



Trustee of FMAT

Information for candidates

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment'.

Starting Date: ASAP

**Fulston Manor
Academies Trust (FMAT)**

**Fulston Manor School
South Avenue Primary School**



FULSTON MANOR SCHOOL

We are a large non-selective school with an outstanding reputation for developing young people who make a positive contribution to their community. We have always believed that a child will only learn effectively when happy and, without losing sight of the need to secure the best possible qualifications, every effort is made to ensure that children are well cared for and given a huge range of opportunities, both inside and outside the classroom.

Our school motto, “Everybody Matters, Everybody Succeeds, Everybody Helps” reflects both the importance of the individual and the whole community. We are committed to ensuring that everyone is helped to make progress during their time with us and that such progress is recognised wherever it occurs, whether in academic achievement, sporting success or in any one of the other activities we make available to all. Equally important is ensuring that everyone comes to understand the part they play in helping others achieve their personal goals, recognising that the taking on of responsibility and developing an understanding of the needs of others is a fundamental key to living within any community. The school ethos drives all that we do here to ensure our young people both achieve the best possible qualifications and also grow and develop their sense of self and their understanding of our world.

We are a welcoming school that operates as a family with a strong sense of pastoral care linked to our House system. We have four houses (Cromer, Hales, Morrison and Stanhope) in Year 7 to 11 with vertical tutor groups in each house. This means small numbers of each year group in each tutor group that have a dedicated tutor who they see each day. The Sixth Form is a thriving environment for students Post 16 and we have outstanding facilities for students as well as excellent pastoral care and careers support to enable students to make the next steps into further education or employment.

The crest of the school carries the Latin inscription “Artes Discant Amitiae”, which translates as “May they learn the art of friendship”. In the midst of all the pressures to succeed and the drive for achievement, we are most proud of the fact that we are a community which has never lost sight of the importance of positive human relationships and it is this, perhaps, above everything else that continues to ensure the enduring quality of our school.





SOUTH AVENUE PRIMARY SCHOOL

South Avenue Primary School is a happy and friendly community school which caters for children of all abilities within a well-resourced and stimulating learning environment.

Our experienced and committed staff team offers good pastoral care to our pupils so that they are able to learn effectively, discover new talents and prepare for education and future life.

At South Avenue Primary School we believe that every child regardless of their background; has the right to be given the opportunity to be the best that they can be, this is at the heart of everything we do.

We will encourage and nurture every child so that they are able to learn in an inclusive and supportive environment where they feel safe and valued, where it captures their imagination, so that they can **discover, learn and grow**.

We want every child that leaves South Avenue to have achieved the best that they can in all areas of learning so that they can take responsibility for their learning and become independent citizens.

Our ethos is to provide an education, which places importance on the development of the whole child, academically, intellectually, physically, emotionally and socially. We will endeavour to make our children feel safe and valued. Together **We Discover, We Learn, We Grow**.

Our School Values have been chosen to work hand in hand with our school vision and when followed together should create an amazing learning environment for every child that ensures they are ready for a lifetime of learning.

We aim to ensure that every child will be happy, inspired and eager to learn during the time spent with us. Our school values are listen, encourage, ambitious, resilient, respectful and nurturing to ensure that the children are ready for a lifetime of learning.



At South Avenue we love to **LEARN**

Listen

Encourage

Ambitious

Resilient and respectful

Nurturing



FULSTON MANOR ACADEMIES TRUST

Fulston Manor Academies Trust was formed by Fulston Manor School in 2013, three years after the school became a single academy in October 2010.

When developing the multi academy group the intention was always to work with local schools in order to provide sustainable improvement and enhanced provision for young people across Swale. The opportunity, therefore, to welcome South Avenue Junior and South Avenue Infant Schools into the trust fitted perfectly into this framework and ensures a solid foundation across all three phases of compulsory education.

The 3 CORE functions of our trust board

- Strategic Leadership
- Accountability and Assurance
- Strategic Engagement

Our Shared Vision and Ethos

Mission Statement

Fulston Manor Academies Trust's mission is to change for the better the lives and life chances of all members of our community. In order to achieve this we are committed to the achievement of rapid educational transformation across all our schools through the development of outstanding practice based upon sustainable collaboration.

Vision

Fulston Manor Academies Trust's vision is of a community of outstanding schools in which all children are enabled to reach their potential through the provision of high quality education within a caring and supportive environment. The on-going professional development of all staff will ensure sustainability and assist in the creation of a culture of continued improvement within every Trust school.

Ethos

Fulston Manor Academies Trust's ethos is encapsulated in the phrase, "Everybody matters, Everybody succeeds, Everybody helps". By involving everyone in ensuring that all are enabled to achieve, the Trust creates communities which share in the success of all when the highest of aspirational targets are set and met.

Our Objectives

- All students across the Trust to achieve at least expected academic progress
- All schools across the Trust to be rated good or outstanding by Ofsted
- All teaching across the Trust to be rated good or outstanding

Swale and the surrounding area

Swale is a local government district with borough status in Kent and is bounded by Medway to the west, Canterbury to the east, Ashford to the south and Maidstone to the south west. Swale Borough Council is based in Sittingbourne. The district is named after the narrow channel called The Swale, that separates the mainland of Kent from the Isle of Sheppey, and which occupies the central part of the district.

Most of the southern half of the Borough lies within the Kent Downs Area of Outstanding Natural Beauty, whilst Sittingbourne and the Isle of Sheppey forms the concluding part of the Thames Gateway growth area.

There are five towns in the borough: Sittingbourne and Faversham on the mainland, and Sheerness, Minster and Queenborough on the Isle of Sheppey.

Swale is a mainly rural borough, containing a high proportion of the UK's apple, pear, cherry and plum orchards as well as many of its remaining hop gardens. Faversham, a medieval market town, is also home to Britain's oldest brewers, Shepherd Neame.



Sittingbourne owes its name to a modernised version of an observation on its location. The town's name came from the fact that there is a small stream or "bourne" running underground in part of the town. Edward Hasted, writing in the 1790s in his *History of Kent* states that :

Sittingbourne was anciently written Sedingbourne, in Saxon, Saedingburga, i.e. the hamlet by the bourne or small stream.

There is evidence of Roman settlement in the area before 2000 BC, with farming and trading tribes living inland to avoid attack, yet close enough to access the sea at Milton Creek. In AD 43 the Romans invaded Kent and, to make access quicker between London and Dover, built Watling Street, which passed straight through Sittingbourne.

However, more modern ways to travel sees the borough being serviced by excellent rail links which means travelling from Sittingbourne to London can be completed in just over an hour and to Dover in 52 minutes.

Surrounded by small villages and in the heart of The Garden of England, Sittingbourne is a perfect town to base yourself to explore the countryside, the history of the area and the continent.

TRUSTEE JOB DESCRIPTION AND INFORMATION

Academy trustees are volunteers. The Charity Commission defines trustees as the people responsible for governing a charity and directing how it is managed and run.

The purpose of the board of trustees is to provide:

Strategic leadership of the academy trust—your role is to help set and embed the trust’s vision and strategy, and use these to monitor how the trust and its schools are progressing towards it’s strategic goals

Accountability and assurance—meaning the board has robust oversight of the operations and performance of the trust, including education, pupil welfare and finance

You'll monitor these areas and hold trust leaders to account for performance and compliance in them
Engagement

This means your board has strategic oversight of relationships with the trust's stakeholders: parents, pupils, staff, local communities—You'll make sure your schools and your trust are communicating with and involving these groups, so that decision-making is supported by meaningful engagement

Responsibilities

Develop the trust’s vision and strategy

Establish a culture of high educational standards, which promotes staff and pupil wellbeing

Set the trust’s strategic aims and objectives

Make sure all pupils have access to a broad and balanced curriculum

Monitor provision for pupils with SEND

Monitor educational performance of the trust’s academies, using a range of data sources

Ensure stakeholders (parents, pupils, staff and the local community) are informed and consulted as appropriate

Approve the budget for the academy trust and, where relevant, for academies within the trust

Monitor and evaluate the trust’s financial performance

Approve and review trust policies, and hold staff to account for their implementation

Ensure the trust is compliant with legal requirements, including that all statutory policies and documents are in place

Make sure the trust complies with laws that apply to charities and companies and within its funding agreement

Be a source of challenge and support to the principal/chief executive

Monitor health and safety in the academy/across the trust

In a multi-academy trust, work with those involved in local academy governance, supporting and holding them to account

Problem solving

TRUSTEE JOB DESCRIPTION AND INFORMATION CONTINUED

Skills and experience

Essential:

- Critical listening and ability to ask effective questions
- Strategic thinking
- Excellent communication
- Problem-solving and analysis

Desirable:

- Understanding of data
- Finance and/or accounting knowledge
- HR experience
- Knowledge of education
- Leadership and management skills
- Risk management skills
- Legal expertise, particularly knowledge of charity law
- Marketing and communications skills

Benefits to you

- New skills you'll gain:
- Strategic planning
- Experience on a board
- Holding senior leaders to account and ability to provide challenge
- Finance, and maintaining oversight of budgets
- Analysing data
- Human resources and performance management
- Project management
- Marketing
- Communication and teamwork
- Decision making

Time commitment

The time commitment for the trustee role will vary – the trust board meets 6 times a year and meetings usually last two hours.

The term of office is 4 years.

Usually trustees sit on a committee focused on an area they have knowledge of, or are particularly interested in – for example, the Finance, Audit and Risk Committee.

Preparation for meetings includes reading papers and preparing questions for senior leaders.



How to Apply

Applications are invited from candidates who possess the skills, enthusiasm, and commitment necessary to fulfil the role of a trustee.

The starting date for this post will be ASAP, following the completion of the recruitment process, including a DBS check, references and a section 128.

If you are interested and would like to apply please contact Mrs M Smith, Governance Professional—msmith@fulstonmanor.kent.sch.uk

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