



Recruitment Pack



Become a school governor

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| Schedule | Approx timeframe |
|---|-----------------------------------|
| Expressions of interest deadline | Within 2 weeks |
| Nomination panel and school visit | Within 4 weeks |
| Your appointment recommended by LGC | At the next LGC meeting |
| Appointed by Chair of Trust Board (if applicable) | Within 2 weeks of the LGC meeting |

Your main point of contact throughout the recruitment process is:

Emma Phillips, Governance Support Adviser at NEAT Academy Trust

T: 0191 2284090 E: governance@neatat.org.uk

Contact Emma to express your interest, ask any questions and receive the application forms.

Please let us know if you have any access requirements or need any adjustments to be made in order to carry out this role (including during the application stage).

Welcome from the Chair of the Trust Board of Directors

Thank you for your interest in the role of Local Governing Committee member (school governor) within NEAT Academy Trust. I'm sure you'll want to find out more about what's involved before deciding if this is the right opportunity for you. In this pack you'll find information about the Trust and the school, as well as the role and the skills, experiences and personal attributes we're looking for.

At NEAT, our Local Governing Committees work hard to embody the quality of strategic governance, engage with stakeholders and ensure robustness of accountability. Our school governors strive to know their school well and build healthy working relationships, whilst asking courageous questions that are empathetic to the challenges schools currently face. You can find out more about the current Local Governing Committee members by visiting the Governance page on the school website. Links are contained on page 10.

Videos of Local Governing Committee members and Trustees talking about their experience of volunteering with NEAT are on our YouTube channel at: https://www.youtube.com/playlist?list=PL8F1Yjn1l2MRvH6FsWTUOlas_QbVfa41O

Being a school governor is a hugely rewarding experience as schools make a real difference in their local community. You don't need to have a background in education to be a LGC member – we need a team of people with a wide range of different experiences and we'll support you with an induction programme.



“I would encourage someone to become a governor with NEAT if they have the desire to try something different, if they want to have the opportunity to give something back or if they want to find a way to develop themselves. Being a governor for NEAT provides huge rewards for the work you put in.”

Darren Healy, NEAT Academy Trust Local Governing Committee Member

What you'll gain from being a school governor

CAREER DEVELOPMENT

- Strategic decision-making for long-term school improvement
- Skills such as leadership, building relationships, teamwork, communication, influencing, using data and problem-solving
- Access to continuous professional development (CPD) opportunities throughout the year e.g. Chair Development Programme; data training
- Link governor opportunities for Careers, Health & Safety, SEND, or Safeguarding

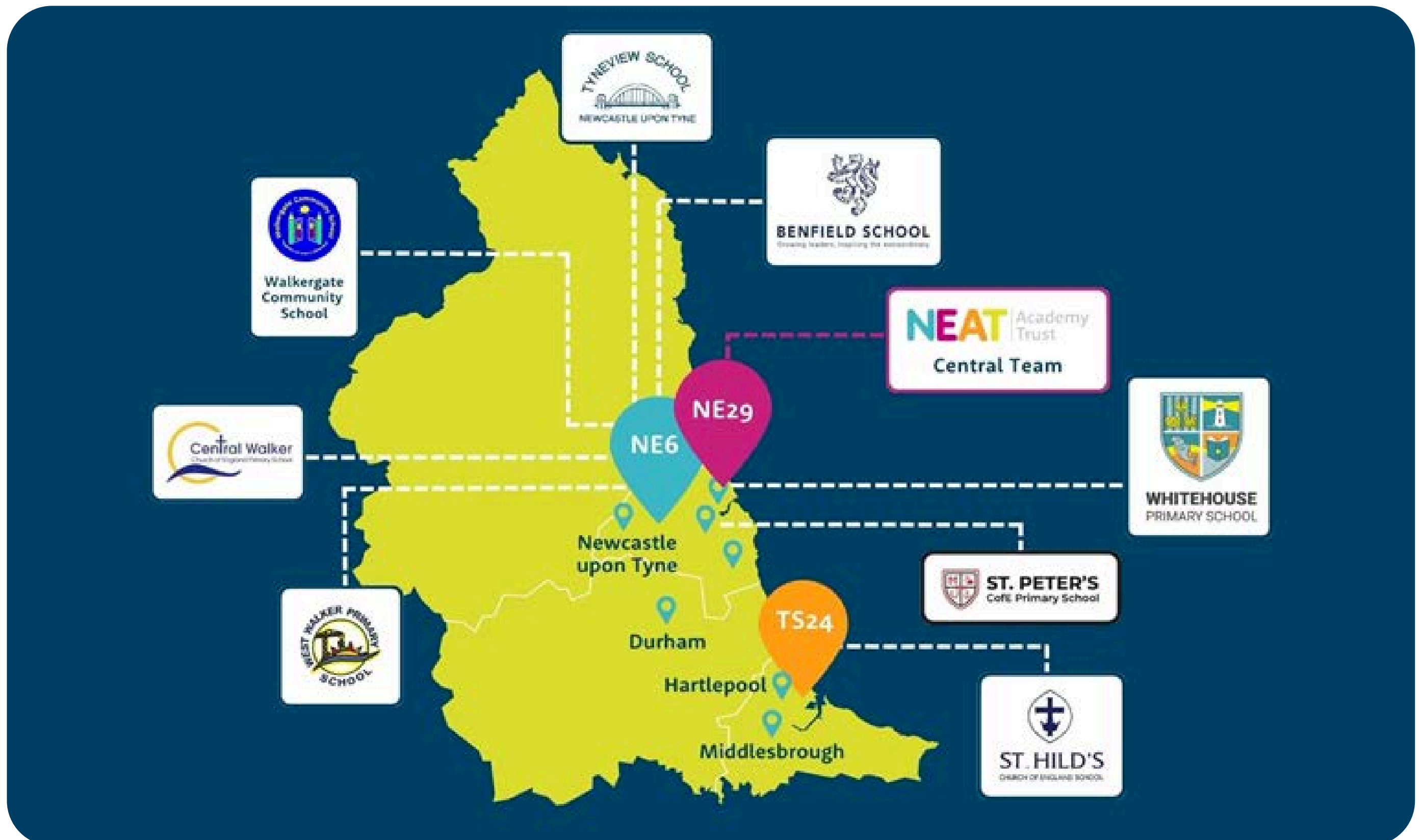
COMMUNITY IMPACT

- Decision making in the best interests of pupils to improve their education, wellbeing and future prospects and raise community aspirations
- Shaping school policies and aims, allowing teachers to focus on delivering high-quality educational experiences
- Stakeholder engagement to ensure that the voices of staff, parents, pupils and other stakeholders are heard

Key activities and commitments of a school governor

- Typically the role requires 5-8 hours per month (double this during the first couple of months while you complete your onboarding and induction)
- Attending governor meetings each half term at school, having read all paperwork prior to the meeting
- Visiting school during the school day once per term (3 times per year) to find out answers to key questions aligned with the school development plan
- Completing required checks and learning on induction and throughout the year
- Reviewing policies and procedures
- Participating in exclusion and admissions panels during the school day on an ad-hoc basis
- Attending regular training sessions in the evening on topics such as school data, suspensions and exclusions, and safeguarding
- Attend annual 1:1 conversation with the Chair in Spring/Summer Term and annual Governance Away Day in Autumn Term
- Active involvement for 1-4 years initially with opportunity for longer service

About NEAT Academy Trust



NEAT Academy Trust is a thriving and collaborative partnership of both primary and secondary schools across the north east of England, working together to provide a first-class education for all our learners.

Each school has its own individual ethos and is at the heart of its local community. However, as a Multi-Academy Trust we are able to make a greater difference together to enable all pupils to improve their life chances with the support of their families.

“

Having been a young person growing up in the local community, I find the genuine level of care the Trust provides to their families and community overwhelming and very inspiring to witness. NEAT nurtures children and young people throughout their education to ensure they have different opportunities and empowers them to have high aspirations, whilst always thinking about what more can be done to support their families.

Nadia Iftkhar, NEAT Academy Trust Non-Executive Director

”

The role of the school governor

School governors are members of a school's Local Governing Committee (LGC), which carries out some aspects of the core governance purposes (see image below) on behalf of the Trust's Board of Directors. They recognise and support the individual ethos of each of our schools including any religious character.



As a governor, you will contribute to the above core purposes of governance in the following ways:

- **Strategic leadership:** Work with school leaders to develop the school's vision and ethos for high quality and inclusive education, foster its culture and champion its strategic priorities, within the Trust's overarching vision, values and strategy.
- **Accountability and assurance:** Understand how the school is performing based on different sources of information and feedback, and support and challenge school leaders. Oversee the impact of specific funding streams and staff appraisal and development.
- **Engagement:** Listen to and report to the school's stakeholders: pupils, parents, staff, and the wider community. Act as an ambassador for the Trust and its schools.



The governance structure at NEAT Academy Trust

Each level of the governance structure is strategic and neither the Board of Directors nor the Local Governing Committees (LGCs) are involved in the day-to-day running of the Trust or its schools. This is the responsibility of the Trust's executive team and each school's Senior Leadership Team.

The Trust's Board of Directors decides the role it wants its LGC to carry out. Therefore, the role of a school governor within NEAT can be quite different to other Academy Trusts and schools maintained by a Local Authority.

Members

Members: have a "hands off" role and ensure the Board of Directors are carrying out their role effectively. They meet once per year at the Annual General Meeting (AGM).

Board of Directors/
Trustees

Board of Directors/Trustees: has oversight of the Trust as a whole and is accountable to the Department for Education (DfE) for the performance of all schools and how well the Trust spends its money.

Board
Committees

Board Committees: some Directors/ Trustees are members of Trust-wide committees, such as Achievement and Climate for Learning (ACL) or Finance, Audit and Risk (FAR).

Local
Governing
Committee for
each school

Local Governing Committees: include school staff and parents, community members and professionals. They are the "eyes and ears" of the Board, knowing the school well and understanding its strengths and areas for development.

About you



Core skills and personal attributes we are looking for

| | |
|--------------------------------------|--|
| Commitment to education | Personal commitment to helping our schools continue to improve and our pupils to get the best education possible. |
| Insight | Experience of living in, working in/with or connection with the community that the school serves, or a strong interest in developing this insight. |
| Availability | See “Key activities and commitments of a school governor” on page 3. |
| Personal attributes | <ul style="list-style-type: none"> • Able to see the big picture and think strategically, driving for continuous improvement • Has independent judgment and operates with openness and integrity solely in the public interest • Understands the importance of building strong working relationships within the LGC and with the Headteacher and senior leaders, staff, parents/carers, pupils, Trust leaders/ Board, the local community and employers |
| Aligned to the Trust’s values | <ul style="list-style-type: none"> • Aspirational: supports and challenges others so they can do their best. • Collaborative: works well together with others. • Inclusive: values everyone’s contribution. • Innovative: seeks insight and opportunities to learn and embraces new ideas. • Responsible: takes responsibility to carry out the role of LGC member |

“ There are so many benefits to being a governance volunteer, from learning more about everything and everyone involved in running a school and the incredible amount of work that goes on to ensure children have the best possible experience and outcomes, to being part of and playing an active role in a team of fellow Governors, which helps you to develop skills that benefit you both personally and professionally.”

David Coe, NEAT Academy Trust Local Governing Committee Member

“ I enjoy being a governor because you get an insight into the running of a school and you can have a positive impact on the local community and families within the Trust. You also get a good oversight of how school policies and procedures are put into place and the effort that is put into implementing these. You really get the opportunity to see the progression of pupils and how the Trust positively promotes learning.”

Kelly Sherriffs, NEAT Academy Trust Local Governing Committee Member

About the recruitment process

EXPRESSIONS OF INTEREST AND APPLYING

- Contact the Clerk to express your interest (contact details on page 2), ask any questions & receive the application forms
- Have an optional phone call with the LGC Chair and school visit with the Headteacher
- Submit an application form, diversity data form & skills audit

The diversity data form is for us to review the responses to work towards inclusivity and diversity. The skills audit is used to review your skills against those of the LGC.

Click here to read our privacy notice for members, directors and governors to understand how we will protect any personal data you share with us.

REVIEWING APPLICATIONS

- A 'nomination panel' including up to three LGC members will interview you via a 30 minute video call to discuss your application, skills and experience to determine your suitability to the role
- The nomination panel will report back to the LGC who determine whether or not to recommend your appointment

APPOINTMENT PROCESS

- Co-opted LGC members (1 year term of office) are appointed by the LGC; Trust LGC members (4 year term of office) are appointed by the Trust Board of Directors
- All appointments are conditional on a satisfactory enhanced criminal records check from the Disclosure and Barring Service (DBS) and other checks and declarations

You are entitled to claim travel and childcare expenses during this voluntary role. Click to read our expenses policy.

AFTER SUCCESSFUL APPOINTMENT

- You will be required to complete statutory reading and training when you are appointed. Training is both online and in-person.
- You will have a 90 minute onboarding meeting with the Clerk
- You will receive an induction and training programme to upskill you for the role and ensure you get to know the school well
- You will receive a NEAT email account and access to any other IT accounts



Benfield School information

| | |
|---|--|
| Address | Benfield Road, Newcastle-Upon-Tyne, NE6 4NU |
| Headteacher | Mr Anthony Martin |
| Age range | 11-16 |
| Date joined NEAT Academy Trust | 1st April 2017 |
| Type of academy | Converter academy |
| Additionally resourced provision | Resourced provision and SEN unit |
| Number of pupils | 969 - slightly below average |
| Pupils who qualify for free school meals | 59.3% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 5.8% - above average |
| Pupils with English as an Additional Language (EAL) | 38.5% - well above average |
| Local Governing Committee meetings | 6 per year (1 per half term), Thursdays, 5-7pm |



 Visit the school website

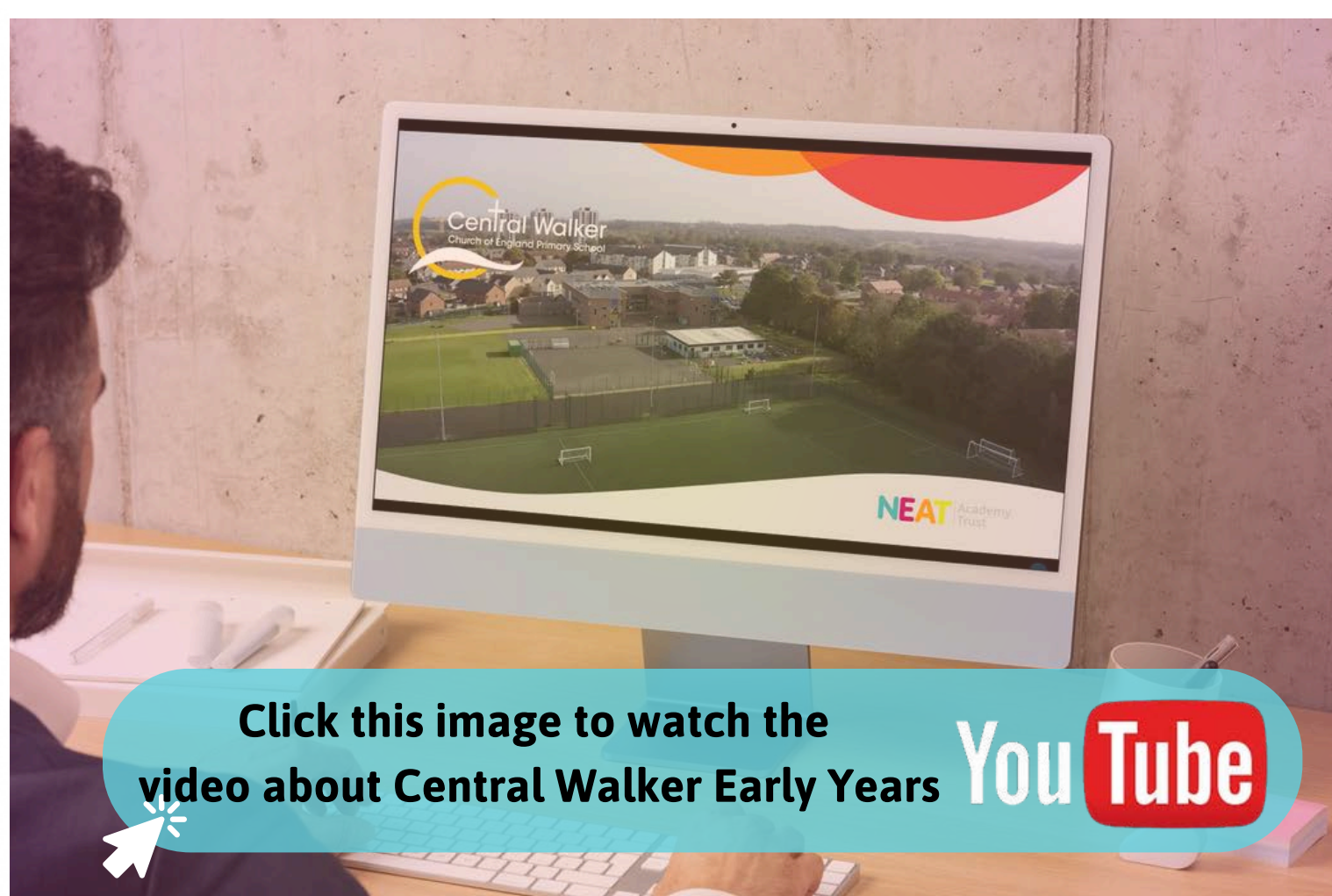
Meet the Local Governing Committee 

“ I value being a governance volunteer because I can see how the work contributes to a bigger picture of supporting children to learn, grow and develop in many areas of their lives, not just education. I enjoy being part of the team of LGC members, supporting and being supported by colleagues and further challenging and developing my own skills, knowledge and experience. ”
James Holdsworth, NEAT Academy Trust Local Governing Committee Member

“ Being a governance volunteer means I get to meet our pupils and staff, NEAT colleagues, advisors and a range of other stakeholders, strategically questioning and observing. By doing this we drive continued improvement for our young people. Developing these skills has helped further my career and is extremely rewarding. As a parent, experiencing primary education in this way has helped me better understand what my children are doing, how they are progressing and what I can do to support them. ”
Alex Burdon, NEAT Academy Trust Local Governing Committee Member

Central Walker C of E Primary School information

| | |
|---|--|
| Address | Lancefield Avenue, NE6 2NP |
| Headteachers | Mrs Dawn Day and Mrs Faye Kerr (job share) |
| Age range | 2-11 |
| Date joined NEAT Academy Trust | 1st April 2017 |
| Type of academy | Converter academy |
| Additionally resourced provision | N/A |
| Number of pupils | 437 - well above average |
| Pupils who qualify for free school meals | 76% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 2.7% - close to average |
| Pupils with English as an Additional Language (EAL) | 28% - above average |
| Local Governing Committee meetings | 4 per year, Thursdays, 4:30-6:30pm |



St Hild's C of E School

information

| | |
|---|--|
| Address | King Oswy Drive, West View, Hartlepool, TS24 9PB |
| Headteacher | Mrs Sara Crawshaw |
| Age range | 11-16 |
| Date joined NEAT Academy Trust | 1st April 2021 |
| Type of academy | Sponsor-led academy |
| Additionally resourced provision | N/A |
| Number of pupils | 670 - well below average |
| Pupils who qualify for free school meals | 56% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 1.2% - well below average |
| Pupils with English as an Additional Language (EAL) | 2% - well below average |
| Local Governing Committee meetings | 6 per year, Mondays, 5-7pm |

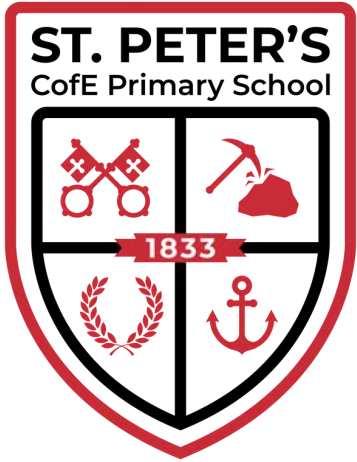


Click this image to watch the video about St Hild's School

You Tube

Visit the school website

Meet the Local Governing Committee



St Peter's C of E Primary School information

| | |
|---|-------------------------------------|
| Address | North Terrace, Wallsend, NE28 6PY |
| Executive Headteacher | Mr Stephen Gittins |
| Age range | 3-11 |
| Date joined NEAT Academy Trust | 1st January 2025 |
| Type of academy | Sponsor-led academy |
| Additionally resourced provision | N/A |
| Number of pupils | 174 - below average |
| Pupils who qualify for free school meals | 43% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 4% - above average |
| Pupils with English as an Additional Language (EAL) | 25% - above average |
| Local Governing Committee meetings | 4 per year, Wednesdays, 4:30-6:30pm |



Tyneview Primary School information

| | |
|---|--|
| Address | Winslow Place, Off Titan Road, Walker, NE6 3QP |
| Headteacher | Miss Vashti Sergison |
| Age range | 2-11 |
| Date joined NEAT Academy Trust | 1st April 2017 |
| Type of academy | Converter academy |
| Additionally resourced provision | Resourced provision and SEN provision |
| Number of pupils | 277 - close to average |
| Pupils who qualify for free school meals | 57% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 5.4% - well above average |
| Pupils with English as an Additional Language (EAL) | 6% - below average |
| Local Governing Committee meetings | 4 per year, Tuesdays, 4:15-6:15pm |



 Visit the school website

Meet the Local Governing Committee 



Walkergate Community School information

| | |
|---|------------------------------------|
| Address | Sutton Street, Walkergate, NE6 4SD |
| Headteacher | Mr Daniel Nelson |
| Age range | 2-11 |
| Date joined NEAT Academy Trust | 1st April 2017 |
| Type of academy | Converter academy |
| Additionally resourced provision | N/A |
| Number of pupils | 656 - well above average |
| Pupils who qualify for free school meals | 49% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 4% - above average |
| Pupils with English as an Additional Language (EAL) | 10% - close to average |
| Local Governing Committee meetings | 4 per year, Tuesdays, 4:30-6:30pm |



Meet the Local Governing Committee





West Walker Primary School information

| | |
|---|----------------------------------|
| Address | Church Street, Walker, NE6 3XW |
| Executive Headteacher | Mr Stephen Gittins |
| Age range | 2-11 |
| Date joined NEAT Academy Trust | 1st April 2017 |
| Type of academy | Converter academy |
| Additionally resourced provision | Resourced provision |
| Number of pupils | 206 - below average |
| Pupils who qualify for free school meals | 81% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 3.9% - above average |
| Pupils with English as an Additional Language (EAL) | 12% - close to average |
| Local Governing Committee meetings | 4 per year, Mondays, 3:45-5:45pm |





Whitehouse Primary School information

| | |
|---|--|
| Address | Whitehouse Lane, North Shields, NE29 8PE |
| Headteacher | Mr Michael Moran |
| Age range | 2-11 |
| Date joined NEAT Academy Trust | 1st January 2024 |
| Type of academy | Sponsor-led academy |
| Additionally resourced provision | Resourced provision |
| Number of pupils | 161 - below average |
| Pupils who qualify for free school meals | 59% - well above average |
| Pupils with an Education, Health & Care Plan (EHCP) | 8.1% - well above average |
| Pupils with English as an Additional Language (EAL) | 7% - close to average |
| Local Governing Committee meetings | 4 per year, Wednesdays, 4:30-6:30pm |



Click this image to watch the
video about Whitehouse Nursery

You Tube



Visit the school website

Meet the Local Governing
Committee

