

Trustee Recruitment Information



Contents Page

Welcome	3
Governance & Management Structure	4
Role of Trustee	7
Application Process	10
Our Schools	12

Welcome to Endeavour MAT

Thank you for expressing an interest in becoming a Trustee of Endeavour MAT. This booklet contains information about the trust and being a trustee.

We are a highly-regarded and successful trust with a strong reputation for educational standards, supporting school improvement and staff development and wellbeing.

Our Board of Trustees are critical to driving the development and success of our amazing Trust and we are looking to appoint further trustees to oversee the next exciting stage of our development.

Endeavour MAT was established in April 2017 to bring together local schools in Dartford to collaborate and share resources, administration, specialist skills and, of course, best teaching practice. The Trust is currently comprised of three secondary schools and one primary school with a combined roll of over 3,300 students and growing.

All Endeavour MAT schools work closely together with a shared purpose to support the young people in our schools to ***lead successful lives***. We celebrate the differences between our schools and want them all to continue to thrive through a culture of improvement. Working together means that we can achieve more collectively than we could alone, aiming to achieve a nurturing balance between autonomy and collaboration.

As a multi academy trust we have a clear strategic direction which is founded on our vision and values. Our [Strategic Plan 2022-2027](#), ***Growing Stronger Together*** outlines our plans and communicates these so that all stakeholders can have confidence in our commitment to the future.

If you wish to be a part of what we are doing, please consider getting in touch and making an application.



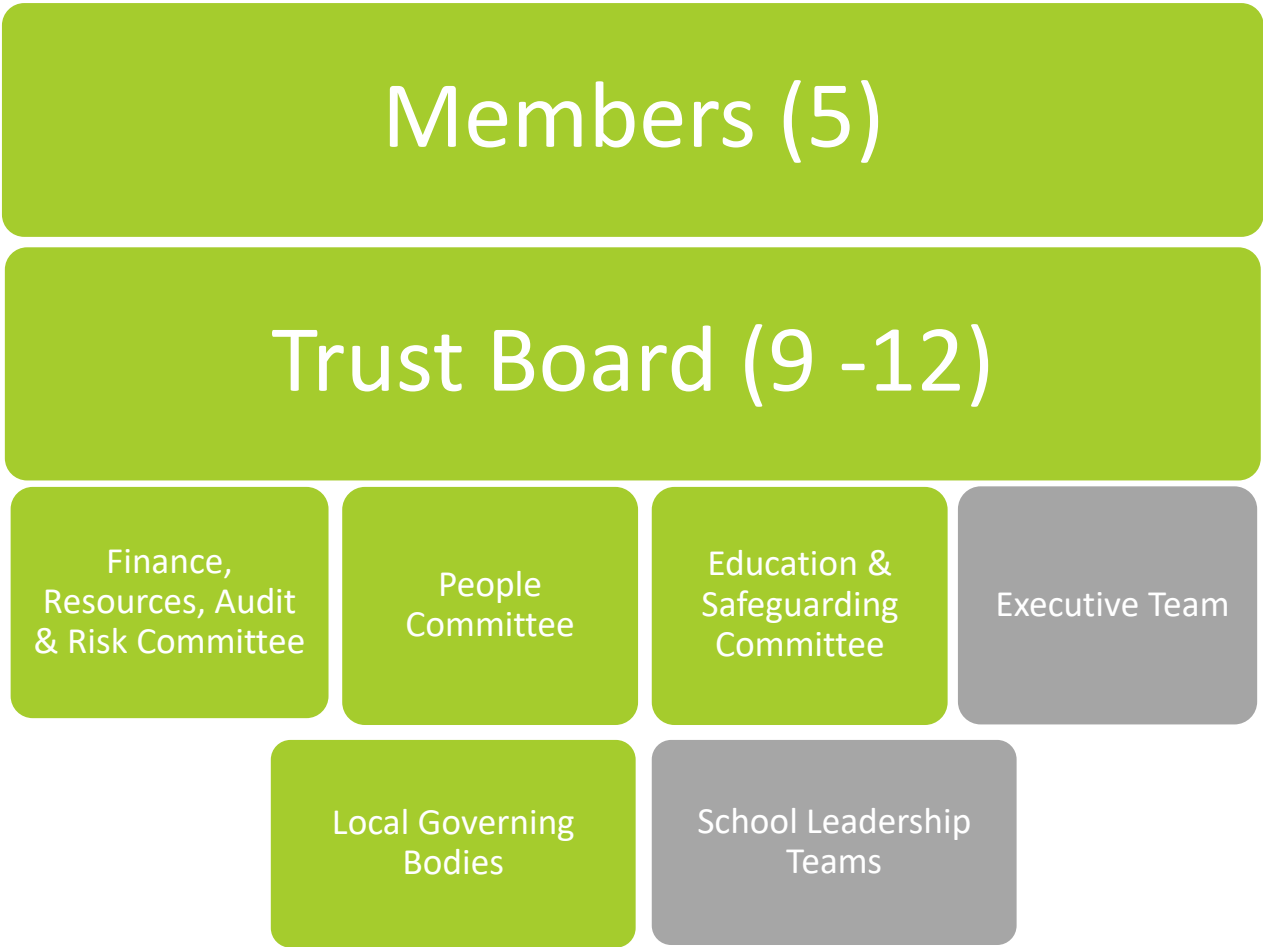
Charlie Guthrie, CEO





Governance & Management Structure

Governance Structure (2023-24)



Governance Structure

The Trust is an exempt charity regulated by the Department for Education and a registered company limited by guarantee.

Members are the guardians of the vision and values of the Trust and must ensure it complies with its charitable objects. To do this, Members have an overview of governance arrangements, but responsibility for conducting the business of the Trust remains firmly with the Trustees.

Members:

- agree the Trust's Articles of Association
- appoint Trustees
- appoint the Trust's external auditors
- receive information about the Trust's business (including formally receiving the annual report and accounts)
- have the power to remove Trustees that are failing to fulfil their responsibilities.

The Trust Board has ultimate legal accountability and is responsible for setting the strategic direction. Key matters are reserved to the Board or its Committees, these include but are not limited to:

- setting the strategic direction and educational targets
- ensuring the vision and values of the Trust are implemented
- approval of key policies
- approval of the budget

Trustees act as both charity trustees and directors of the company. The Board is supported in its work by three committees:

- Education and Safeguarding Committee
- Finance, Resources, Audit & Risk Committee
- People Committee

Local Governing Bodies of each school are accountable to the Trust Board for ensuring that the school fulfils its responsibility for educational outcomes, safeguarding, health & safety and other delegated matters. They provide constructive challenge and support at school level.

Management Structure

The **Executive Team** comprises the Chief Executive Officer (CEO), the Chief Operating Officer (COO) and the Heads of Central Services.

The Trustees delegate the day-to-day management of the Trust to the CEO (who is also the Accounting Officer) and the COO (who is also the Chief Financial Officer).

The Executive Team is responsible for the operational running of the Trust and for supporting the Trust's schools.

School Senior Leadership Teams are led by the Head Teacher of each school, who is responsible for the day-to-day management of their school.



Role of Trustee

Role of Trustee

What does a Trustee do?

Trustees are responsible for strategic oversight, administration and management of the Trust and all its schools, to develop and achieve the Trust's vision and to ensure compliance with government and ESFA requirements, company law and charity law.

All Trustees have responsibility for ensuring that the three core functions of governance are fulfilled;

- Ensuring clarity of vision, ethos and strategic direction
- Holding executive leaders to account for the educational performance of the Trust and its students and the performance management of staff
- Overseeing the financial performance of the Trust and making sure its money is well spent

Trustees have legal obligations through the Articles of Association of the Trust and also under Company Law as Directors and under Charity Law as Trustees, for the proper business of the Trust.

Our Trustees contribute to the Board a wide range of valuable experience, skills and expertise in areas such as finance, education, premises, law, project management, business development and strategy.

What is the time commitment?

Trustees meet as a Trust Board six times a year and Committees meet at least three times a year. Meetings are held both online and in person and generally last no more than two hours. Meeting papers are circulated a week before the meeting, allowing Trustees enough time to prepare for the upcoming meeting. Trustees are also encouraged to attend Trust and school events when they are able to do so.

What does Endeavour MAT offer?

While the role of Trustee is a serious commitment, there are also enriching aspects to the position. You will have the opportunity to work with a group of like-minded volunteers and Trust employees working towards the common purpose of moving the Trust forward. You will gain experience across a wide range of strategic issues involving making decisions that contribute to the success of our students, staff and the Trust. We also offer specialist training and support to help you in your role as a Trustee.



Application Process

Application Process

For further information, please see the attached role description for the position of Trustee.

If you would like to discuss any aspects of the Trustee role before submitting an application, or have an informal conversation with our CEO about the role, please e-mail your contact details to: info@endeavour-mat.co.uk

If you would like to apply, please complete an online application by clicking [here](#). You will have the option to upload your CV during the application process.

Successful applicants will be invited for an interview.

If successful, the Board of Trustees will recommend your appointment to Members for their approval.

Our Schools

**Wilmington Grammar School
for Girls**

Parsons Lane
Wilmington
Kent
DA2 7BB

Head Teacher: Michelle Lawson
Telephone: 01322 226351

www.wgsg.co.uk

**Wilmington Grammar School
for Boys**

Common Lane
Wilmington
Kent
DA2 7DA

Head Teacher: Stuart Harrington
Telephone: 01322 223090

www.wgsb.co.uk

Stone Lodge School

Stone Lodge Lane
Stone
Dartford
Kent
DA2 6FY

Head Teacher: Gavin Barnett
Telephone: 01322 250340

www.stonelodgeschool.co.uk

Wilmington Primary School

Common Lane
Wilmington
Dartford
Kent
DA2 7DF

Head Teacher: Jack Curry
Telephone: 01322 274080

www.wilmingtonprimaryschool.co.uk

Find out more:

Tel: 01322 250285

Email: info@endeavour-mat.co.uk

Website: www.endeavour-mat.co.uk