration,
Ambition, Respect

The background of the slide features a dark teal book cover with the 'initio Learning Trust' logo in white. To the right of the logo is a stylized human figure composed of thick, rounded lines in shades of teal, yellow, and orange. The book cover is set against a dark red background with a subtle gradient.

initio
Learning Trust

07 | Strategy

We have started to use the language of "*backbone*" and "*big moves*".

Our *backbone* is at the very core of the Trust, the things we think are important (eg vision and values).

Our *big moves* are our strategic priorities for **Initio Learning Trust**, Our big moves are to:

- Create a sense of belonging
- Build School Improvement Capacity
- Develop our shared services
- Strengthen Governance and Leadership
- Grow our community partnerships

