



Academies
Enterprise Trust
Find your remarkable

Appointment of Trustees November 2023



Saxton Bampfylde

About Academies Enterprise Trust

AET is a leading multi-academy trust (MAT). It was established in 2008 and today has a national presence with 57 schools across the Primary, Secondary and Special phases, inspiring over 33,000 children to choose a remarkable life. You can see a list of our schools [here](#), and our vision, mission and values [here](#).

AET have set ourselves some bold targets through 'AET490' - a public goal of at least 90% in four key measures: phonics; Key Stage 2 reading, writing and maths; chronological reading age; and securing a grade 4 or better in English and maths. This level of educational achievement has never been achieved before – in this country or anywhere else - and is a galvanising ambition that unites and drives the whole organisation.

We are now looking for 3 new Trustees to join our highly respected Board for the next phase of our journey.

We are a national network with schools in eight of the nine DfE regions. We are committed to delivering an excellent education to every child in every classroom, every day. We believe an excellent education is an entitlement for all, and we do everything in our power to ensure that our schools are making that a reality for every pupil in our care.

The Trust has an annual budget in the region of £250 million, and employs around 4,500 people. Since 2021 it has been led by CEO [Rebecca Boomer-Clark](#) (known as Becks). [David Hall](#) has been the Chair of Trustees since 2019. Other trustee profiles can be found [here](#).



Inspiring each and every child to choose
a remarkable life

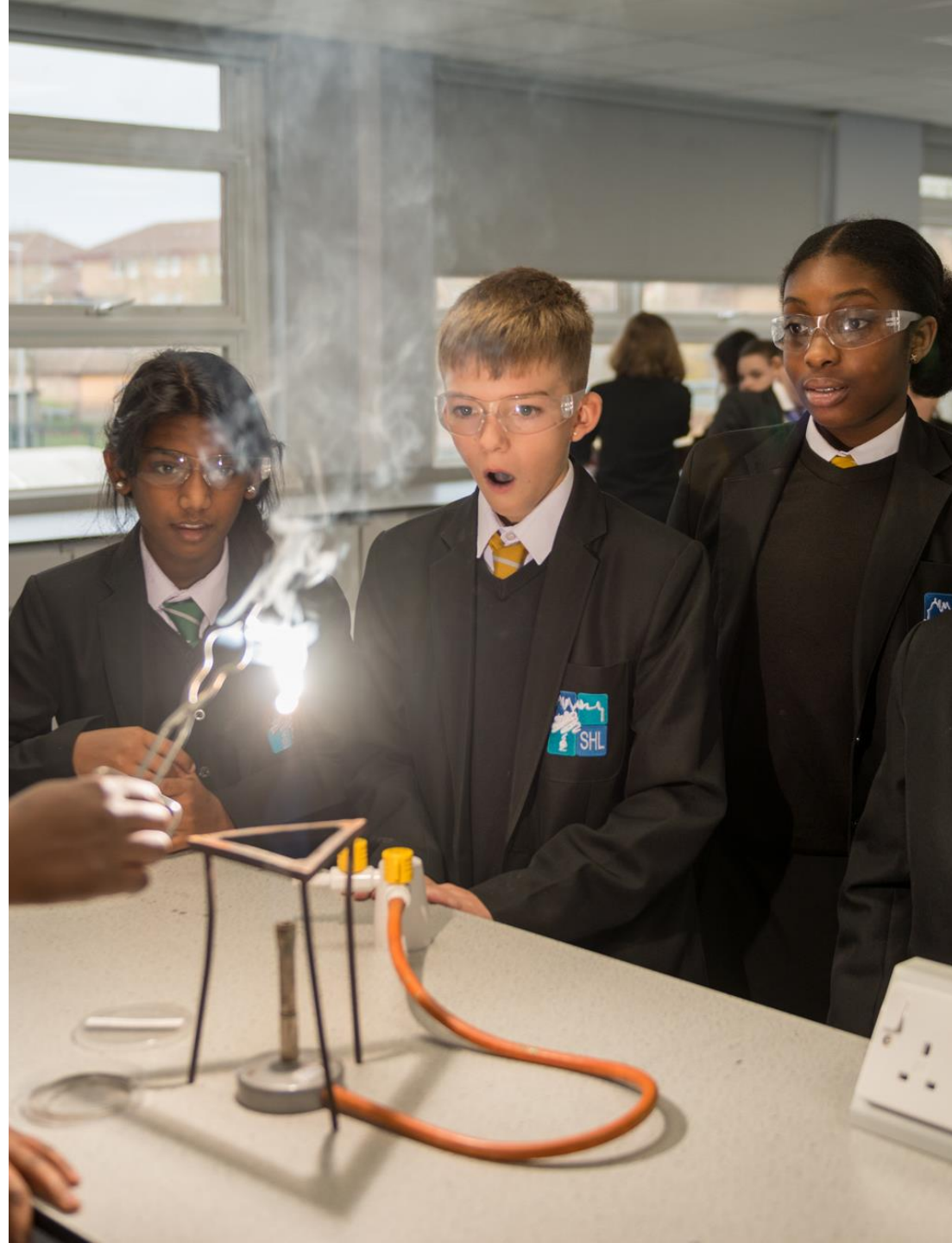


The opportunity

MATs continue to be a core part of the Government's educational agenda. As one of the largest MATs, AET is a 'system leader' and seen as a key organisation in delivering this agenda.

We are looking for outstanding individuals who can contribute to the direction and the impact of a significant organisation within the English educational landscape and thus to the lives of thousands of children.

The members of the Board have overall responsibility for AET's strategy development and performance monitoring, as well as compliance with charity and company law and the Group's funding agreement. More information about AET's governance can be found [here](#).



Person Specification

Candidates must demonstrate a deep understanding of the Nolan principles and we have commitment to the [vision, mission and values of AET](#). We value continuity in governance and we are ideally looking for a six-year commitment. We are open to first time non-executives and would provide mentoring and support to step into the role.

Formal duties of a trustee are listed further below. Beyond these general requirements, and in order to supplement and complement our existing trustees, candidates with the following characteristics would be particularly attractive:

Educational experience

AET's size, geographical spread, and its cross-phase and non-selective offering present particular opportunities and challenges in choosing, defining and measuring its educational priorities. We are looking for someone with experience. And understanding of educational excellence at scale. Someone who is capable and confident to think holistically, critically, strategically, and innovatively about how AET can most effectively use its scale and resources to deliver educational value and outcomes to the diversity of pupils and communities served by its schools.

Leadership experience

Large MATs are a relatively new organisational concept, and no single dominant model of operating structure and leadership has yet emerged. The competing demands faced by Trust leadership, both internally and externally, and operationally and strategically, are daunting. We are interested in learning from experience of scale in different but comparable sectors and we are looking for a trustee who has experience of leading an organisation with the scale and complexity of AET.

Technology

Technology presents enormous opportunities in education, for pupils and for teachers. Artificial Intelligence (AI) in the form of large language models (LLMs) such as ChatGPT or Google's BARD or Meta's LLaMa, are examples of where knowledge-production and dissemination are changing very rapidly. This has huge implications for learning, assessment and skills development. Yet the education sector is constrained (financially, structurally, politically and culturally) in its ability to innovate. We would welcome trustees who have experience in relevant aspects of technology and in finding imaginative ways to overcome deeply embedded obstacles to change.

Diversity and adversity

Localism is important to us, the context and communities our schools serve vary enormously and it is important that our leadership also reflects that diversity.

Our mission is the golden thread that binds us all together – the reason that despite our very different paths to AET, we are all part of one family.





General requirements of Trustees

Trustees are expected to discharge the responsibilities of the Board which include:

- Setting AET's strategic direction and policies;
- Ensuring that the Trust is run on sound commercial and financial principles thereby enabling its academies to raise standards further;
- Maintaining a set of values and a vision for the Board;
- Ensuring that high standards of corporate governance are observed at all times and that arrangements are in place to manage risk and provide reasonable assurance to the Board; and
- Constructively challenge and support the executive management in the delivery of the Trust's strategic plan.

General skills and knowledge requirements.

- A good understanding of the academy or maintained sector and a familiarity with the [Academy Trust Handbook](#).
- Ability to think, plan and operate strategically;
- Style – consensual, inspirational and firm;
- Holding to account – an achievement focus;
- Ability to work closely with all key stakeholders at both local and national level;
- High level and broad networking across the sector and/or other relevant fields; and
- High level communication skills, including listening and self-awareness.

Personal Attributes

- Presence and gravitas;
- Enthusiasm and passion for the role; and
- Commitment and ability to devote sufficient time to the organisation and role.



Terms of appointment and time commitment

The Board currently meets 4 times per year. Trustees are also expected to be members of one of the following committees of the Board:

- Education committee (3 times per year)
- Wellbeing and safeguarding committee (twice per year)
- Finance committee (4 times per year)
- Audit and risk committee (4 times per year)

In addition to attending meetings, trustees are expected to have read the papers in advance.

Each trustee is associated with a region and is encouraged to participate in the regional sponsorship programme. This involves:

- Attending their Regional Chairs' Forum to hear directly local messages from Academy Councils (held virtually each term)
- Shadow one Academy Council meeting per year (virtually) - raising the status of the Academy Councils and building visibility for Trustees at a local level
- Where possible, trustees are encouraged to visit school(s) in their region with the Regional Education Director.

The position is unremunerated but all reasonable expenses will be reimbursed.

At AET, we value all cultures, backgrounds and experiences, and we truly believe that diversity drives innovation. Join our family and help us inspire every child to choose a remarkable life.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to AET on these appointments.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **VADMJ**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 4 December 2023**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.

AET is committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. An enhanced Disclosure and Barring Service Certificate will be required for all posts.

AET are a Disability Confident Employer and there is a guaranteed interview scheme for candidates with disabilities who meet the minimum selection criteria.

Saxton Bampfylde

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