



# GOVERNOR RECRUITMENT PACK



# ABOUT US

Cherry Tree Primary School is a wonderful school set in beautiful grounds. We have a passion for outdoor learning and use the space we have and surrounding areas to enrich our children's learning.

Our committed staff inspire and nurture our children to grow, learning that they can achieve anything they set their mind to. We are incredibly aware of the ever-changing world our children are growing up in and have this at the forefront of our minds when creating their learning experiences through our rich and diverse curriculum. We work to ensure that our children are prepared for their futures and thrive on the challenges and success they will experience.

Our school values, which are intrinsic to our day to day working, allow us to focus on our children becoming well rounded individuals as well as achieving their very best academically.

Our curriculum reflects this with the whole school working together each term to follow a shared theme, exploring all curriculum areas with a reading stimulus at the very heart. We work collaboratively with our parents to share our learning, ensuring the children are supported both at home and at school.

## **Our School Motto:**

### **Learning together, learning for life!**

#### **Our Beliefs and Promises:**

- we are kind so we promise to work together, think of others and to care for our school community.
- we aim high so we promise to try, try again to challenge ourselves to achieve beyond our dreams.
- we are safe, so we promise to provide a nurturing environment where we can be adventurous and have the confidence to question and explore the world around us.



## OUR TRUST

The Inclusive Multi Academy Trust was established in 2016 as a group of three primary schools working in collaboration as one charitable entity, to improve and maintain high educational standards and offer life opportunities for our children and the community as a whole.

Our schools all share the belief that a nurturing approach is at the heart of success. Happy children learn, happy staff thrive, happy parents build a community, and that is what we strive to achieve.

As a Multi Academy Trust, we place high value in the word ‘trust’ and take it to mean ‘have faith or confidence’. We want you to trust our Trust to inspire and nurture our children and their community to be the very best that they can be, to do this we offer some simple promises.

**We promise that children in the Inclusive Multi Academy Trust will:**

- feel welcome, valued and safe
- develop outstanding academic and social skills
- have fun whilst fostering an intrinsic love of learning
- respect and celebrate everyone's similarities and differences
- build lasting, healthy relationships and support networks
- engage with and contribute substantially to their local community



## **CURRENT VACANCIES**

Our Local Governing Board is looking to appoint the following:

- 2 community governors with relevant community knowledge and/or experience of managing academic standards/primary outcomes. A primary education or business sector background would be desirable.

## **ROLES AND RESPONSIBILITIES**

Local Governors work together to carry out core functions as delegated by the Trust. This responsibility is predominantly school level governance functions and includes:

- Implementing the vision, ethos, beliefs and promises of the school
- Building an understanding of how the school is led and managed
- Ensuring that the school is working within policies adopted by the Trust
- Meeting the agreed Trust targets
- Managing its finances well within delegated powers
- Engaging with stakeholders
- Being a point of consultation and representation

## OUR PLANS FOR THE FUTURE

Our pupils have experienced unprecedented disruption to their education as a result of coronavirus (COVID-19). Some of our pupils come from the most vulnerable and disadvantaged backgrounds and we know that these children will be among those hardest hit. The aggregate impact of lost time in education will be substantial. Our immediate short-term priority is focussing on this challenge.

### Short term priorities

- To understand and support the reduction of the gaps in mental health and social learning, prioritising the wellbeing of pupils and staff.
- To reduce the gaps in academic learning allowing pupils to catch up and improvement attainment from baseline assessments.
- To ensure a consistent and positive learning culture and environment





# MONITORING AND EVALUATING SCHOOL PERFORMANCE

Governors must monitor the priorities that have been set to ensure progress is being made by:

- measuring the school's progress towards its objectives
- ensuring the required policies and procedures are in place and the school is operating effectively in line with these policies
- holding the Headteacher to account for standards, and compliance with agreed policies
- evaluating relevant data
- asking challenging questions of Headteacher in order to hold them to account

## GOVERNOR CONTRIBUTION

Governors should ensure that they are making a positive and meaningful contribution to the committee by:

- attending meetings (typically 4 full board meetings each year)
- reading papers and preparing questions for the leadership team in advance
- establishing and maintaining professional relationships with leaders and colleagues, including visiting occasionally during school hours
- undertaking induction training and developing knowledge and skills on an ongoing basis
- contributing to discussion via Governor Hub



## PERSON SPECIFICATION

Every Governor is expected to abide by the Trusts Code of Conduct and the seven principles of public life set out by Lord Nolan: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. The Board considers the following as essential skills and attributes for membership of the Local Governing Committee:

### Personal qualities:

- commitment to the ethos and values of the Inclusive Multi Academy Trust and Cherry Tree Primary School
- commitment to the education and welfare of children and young people
- commitment to equal opportunities and the promotion of diversity
- independence of thought and sound judgment
- ability to work as part of a team
- commitment to seeking and taking account of the views of stakeholders (eg parents and pupils)
- respect for the work and views of other governors, trustees and staff
- willingness to devote time, enthusiasm and effort to the duties and responsibilities of a governor
- willingness to consider different views and then support the agreed collective decisions made.



**Aptitude and skills:**

- understanding and acceptance of the legal duties and responsibilities
- ability to challenge current thinking, the method of governance and management of the school in a constructive manner and in the best interests of the Trust
- ability to evaluate and interpret management information and other data/evidence
- ability to play a strategic role to successfully effect change and meet the objectives of the school
- eagerness to reflect and learn, even in the role of trustee

**Desirable Knowledge/experience:**

Specific professional knowledge and experience in at least one of the following:

- school governance
- educational leadership experience
- financial expertise of school education in England
- data analysis and/or research expertise
- change management
- monitoring and evaluating performance in the commercial and/or not for profit sectors
- recruitment and human resources expertise, including employment legislation
- business development experience/expertise
- risk management experience/expertise
- property and estate management
- marketing, media and PR



## EXPENSES

Governors receive out of pocket expenses incurred as a result of fulfilling their role as a Governor. Payments can cover incidental expenses, such as travel and dependency care, but not loss of earnings.

## TIME COMMITMENT

The average time commitment is five to eight hours per month, This includes meetings, background reading and school visits.

## TRAINING AND SUPPORT

We have a strong induction process to help you get up to speed quickly, which includes access to all of the relevant and statutory training needed.

## LOCATION OF BOARD MEETING

Cherry Tree Primary School, Berry Avenue, Watford, WD24 6ST

## APPLICATION PROCESS

If you are interested in applying for the role please send a short expression of interest to Gemma Williamson, Chair of Governors, [chairofgovernors@cherrytree.herts.sch.uk](mailto:chairofgovernors@cherrytree.herts.sch.uk) by the 12th March 2021.



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