



The Canterbury Academy Trust

Schools for all the Talents



Recruitment Information Pack

Governance and Compliance Officer

The Canterbury Academy Trust

Contents

<u>Trust Welcome</u>	<u>3</u>
<u>Trust Overview</u>	<u>4</u>
<u>Our Schools</u>	<u>5</u>
<u>What We Can Offer</u>	<u>8</u>
<u>Job Description</u>	<u>10</u>
<u>Person Specification</u>	<u>11</u>
<u>How To Apply</u>	<u>12</u>



Trust Welcome

The Canterbury Multi-Academy Trust is a successful, popular and expanding organisation, dedicated to improving the life chances of young people and helping across our communities.

Across our 'Schools for All Talents', our staff are driven by our shared ethos and values. We push ourselves every day to be courageous in our leadership and 'dare to be different'; never swaying from doing what is right for our students and for their futures.

We believe passionately that every young person is special and that everyone is good at something. Across our Trust, we constantly challenge ourselves to discover those talents in young people and to nurture individual brilliance; recognising and celebrating each child for who they are.

By striving, every day, during term time and non-term time, to offer as much as possible, as often as possible, for as many as possible through our Trust's exceptional facilities; we believe that schools should exist to serve their students and their communities; not the other way around.

Through all of this, ultimately, we believe that if children are to take anything from education, it is that they leave us as happy, caring, confident individuals; comfortable with who they are, able to embrace everything that is great about themselves and excited about their next steps in life; whatever that may be and wherever those steps may take them.

I'm both immensely proud and privileged to work alongside such a dedicated, passionate team of colleagues, working tirelessly to ensure that the ambitions, dreams and aspirations of our students, become our own ambitions, dreams and aspirations for their futures too.

At the Canterbury Multi-Academy Trust, we believe that every employee matters. We listen, support and encourage our staff to be the very best that they can be and feel proud to play a part in making a difference to every student's journey.

Come and join our Trust, come and share our vision and come and help shape our students' lives.



Mr Jon Watson
Chief Executive Officer

[Click here](#) to find out what working at
The Canterbury Multi-Academy Trust is like



Trust Overview

The Canterbury Multi-Academy Trust came into existence in October 2010 when schools judged by Ofsted to be 'outstanding' were allowed to convert to Academy status, benefit from greater freedoms and shape their futures.

Since then, The Canterbury Multi-Academy Trust has grown. It now provides a variety of services 'to improve the life chances of children and to help in the community'. These include: City View Pre-School and Nurseries Ltd; a newly rebuilt and expanded two form of entry Canterbury Primary School; a Specialist Resourced Based Provision for primary ASD pupils; The Canterbury Academy, which has expanded to take an additional form of entry; a Specialist Resourced Based Provision for secondary Speech and Language students; The Cullum Centre, in partnership with The National Autistic Society; The Sixth Form, Enterprise and Employability Centre, which includes one of the largest Sixth Forms in Kent; The Canterbury Youth Commission, an area wide Inclusion and Engagement Service and Professional Learning and Community Centre with café.

As part of The Concordia Learning Alliance, the Trust helps train the teachers of tomorrow, provides professional development and helps support future leaders across all schools in Kent.

Much of The Canterbury Multi-Academy Trust is located on The Canterbury Campus. The Canterbury Campus hosts a number of other providers and thus creates 'a wealth of opportunity' which means we can 'offer as much as possible, as often as possible, for as many as possible'.

We have a successful partnership with The Langton, which offers a grammar school stream in the school, co-operation in planning and delivering provision for students with ASD, A Level teaching and combined delivery of elite Post 16 sport. This enables us to offer a comprehensive education to the children and families of this area and provide a variety of pathways to success in academic study, sport, performing arts, practical learning and enterprise education.



Our Schools are Successful, Popular and Expanding



City View Pre-School and Nurseries will increase its number of places. Due to its location on our campus, children will benefit from a smooth transition to The Canterbury Primary School.

The Canterbury Primary School



The Canterbury Primary School has been rebuilt to provide a modern state of the art facility which can admit over 420 pupils. Pupils at The Canterbury Primary School gain preferential entry to The Canterbury Academy.



The Canterbury Academy

A school for all the Talents



Part of The Canterbury Academy Trust

The Canterbury Academy was one of the first all through federations to win recognition as an Advanced Extended School and as a High Performing Specialist School.

The Canterbury Academy is an accredited International School. We have taken advantage of the freedoms offered by Academy status to shape our curriculum, our provision and our admission to develop a genuinely comprehensive school.

The Canterbury Academy has a variety of partners to enable gifted students to excel in sport. Its teams regularly compete, and win, county and national championships. Students have gone on to compete in the Olympics and gain professional sports contracts.

The Canterbury Academy works in partnership with The Royal Shakespeare Company and Kent School of Performing Arts to provide professional training for gifted performers. Students have gone on to act on stage, screen and TV.



The Canterbury Academy offers a grammar school stream in partnership with The Langton. Pupils at the primary school can benefit from accelerated learning opportunities because of this link. The Canterbury Academy is so popular that it expanded to admit an additional form of entry in September 2017.





Students from The Canterbury Academy, and from many other local schools, progress into Sixth Form.

The Sixth Form offers, in partnership with The Langton, the full range of A Levels. It is now one of the largest Sixth Forms in Kent and Medway.

The Sixth Form offers the full range of facilitating A Levels. It offers Level 3 BTEC qualifications. It offers Level 2 qualifications. It offers industry relevant qualifications as well as the opportunity to continue with Maths and English.

The Sixth Form also attracts students specifically into the sports and performing arts academies.



What we can offer

The Canterbury Academy Trust offers a wide range of incentives to staff which is why it is a great place to work:

- Central Support Services (based at The Canterbury Campus):
 - Human Resources Team.
 - Finance Team.
 - ICT Team.
 - Estates Management.
- Staff Wellbeing Programme.
- Free staff lunch, tea and coffee, as well as an onsite coffee shop, Hat Hats, with staff discount.
- Staff Employee assistance Programme, offering a wide range of discounts.
- Reduced staff membership fees for Lifestyle Fitness Gym, located on campus.
- Preferential nursery places, and term-time only fees, located on campus.
- Comprehensive induction and probationary period.
- Talent management, succession planning and green-housing strategies in place across all teams.
- Staff surveys and voicing on a range of areas, including CPD staff can offer or would like, as well as regular audits to explore opportunities to work across other teams within the Trust.
- Flexible working patterns and arrangements, both in teams and on an individual basis, using rotas to support this as appropriate.
- Discretionary days in holiday periods.
- Supportive approach to absence requests.
- Positive and supportive approach to CPD.
- Use of PPA time.
- Opportunities to teach twilight lessons and have flex time on timetables.
- Protected leadership time timetabled.
- Protected time given to ECTs (including an additional allocation to national guidance on protected time).
- MAT (Multi-Academy Trust) time on Trust leadership timetables.
- Use of a leadership diary to support flexible working.
- Buddying between individuals and teams.
- Use of Occupational Health.
- Use of support programmes.
- Use of Phased return programmes.
- Range of counselling services.
- Use of Exit interviews to inform future planning and improvements.
- Rewards for staff regularly through the academic year.
- Planned events for staff throughout the year.

Job Description

Job Role:	Governance and Compliance Officer
Salary:	WWF Band D, currently £26,393 to £27,713 (salary negotiable, depending on skills and experience, with the potential for further progression)
Contract Hours:	This is a full time position all year round
Working Pattern:	This will be a mixture of remote working as well as school based.
Reports to:	Lead governance professional

The hours for this role are not fixed due to the nature of the post. Therefore, the post holder must be flexible in their approach and be able to attend meetings either early morning or late evenings to include travel between sites.

The Canterbury Academy Trust is looking to expand its governance professional service. This is a unique opportunity to join our Trust, which has grown significantly over the past 5 years and continues to expand.

Purpose of Role

- Provide a high-quality service for The Canterbury Academy Trust and its partners, directly contributing to the effective functioning of all levels of Trust governance ensuring the processes and procedures of governance are administered effectively.
- Supporting the Trust's lead governance professional in all aspects of Trust governance including preparing for and attending governance meetings (agendas, minutes and following up on any actions)
- Managing and processing Subject Access Requests and Freedom of Information requests.
- Managing the Trust's complaints process working with Complaints Coordinator.
- Ensuring compliance with company regulations, Department for Education guidance, especially with regards to policies and data protection.
- Production of high-quality paperwork with excellent attention to detail particularly when proof reading papers for clarity and accuracy.

If you feel that you have the skills and experience that we are looking for, then we would love to hear from you.

Person Specification

The successful candidate will ideally possess many of the following personal characteristics, experience, skills and knowledge:

Qualifications

- GCSE grade 4-9 in English and Mathematics
- Recognised typing qualification (Desirable)

Experience

- Experience of organising meetings, preparing agendas and taking accurate, concise minutes
- Experience of producing a range of documents and reports using Microsoft Office
- Experience of dealing appropriately with confidential and sensitive information
- Working in an environment where experiences included taking initiative and self-motivation (Desirable)
- Working as a member of a team (Desirable)

Skills

- Excellent minute taking skills.
- Excellent written, verbal and oral communication skills.
- Strong ICT, including keyboarding skills.
- Very strong interpersonal skills, including the ability to develop and maintain professional working relationships both internally and externally, up to the highest level of the Trust to achieve shared goals.
- Able to work on own initiative with good organisational and time management skills.
- Must be able to work to deadlines.
- Able to maintain confidentiality at all times.
- Able to travel between sites.
- Excellent time keeping and attendance.
- Flexible approach to work.
- Methodical and organised approach to work.
- Knowledge of current Academies Trust Handbook.
- Knowledge of educational legislation, guidance and legal requirements.
- Knowledge of respective roles and responsibilities of all levels of Academy directors and governors.
- Knowledge of Equal Opportunities, Human Rights and Data Protection legislation.
- Able to perform duties in line with the seven principles of public life.
- Demonstrate commitment to continuing professional development.

Continued professional development

- The post holder will benefit from the Trust commitment to CPD
- The post holder will be expected to engage in professional development as agreed with the appropriate line manager.

Health & safety responsibilities

You must abide by the Academy Health & Safety Policy and to implement that policy with regard to the general duties placed upon everyone engaged in the Campus. Compliance to Campus Regulations, Health & Safety Regulations and Fire Regulations.

To partake in any Health & Safety training relevant to the job role.

Safeguarding

All appointments are subject to obtaining a current enhanced disclosure and that the information revealed does not prevent or make you unsuitable to work with children as determined by the Chief Executive Officer and/or Chair of Directors. A satisfactory DBS disclosure must be presented to the school before your employment can commence.

An annual review of this job description and allocation of particular responsibilities will take place as part of the Professional Development Review (PDR) programme.

How to apply

We are, of course, seeking to appoint the best possible candidate and therefore the application process will undertake all necessary measures to achieve this.

When ready to apply, suitable and interested candidates are invited to complete an online application, detailing why they are suitable for the role.

If you have any queries on any aspect of the application process or need additional information, please contact the HR Department on recruitment@canterbury.kent.sch.uk

The Canterbury Academy Trust is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Please note that applications will be reviewed upon receipt and applicants may be invited to interview prior to the closing date.

We look forward to receiving your application.

Key dates:

- Closing date for applications: TBC
- Interview and assessment activities: TBC



The Canterbury Academy Trust

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The Canterbury Primary School



The journey starts here
Part of The Canterbury Academy Trust

The Canterbury Academy

A school for all the Talents



Part of The Canterbury Academy Trust

The Canterbury Academy Sixth Form

A Sixth Form for all the Talents



Part of The Canterbury Academy Trust



**City and Coastal
College**

Providing Opportunities



In partnership with Simon Langton Grammar School for Boys to provide a grammar school band for boys and girls in a comprehensive school for all the talents



Grammar School for Boys to provide