



MEMBER RECRUITMENT



BADBY - KILSBY - ROTHERSTHORPE - PAULERSPURY - WEEDON BEC -
WOODFORD HALSE

ASPIRATION, INCLUSIVITY, KINDNESS, RESILIENCE



We are currently looking to recruit an additional member to support Innovate Multi Academy Trust in achieving its strategic vision and objectives.

About Innovate Multi Academy Trust (iMAT):

Our successful trust of mixed faith and non-faith primary schools, formed in 2014 with a shared determination for our children and communities to flourish through excellence and innovation. Initially set up as a collaboration between our four founding member schools, Badby, Kilsby, Weedon Bec and Woodford Halse, our family was extended to include Paulerspury and Rothersthorpe schools in September 2023. Together we are committed to instilling a strong ethos and culture of aspiration, inspiration, kindness and resilience in all of those we serve.

We strive to develop communities within academies and across our trust as a whole. Our mission is to be a centre of innovation and excellence, where pupils flourish in their learning. We look after and support our staff and the wider community in order to create an environment where everyone flourishes. This in turn allows children to flourish.

Our executive team has considerable experience in managing growing organisations. We are supported by leadership teams who have played a significant role in recovering schools from challenging circumstances. As a trust, we have a strong desire to share the outstanding practice at our schools with educators. Leaders and every member of iMAT are conscious of their responsibility to pupils and communities and are oriented towards achieving ambitious goals.

Church and Community Schools:

iMAT is made up of two community academies and four Church of England academies in the Diocese of Peterborough. Members have an important role to play in ensuring our schools' Christian vision is preserved. Every five years our church schools are inspected under a process called SIAMS. Directors hold accountability for ensuring that the Church of England academies are successful in both SIAMS and Ofsted inspections, while Members are the guardians of the ethos of the trust, with oversight of the trust board.



What is the role of a member?

Every trust has members who have a similar role to shareholders of a company limited by shares. Members are the guardians and custodians of governance in the trust and its vision, values and ethos, with oversight of the trust board.

As guardians of the trust, members must assure themselves that the governance of the trust is effective and that directors are acting in accordance with the trust's charitable objects. While directors are responsible for setting the trust's strategic direction, members have the ability to appoint and remove the board. Members are also responsible for other key activities such as amending the trust's articles of association or changing the name of the trust.

To enable members to assure themselves that the governance of the trust is effective, the board provides members with the information throughout the year. This includes providing members with the trust's audited annual report and accounts at our annual AGM.

Time commitment:

Members meet formally once per year, for our AGM, where they receive the trust's audited annual report and accounts. These meetings usually take place on a Wednesday afternoon in early December. Members also meet informally in the summer term for an update on the trust. All meetings can be attended virtually.

For more information on the trust, or an application form, please contact the trust governance professional, Heather Fishwick at heather.fishwick@innovatemat.org. **Closing date Friday 24th April**

You can find out more about iMAT on our [website](#), or by watching our [trust video](#).



Roles and Responsibilities of Members:

Strategic leadership

- Familiar with the trust's strategic priorities and its charitable objects
- Broad understanding of national and regional educational priorities and the implications of these for the trust
- Ability to think strategically about the future direction of the trust and the appropriate composition of the trust board
- Ensures the religious character of the church academies is preserved and developed per the trust deed's charitable objects

People

- Ensures the board of trustees has the necessary expertise to fulfil its functions effectively and acts in accordance with the trust's charitable objects
- Understands the importance of succession planning to the ongoing effectiveness of the trust board
- Sets high expectations for conduct and behaviour for all those in governance and is an exemplary role model in demonstrating these
- Promotes and fosters a supportive working relationship between members and the board
- Confident to approach the governance professional to obtain advice and support as needed
- Confident and resilient enough to remove any or all trustees if governance is failing, pursuant to the Companies Act

Structures and compliance

- Understands the principles of delegation, and specifically the relationship between members and the trust board and the need for clear separation of activities
- Understands the legal, regulatory and financial context of the trust
- Understands the principles of audit and assurance
- Confident speaking up when concerned about non-compliance where it has not been picked up by the board or where they feel it is not being taken seriously
- Able to identify when specialist advice may be required, such as the commissioning of external reviews of governance

Evaluation

- Ability to put the needs of the trust first and is willing to step down or move on at the appropriate time
- Capable of using regulatory feedback fully to inform decisions about trust development

