



ANGLIAN LEARNING

Welcome to our Trust

Trustee Application Pack



Contents

03

Welcome from the Trust Board

04

Our Values

05

About Anglian Learning

07

The Role of Trustee

16

How to apply

Welcome from the Trust Board

I would like firstly to thank you for your interest in our Trust and in becoming a trustee. I joined the Trust Board of Anglian Learning when it was formed in 2016 and was appointed as the Chair in 2025. I am immensely proud to be leading this very successful organisation.

We are at a very exciting point in our journey as a multi academy trust and are about to embark upon a new phase of development which the Trust Board will lead and our executive team and school leaders will inform and deliver. We believe firmly in collaboration between the operational and strategic governance side of the Trust and recognise the value of stakeholders at every level of the organisation. It is the coherence of our vision, strategy and operations that will secure our success and that of our pupils.

At every level, governance plays a vital role in the success of our organisation and it is the work of the Trust Board to ensure that governance arrangements are effective and that we exercise the powers of the Academy Trust with great care and diligence and always with our pupils as our main priority.

Being a trustee offers the opportunity for professional development. It can let you gain experience of strategy and leadership, and boost your CV. It will give you experience of being a non-executive director, performing functions such as setting a strategic vision, influencing and negotiation, and managing risk. If you already have significant experience in these areas, it can be stimulating to use it in a different and potentially challenging context. Trustees often say that being a board member has been one of the richest sources of learning in their professional lives. We particularly welcome and encourage applications from women and / or those from diverse backgrounds.

When joining our Trust Board you will become part of a team and will have the opportunity to apply your unique skills and experience while learning from others. Working closely with a passionate team of people who have different perspectives is often one of the most enjoyable aspects of the role.

Becoming a trustee at Anglian Learning will allow you to make a significant impact on the educational experience of future generations, there is no more important social mission than improving the life chances of young people. In this role you will be responsible for making decisions that directly impact the prosperity of the next generation and beyond.

I do hope that you decide to make an application and that I have the opportunity to meet you to find out more about what you have to offer and to tell you more about our wonderful Trust.



Mr Ken Murphy
Chair of Trustees

Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 8000 pupils and employing over 1000 staff across three counties and sixteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure, winners of the NGA National Outstanding Governance Award in 2021 as a reflection of this commitment.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Unless a school is in challenging circumstances, leaders are encouraged and expected to have appropriate professional agency over determining what works in their context and delivering it.

Educating more than

13,250

pupils

Employing over

1,620

members of staff

3

counties

22

academies

About Anglian Learning

At the same time, our academy improvement strategy, co-constructed with headteachers and the central team, has established our common broad expectations around the curriculum, inclusion, safeguarding and leadership, setting a high bar to which all schools aspire.

We provide bespoke support and challenge where needed; have an extensive professional development programme available to all staff; numerous opportunities for school leaders to lead projects, to collaborate and share what works, building capacity and exchanging knowledge so that no school is left behind.

We enable innovation and access to the best practice nationally, as demonstrated by our role as one of the eight national Creativity Collaborative hubs, funded by Arts Council England. This also reflects one of our other core values, inclusion.

Excellence in academic, end of key stage outcomes is critical in ensuring our young people can transition to the next phase of their education successfully and we expect only the best for all of our pupils, no matter their starting points. But a whole education is also about a broad, balanced and rich curriculum, with a strong emphasis on the arts and creative thinking, developing children who are excited, inspired and empowered by their experience of school and who will go on to make the communities in which they live better places for all.

“We expect only the best for all of our pupils, no matter their starting points.”



The Role of Trustee

Who are the trustees?

In a multi academy trust, trustees are both charity trustees and company directors. The Trust Board has collective accountability and responsibility for the trust and must ensure compliance with regulatory, contractual and statutory requirements. The role of the Trust Board is to:

- Ensure clarity of vision, ethos and strategic direction
- Hold executive leaders to account for the educational performance of schools within the Trust and their pupils, and the performance management of staff
- Oversee the financial performance of schools and make sure money is well spent
- Ensure the voices of stakeholders are heard

What does a trustee do?

Trustees are responsible for holding the Trust's executive leadership to account, offering scrutiny and challenge, and ensuring both robust governance and decision-making and good value for taxpayers' money. Trustees require a strategic mindset and an ability to balance what is important for pupils versus finances, achievement rates and delivering high-quality education to our future workforce. Trustees bring:

- Critical challenge without confrontation
- Support for one another
- Openness and honesty
- Structured feedback – upwards and downwards
- A differing perspective – a fresh pair of eyes and ears
- A sounding board
- Rational and constructive thinking without being emotive to the subject

Who would make a great trustee?

We are seeking leaders with senior, strategic / board-level experience. By allying the deep knowledge and skills of experienced education leaders with governance and business expertise of volunteers from the corporate sector, we can shape the sector for the next generation. In particular, we are currently seeking trustees with skills, knowledge and expertise in leading and managing change.

How will we support you?

Whether you have previous experience as a trustee or are completely new to the role, we will offer you a thorough induction and ongoing training to ensure you understand and can fulfil your role. We understand that the education world is a complex one full of jargon and acronyms and we will help you to navigate this with support and guidance from the chair of the trust board, our CEO and our head of governance, compliance and risk.



The Role of Trustee

What are the time commitments?

Our full board meets five times per year. Meetings are in the morning and typically last around two hours. These meetings are scheduled in advance for the whole academic year. There may be the occasional necessity for an additional meeting, but we always try to give as much notice as possible.

All trustees are asked to join one or more of our committees depending on their particular skills, knowledge and expertise. Each committee meets a minimum of three times per year. Again, depending on particular skills, knowledge and expertise, trustees may be asked to support other functions such as recruitment exercises, panel work or hold link positions.

Trustees are appointed for a four-year term of office.

What is the process to become a trustee?

Once we receive your application form, we will be in touch to arrange an interview. Should we decide to proceed with your application, a recommendation will then be put forward to the appointing body. We will always keep you updated at every stage of the process.

If your application is successful your appointment will be confirmed and we will take you through an onboarding process before inviting you to an introductory meeting with the chair of the trust board, the Trust's CEO and key members of the executive team.

What are the benefits of becoming a trustee?

Being a trustee is a challenging but hugely rewarding role. It will give you the chance to make a real difference to young people, give something back to your local community and use and develop your strategic decision-making skills in a board-level environment.

What difference will I make?

You can use your skills and experience to improve the life chances of all our young people. Fresh eyes and a new way of thinking about challenges will positively impact our Trust Board and ensure it benefits from innovative approaches and perspectives.

Find out more about becoming a trustee

How to apply

If you would like to have an informal discussion before deciding whether to submit an application, we would be delighted to hear from you. Please email your name and a contact telephone number to the head of governance, compliance and risk at enquiries@anglianlearning.org and we will be in touch.

When you are ready to submit an application please complete our application form and email to the above email address.

Get in touch

Anglian Learning
Lode Road
Bottisham
Cambridge
CB25 9DL

PHONE: 01223 340340

EMAIL: enquiries@anglianlearning.org

WEBSITE: www.anglianlearning.org

SOCIAL MEDIA:

