



Flourish Learning Trust – Trustee Roles (x2)

This is an opportunity to contribute to the community within the London Borough of Waltham Forest by joining the Board of a Multi Academy Trust (MAT).

About Flourish Learning Trust

With an ethos based on enjoyment, achievement and wellbeing for all, Flourish Learning Trust educates almost 500 children and young people with a wide range of special needs and disabilities at two special schools and a successful employability programme at two London hospitals [Project SEARCH East London](#). Whatever their starting point, we are determined to help each pupil make excellent progress, to prepare to them for their next stage in education or training and to equip them with the skills, confidence and belief they need to succeed in adult life. Flourish Learning Trust is uncompromising in its commitment to safeguarding children and young people. The Trust employs over 320 people.

In addition to our schools, we run high-quality Professional Development Services through which we offer a range of training opportunities to teachers and support staff across London and the South East.

We also offer Specialist Education Outreach Services and, as such, work with mainstream schools across the borough helping children and young people with SEND access the full curriculum.

The role

We are looking for an exceptional individual to join our Board of Trustees at Flourish Learning Trust. A background in one of the areas below would be beneficial to the Trust:

- Human Resources
- Business Development
- Finance
- Education leadership
- Leadership or Governance of a Multi-Academy Trust
- Special Needs
- Social work and/or safeguarding

We have identified a gap in Human Resources expertise on our Trust Board and would particularly welcome applications from people with relevant experience in this field to join our People, Pay and Culture Committee.

We are seeking someone not only with the relevant knowledge and experience but also with strong interpersonal skills, an adaptive approach and a strategic mindset.

Trustees – or non-executive directors – are both charity trustees and company directors of the trust. The trustees ensure compliance with the trust’s charitable objects and with company and charity law. Trustees are responsible for:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the welfare and educational performance of the trust and its pupils;
- Overseeing the financial performance of the trust and making sure its money is well spent.

Our Board meets at least four times per year. In addition, the Board operates four sub-committees for:

- Finance, Audit & Risk
- Safeguarding
- Quality of Education
- People, Pay and Culture

We are keen to recruit from the local community in Waltham Forest but welcome those from further afield who possess the skills and knowledge needed to make a meaningful contribution to our Board. The trust is committed to promoting a diverse and inclusive culture and community; a place where we can all be ourselves and succeed on merit. Ensuring best practice in our recruitment process is essential to our commitment.

Expectations of trustees

It is important that trustees fully understand what is expected of them in their role. This includes:

- Attendance at full Board meetings (four per year) usually held on one of the trust sites, between 4:30 to 6/7pm;
- Membership of a sub-committee and attendance at related meetings, often held remotely online, up to two each term, between 4:30 to 6pm;
- Commitment to maintain confidentiality and conduct in line with the trust’s vision and values;
- Participation in relevant training, in addition to Board meetings;
- Participation in the Board’s skills audit and external reviews of governance;
- Undertake a DBS check and provide two satisfactory references.

Flourish Learning Trust is uncompromising in its commitment to safeguarding children and young people.

The Trust is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit, ensuring best practice in our recruitment process is essential to our commitment.

To find out more about Flourish Learning Trust:

Visit our Trust website [Welcome to The Flourish Learning Trust](#)

For an informal conversation about the role please make an appointment with Jacqui Webb 0208 531 3426 ext. 3008 to speak with our Chief Operating Officer, Jo Conduit.

How to apply

We require a CV and short supporting statement outlining:

- The skills and experience you have to offer to our Trust Board
- Your commitment to undertake training to acquire or develop the skills needed to be an effective Trustee

Please send the above to Francisca Marquez Arenas at flourishlearningtrust@hays.com or call Francisca on 020 7259 8770 for more information. Hays is our recruitment partner for all appointments.

- **Closing date: Friday 20th October 2023 @ 5pm**
- **Interview date: TBC**