



Education **IMPACT**
Academy Trust

Candidate information pack

Trustee

About Education Impact Academy Trust

Education Impact Academy Trust (EIAT) is a Multi Academy Trust based in Birmingham, dedicated to providing the best provision that we possibly can for children and young people with a wide range of special educational needs and disabilities. We work together with parents/carers and the wider community to achieve this. The Trust oversees a diverse group of specialist provisions, including Lime Tree Nursery, Mayfield School, Queensbury School, The Hive College and Wilson Stuart School (including Bluesky Nursery).

Education Impact Academy Trust is guided by the ethos “**Better never ends!**”, underpinned by key values:

- Engage
- Include
- Apply
- Together

Governance

Education Impact Academy Trust operates a clear governance structure to ensure effective oversight, accountability and leadership.

Members - Ensure that EIAT acts within its charitable objectives as set out in the “Articles of Association”

Trustees - (Accountable body) - Sets the strategic direction and ensures EIAT complies with charity and company law.

Local Governors - Each School in EIAT has their own Local Governing Body who have their own delegated responsibilities.

Executive Leaders - Responsible for the day to day running of the Trust and its establishment

In addition to upholding the Trust vision and values, all Members, Trustees and Local Governing Body Members must adhere to the Seven Principles of Public Life (the Nolan Principles):

1. **Selflessness**
2. **Integrity**
3. **Objectivity**
4. **Accountability**
5. **Openness**
6. **Honesty**
7. **Leadership**



Our establishments



Lime Tree nursery is our mainstream nursery on the same site as Mayfield in Lozells.



Mayfield School is for children and young people aged from 3 to 19 who experience a range of special educational needs and disabilities. The school is based on two separate sites in Lozells and Handsworth.



The Hive College welcomes students with a range of disabilities and learning needs aged from 19 – 25 offering three different pathways.



Queensbury School is a Secondary provision in Erdington for students a range of special educational needs and disabilities
New Horizons is a separate 6 Form Centre operated by Queensbury School.



Wilson Stuart School
A Special Academy

Wilson Stuart School is a Primary and Secondary provision in Erdington for students who have mainly physical disabilities and complex medical needs.



Bluesky nursery is our mainstream nursery based at Wilson Stuart School.



Main purpose of the role

Trustees are responsible for the governance and strategic direction of EIAT, providing overall leadership without being involved in or responsible for the day-to-day management. The Trust Board ensure that EIAT complies with all legal and statutory requirements and focuses on three core functions:

1. **Strategic leadership of the Trust:** Defining the vision for high quality and inclusive education in line with its charitable objects, establishing and fostering the Trust's culture.
2. **Accountability and assurance:** Having robust, effective oversight of the operations and performance, including the provision of education, pupil welfare, appropriate use of funding through effective financial performance, and keeping the estate safe and well-maintained.
3. **Engagement:** Having strategic oversight of relationships with stakeholders, including parents, schools and their communities, so that decision making is supported by meaningful engagement

Our Board of Trustees is active, visionary and focused on enabling and empowering EIAT to be the best it can be, we operate on the Ethos of “**better never ends!**”



Responsibilities of Trustees

- Determining the mission, values and long-term ambitious vision for EIAT
- Deciding the principles that guide EIAT policies and approving key and statutory policies
- Working with senior leaders to develop a strategy for achieving the vision
- Ensuring that stakeholders are involved, consulted and informed as appropriate
- Ensuring that all establishments in EIAT deliver a broad and balanced curriculum so that pupils are well prepared for the next stage of their education and adult life
- Taking ownership of EIATs financial sustainability and ensuring effective resource management across the Trust
- Ensure that the Trust's staffing structure is fit for purpose
- Ensuring a robust risk management policy and procedures are in place and that risk control measures are appropriate and effective

What the role involves in practice

- Attendance at 4 Trust Board meetings per year, with the Finance, Audit & Risk Committee meeting 3 times per year. Meetings generally take place at 4.30pm on Tuesdays and are hybrid.
- Fully prepare for meetings, including reading all documents and preparing questions in advance so that effective challenge and support can be provided
- Getting to know schools within EIAT, including visiting during school hours
- Establishing and maintaining professional relationships with senior executive leaders, Trustees, Members, Local Governors and the Governance Professional
- Undertaking induction training and developing knowledge and skills on an ongoing basis
- Declaring all personal and business conflicts of interests
- Serving on panels (e.g. staff dismissals and pupil exclusions) in line with the needs of the Trust and personal circumstances

Desired experience

Trustees bring a diverse range of skills, knowledge and experience to the Board. You do not need to have previous Governance experience, we value diverse perspectives and lived experiences - strong governance is built on a range of voices around the table.

We welcome people with a range of expertise and are particularly interested in hearing from candidates with experience in:

- Financial Management
- Human Resources
- Strategic leadership in SEND Education
- Cyber Security
- Estates Management

Trustees should be independent, with no historic or current personal, professional or familial connections to existing Members, Trustees, staff or former leaders.



What we are looking for

We are looking for individuals who:

- Are committed to high standards of governance and public accountability
- Demonstrate integrity, independence of thought and sound judgement
- Are willing to provide appropriate challenge while respecting governance boundaries
- Support our vision and values and our commitment to improving outcomes for children and young people
- Demonstrate the ability to build and sustain relationships with key stakeholders and colleagues to achieve organisational objectives.
- Understand the difference between Non Executive and Executive responsibilities.
- Show commitment to the organisation and a willingness to devote the necessary time and effort.
- Have the ability and willingness to act in the best interests of EIAT at all times.
- Demonstrate the ability to exercise due care and attention and use reasonable skill in dealing with EIATs affairs.
- Understand and accept the legal duties, responsibilities and liabilities of trusteeship

We are committed to equality, diversity and inclusion and welcome applications from all backgrounds to ensure our governance teams reflects the communities we serve. An enhanced DBS check is required for all successful applicants.

Becoming a Trustee is a voluntary role. However, you can be reimbursed for expenses incurred while carrying out your duties in line with policy.

Welcome from the CEO

The Trustee role is a vital one in our governance arrangements.

We are looking for people who can bring their insights and experiences from a range of areas to come and be part of our mission to improve the lives of our students and families.

Being a Trustee gives you the opportunity to be part of a team that shapes the strategic direction of EIAT. You will be involved in all aspects of our work and fulfil a key role in ensuring that we are doing the best that we can for our students and families.

We are an open minded organisation and want Trustees who can fit into that and understand that we are working in a highly complex sector. Of course, the joy is provided by meeting students and seeing how they make progress.

At EIAT we work with young people from 0-25 - what a great opportunity to help to make their lives as good as they can be!



Jon Harris

CEO of Education Impact Academy Trust

Welcome from the Chair of Trust Board

We are looking for new Trustees to join our Board who will bring experience from a wide range of backgrounds and who will enjoy the challenge of supporting us in delivering our vision and values for our schools and college.

Prior governance experience is not essential as we will provide training, however we are looking for candidates with

- Strong communication and collaboration skills
- An understanding of governance principles
- A willingness to learn and contribute actively, including undertaking regular safeguarding and other statutory training

Most important will be your desire to enable improvements for the good of all our students, staff, volunteers and wider community always remembering our ethos that Better Never Ends .



Calvin Hussey

Chair of EIAT Trust Board



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**If you are interested in this role,
please get in touch**

Email: d.knibbs@educationimpact.org.uk
Trust Governance and Compliance Officer

Location: Trust Head Office
c/o Queensbury School
Wood End Road
Birmingham
B24 8BL

We would be delighted to provide the opportunity for an informal conversation with the CEO and/or Chair of the Trust Board.

Alternatively, you can apply for the role here:

[Application form](#)

