

# Trustee



Future  
Schools  
Trust

## Future Schools Trust



## Build your Career, Shape your Future, Apply today

Welcome to Future Schools Trust.

Our Trust consists of two secondary schools, one primary school and one nursery at the heart of our local community in the Maidstone and Malling area of Kent. FST was legally established as a Multi Academy Trust (MAT) in 2007.



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*A great place to be*





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## Welcome from the Chair of Trustees

Marilyn Hodges



Welcome to Future Schools Trust: **Relentless Ambition for Young People.**

We aim to achieve our vision by bringing together our family of schools to create a cohesive and aspirational community which enables every child and member of staff to exceed their expectations.

### Our values are:

- Integrity
- Respect
- Resilience
- Strong Work Ethic
- Collaboration
- Equality

The best interests of young people guide every ambition and decision we take. We are passionate in our belief that schools are stronger when they work together whilst being proud and protective of the unique identity of each of our schools in the Trust. Maintaining a strong moral purpose and supportive but challenging culture is central to everything we aim to achieve.

I hope this introductory letter provides a sense of our culture and ethos and our direction of travel. If you decide to apply, we appreciate how long it takes to apply for Trustee positions, but please do not send a CV instead completing the application form found alongside the vacancy; we are looking for someone prepared to respond to us, respecting where we are at on our journey as a Trust. You can be sure that we will take time and care in reading your personal application.

Best Wishes

Marilyn Hodges  
Chair of Trustees

## Purpose

As a Trustee of Future Schools Trust, you will be part of the governing body responsible for setting the strategic direction of the Trust and holding senior leaders to account. You will work collectively with fellow Trustees to ensure that the Trust's schools provide high-quality education, operate effectively, and remain financially secure. This is a voluntary position that plays a critical role in shaping the educational provision for children across Maidstone, Kent.

## Duties and Responsibilities

### Strategic Leadership

- Contribute to defining and upholding the Trust's vision, values, and long-term strategic priorities.
- Ensure clarity of purpose across all schools and support the development of a strong organisational culture.

### Accountability and Performance

- Hold the executive leadership team to account for the educational performance of pupils and the effective management of staff.
- Monitor progress, challenge underperformance, and support leaders to drive continuous improvement.

### Financial Oversight

- Oversee the Trust's financial performance, ensuring budgets are well-managed and resources are deployed effectively.
- Ensure long-term financial sustainability and compliance with statutory and regulatory requirements.

### Governance and Compliance

- Serve on or actively contribute to Board Committees such as Finance and Audit, Quality of Education, or People and Culture.
- Ensure the Trust meets all legal, safeguarding, and governance obligations.

### Collaboration and Stakeholder Engagement

- Work constructively with fellow Trustees, Local Governing Bodies, senior leaders, and external partners.
- Support decision-making that benefits pupils, staff, and the wider community.



## Person Specification

### Essential Skills and Attributes

- Professional experience that can add value to the Board (e.g., education, finance, HR, legal, business, or non profit leadership).
- Strong analytical, strategic-thinking, and problem-solving skills.
- Ability to challenge and support constructively while working collaboratively.
- High standards of integrity, confidentiality, and commitment.

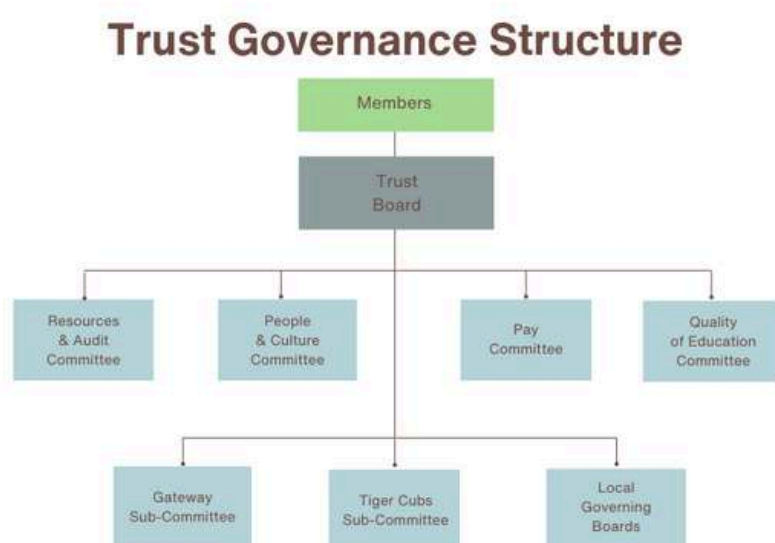
### What You Will Gain

- The opportunity to make a meaningful contribution to local education.
- Experience in governance and strategic leadership within a growing Trust.
- The chance to collaborate with committed professionals and broaden your professional network.
- The satisfaction of helping shape a high-quality educational environment for young people.

### Your Commitment

- Attend scheduled board meetings usually four times per year
- Committee membership and site visits, as needed
- Trustees usually serve a four year term

More information on this role can be found in the Scheme of Delegation on our website here: <https://www.futureschoolstrust.com/About-Us/Governance/>



### **Application:**

We welcome applications from all qualified candidates, including neurodivergent individuals. If you are excited about this opportunity and believe you are a great fit for our team, please complete our Trustee Application Form, we are unable to accept CVs. A copy of this can be requested from [recruitment@futureschoolstrust.com](mailto:recruitment@futureschoolstrust.com).

If you would like to take a look around our fantastic facilities and meet the staff that you could be working alongside, please email [recruitment@futureschoolstrust.com](mailto:recruitment@futureschoolstrust.com) to arrange a visit.

### **Health & Safety:**

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students/pupils.

### **Safeguarding:**

Future Schools Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Future Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All successful candidates will have to meet the person specification and will be subject to an Enhanced DBS check.



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Future Schools Trust



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**Cornwallis Academy**  
*Ambitions for All*



**New Line Learning Academy**  
*Believe and Achieve*



**Tiger**  
Primary School



**Tiger Cubs**  
Day Nursery

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