

## **The role of Non-Executive Trustee**

**Achieve More \* Challenge Thinking \* Shape Futures**



## Introduction

The University of Chichester (Multi) Academy Trust is currently seeking an additional Trustee to help steer the Trust through the next phase of its development as it grows from 17 to 20-30 academies. The Trust is seeking to add powerful momentum to the progress of its family of academies through a shared aspirational vision and inclusive ethos where pupil progress and development of outstanding teachers are at the heart of its work. The Trust's approach is that all schools are different and can take different routes on their journey to excellence.

## About Us and Our Family of Academies

The University of Chichester Multi Academy Trust was set up in 2013 by the University of Chichester, which has a long track record of working in partnership with schools and developing expertise in education. Trustees and officers share a strongly held view that each school is unique and should develop their individual identity. The Trust currently has 17 academies, with two having joined in 2025 and a new build which opened in September 2025, who are all within a geographical area covering West Sussex, Hampshire and Portsmouth.

The Trust's mission and values are set out in the diagram below.

The Trust's values, which underpin all our work, are:

- **Aspirational** - Make the effort to reach higher standards and deepen knowledge
- **Evidence-Informed** - Encourage curiosity and seek out ways to use and develop the best of what is known
- **Diversity** - Explore different perspectives and value how this enriches our lives
- **Collaboration** - Develop ways to work with others and ensure our collective endeavour can be achieved
- **Agency** - Acknowledge how you are developing and use this to improve different parts of your life.

The Trust works closely with colleagues from the University to improve educational outcomes for children and young people and aims to provide the highest quality learning environment for pupils and staff. The Trust shares the University's mission of creating a vibrant, inclusive and aspirational family of academies, transforming life chances for pupils through excellent teaching and learning.

The key challenges facing the Trust over the next 12 months are to maintain the momentum which has been created from the recent Ofsted inspections and continue to support our schools effectively to achieve excellence in an increasingly challenging financial environment. We are also currently developing our new 10-year strategic aims and plan.

At the University of Chichester Academy Trust, we believe that diversity drives creativity, innovation, and excellence. We are committed to providing equality of opportunity, fostering an inclusive culture and creating a community where everyone feels they belong. We particularly welcome applications from individuals who are underrepresented within our workforce, including people from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+ individuals and women (particularly for senior leadership roles).

## University of Chichester Vision and Values

### Our Trust Values

- Aspirational
- Evidence-informed
- Diversity
- Collaboration
- Agency

### Our Vision

Our Vision is for all young people to be inspired by an excellent education that raises their aspirations and enriches their lives.

By working as one organisation, we can ensure that our staff, our pupils, and our communities **Achieve More, Challenge Thinking and Shape Futures**.

### Our Mission

The Mission is to create a vibrant, inclusive, and aspirational family of academies, transforming life chances for pupils through excellent teaching, learning, and leadership.

Our collaborative approach enables our pupils, students, the community, and colleagues to thrive. Through research, evidence-informed practice and CPD, we create purposeful and inclusive learning environments.

We strive for continuous improvement, through our collective accountability for pupils' outcomes.

### Our 3 Core Messages

**Achieve More** - Inspire students and staff to reach their full potential by raising aspirations, celebrating diversity, and cultivate leadership and agency at all levels.

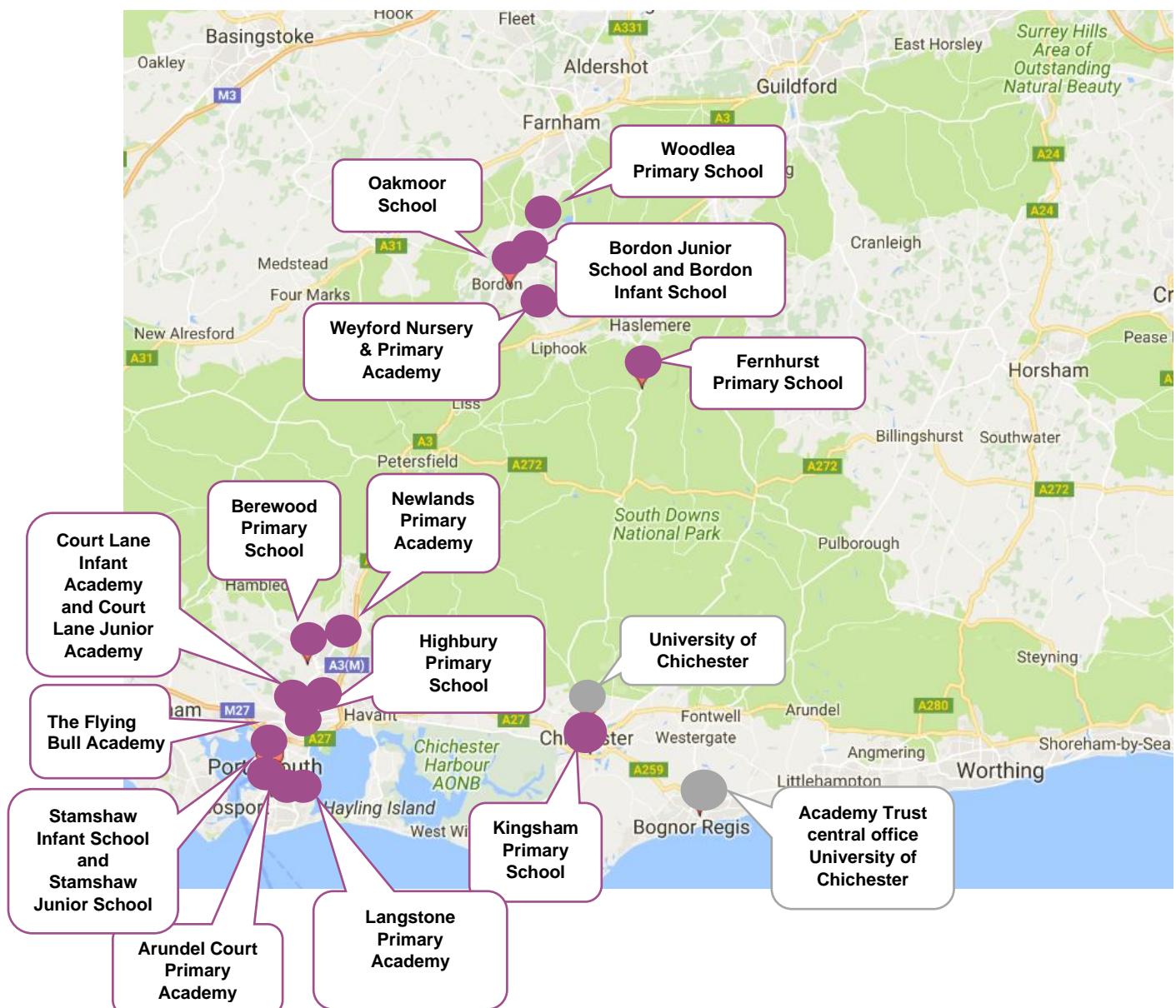
**Challenge Thinking** - Cultivate critical thinking and diverse perspectives, grounded in evidence-informed practices, to drive thoughtful and impactful approaches across the trust.

**Shape Futures** - Through collective endeavour and collaboration, build a vibrant, inclusive community that transforms life changes, ensuring every young person and adult thrives.

### Our 4 Guiding Principles

1. To respond swiftly and flexibly to meeting the needs of our pupils, as we help them to navigate their journey to success, no matter what school site they are educated from.
2. To support plans that rapidly bring about higher pupil outcomes and knowledgeable staff who ensure a rich curriculum also allows pupils to build knowledge and agency.
3. To redirect as much of the public's funds to ensure our pupils Achieve More, Challenge Thinking, and Shape Futures.
4. To develop professional services, where efficiency and consistency allow us to maintain the highest standards across our organisation.

## Our Academies



## The Seven Principles of Public Life

The Seven Principles of Public Life (also known as the Nolan Principles) apply to anyone who works as a public office-holder. This covers all those who are elected or appointed to public office, nationally and locally, including academy trustees and governors. These principles underpin governance and we expect everyone involved in the Trust to abide by them.

**Openness** - should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

**Accountability** - are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

**Selflessness** - acting solely in terms of the public interest.

**Honesty** - being truthful.



**Leadership** - exhibiting these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

**Integrity** - must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

**Objectivity** - must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

# The Role of Trustee

## The purpose

The purpose of governance is to provide:

- strategic leadership
- accountability and assurance
- strategic engagement

The Board has collective accountability and strategic responsibility for the trust. It has a focus on ensuring the trust delivers an excellent education to pupils while maintaining effective financial management and **must** ensure compliance with:

- the Trust's charitable objects
- regulatory, contractual and statutory requirements
- their funding agreement

The Board also has:

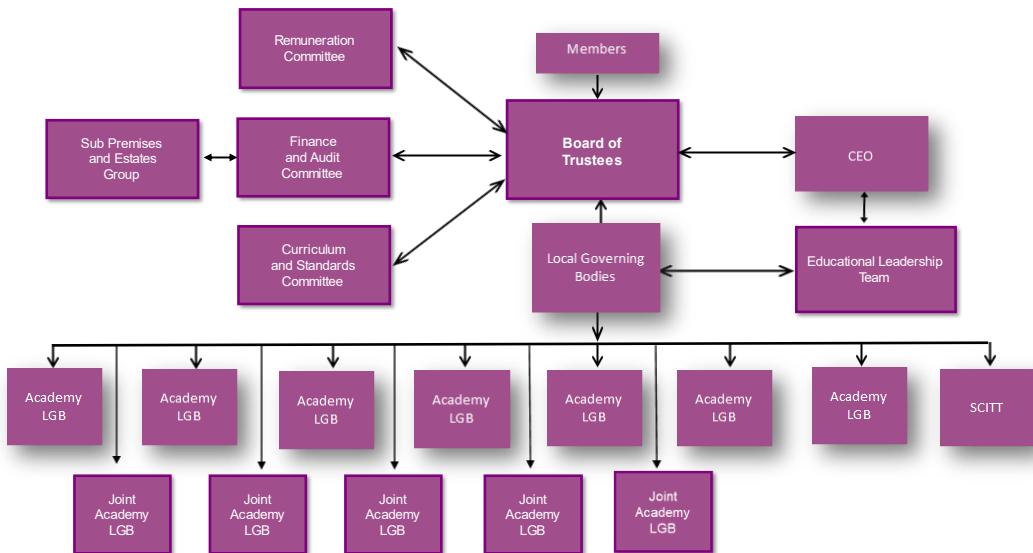
- strategic and statutory responsibility for safeguarding and special educational needs and disabilities (SEND) arrangements within (and across) the Academy Trust ensuring the promotion of pupil welfare and for keeping their premises safe and well-maintained
- a role in making sure that it delivers its commitment to other schools and academies, however it is done.

## Core competencies

We are currently seeking an experienced professional with the following core competency:

- Education specialist
- Strong background in education (e.g. senior leadership, advisory, inspection or specialist role)
- Deep understanding of curriculum design, assessment and school improvement
- Ability to analyse educational data and provide constructive support and challenge
- Strong communication and strategic thinking skills
- Willingness to engage with training and contribute actively to Board duties
- Commitment to improving outcomes for children and young people.

## Governance structure



The Trust is a company limited by guarantee and an exempt charity, which is regulated by the Department for Education.

The Executive team is led by Jennese Alozie the CEO and supported by Natalie Broad, Deputy CEO, Talha Khan, Director of Finance, Peter Waller, Director of People and Culture, Lorraine Mitchell, Trust Governance and Compliance Manager and Emma Cornish, Director: Teacher Education and Development. They are supported by a small central team based at the Bognor Regis campus of the University of Chichester. The Trust also has access to experts within the University and from our schools who are seconded to the Trust as required.

## Current Board of Trustees

The Board is chaired by Dr Chris Shelton, Co-Director - Institute of Education and Social Sciences, University of Chichester. The Board comprises Trustees made up of externally appointed individuals with commercial experience and University colleagues with educational expertise. Further details about governance in the Trust may be found on our website: <https://www.chimat.uk/governance>

## Time Commitment

You will be expected to attend four full board and four committee meetings per year, having read the information pack provided in advance. Most of the meetings will be held online although travel to both the Central Team offices in Bognor Regis and to the individual academies, where occasional meetings are held, will be expected. We have a Trustee strategy day once per year in person. You may also be asked to sit on recruitment panels or otherwise support the governance function across the Trust. The expected time commitment is approximately 10 days annually.

## Support offered

Volunteering as a trustee can offer a wide variety of transferrable skills. We offer a comprehensive induction programme with ongoing support offered by the Trust Governance and Compliance Manager and other trustees. We strongly support training

across governance in the Trust and can tailor a development programme as you grow in the role. We use GovernorHub, a bespoke educational management system, to efficiently manage governance across the Trust.

## How to apply

Applications are made through our Trust website application portal.

If you have any questions before applying, there is the option to have an informal conversation with Lorraine Mitchell, Trust Governance & Compliance Manager ([UNICATHR@chi.ac.uk](mailto:UNICATHR@chi.ac.uk)) or call 01243 793500 if you require more information. This can be a great opportunity to gain further insight into the position and the team.

In line with safeguarding regulations, all successful applicants will be required to complete a DBS check.

## Application process

Once we have received your application, one of the team will contact you. A shortlisting process will be conducted and if successful you will then be invited to interview which will be conducted by our Trustee Selection Panel.

## Privacy Notice

The information you provide will be used to inform the selection process and, if successful, will be held on file in line with the Trust's retention policy available online, or held for up to one year. The legal basis for processing your personal data is that it is necessary for the performance of the appointment of an individual as a governor for the Trust to comply with its legal obligation. You have some legal rights in respect of the personal information we collect from you. Please see the Trust's website for further details and to view the Data Protection Policy. You can contact the Trust's Data Protection Officer at <https://www.chimat.uk/> if you have a concern about the way the Trust collects or uses your data.

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Proud to be part of the University of Chichester Academy Trust