LYDIATE LEARNING TRUST

ENGAGE, ENABLE, EMPOWER

Applicant Information Pack

Academy Governance Committee (AGC) Governor

Deyes High School

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Welcome from the AGC Chair

Dear Applicant

Thank you for your interest in becoming an Academy Governor at Deyes High School, part of Lydiate Learning Trust. On behalf of the Academy Governance Committee, I am delighted that you are considering joining us.

Our school is at the heart of its community and is committed to providing the highest quality education and opportunities for every child. As Governors, we play an important role in supporting and challenging school leaders to ensure that our pupils receive the very best educational experience and are equipped to succeed both in school and beyond.

We are looking for individuals who share our passion for improving outcomes for children and young people. Whether you have previous governance experience or are completely new to the role, your professional expertise, life experience and commitment can make a valuable contribution to our school. Full training and support will be provided, and you will become part of a dedicated team working together to make a positive difference in the lives of our pupils.

Being a Governor is a rewarding opportunity to give back to your local community, develop new skills and help shape the future of the school. Through support, challenge and collaboration, Governors play a vital role in ensuring that every child has the opportunity to achieve their full potential.

I hope this information pack gives you a useful insight into the role and inspires you to apply. Thank you for considering joining our Academy Governance Committee and supporting our mission to engage, enable and empower every learner.

Should you have any questions or require further information, please contact our People and Culture Team peopleassist@lydiatelearning.org.

I look forward to reading your application.

Warmest wishes,

Michael Hussey
AGC Chair

About Us

Our **mission** is to engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passions. We aim to **Engage, Enable** and **Empower** all learners, young and old, across Lydiate Learning Trust to ensure our schools are outstanding.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.

- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

Our Aims

We pride ourselves on our values and always try to do what is right, so that all learners reach their full potential, regardless of their starting point.

ENGAGING

1. Engaging with all learners, breaking down barriers, to develop an intrinsic love of learning.
2. Engaging with staff so that they are highly valued and listened to.
3. Engaging with families so they can work alongside their child and school on the learning journey.

ENABLING

1. Enabling all of our staff, and those in other academies, to reach their potential through effective CPDL, providing first class quality experiences for all.
2. Enabling a happy, safe, supportive environment for all.

EMPOWERING

1. Empowering learners to take personal responsibility for their future, with a lifelong love of learning.
2. Empowering learners with the tools for academic success and happiness.
3. Empowering learners to develop the self-esteem and confidence which are necessary for a full and happy life.
4. Empowering learners to have a pride in their work, respect for their surroundings and good relationships with others at school and in the local and wider community.
5. Empowering leaders at all levels to lead ethically, with high levels of perseverance, proficiency and integrity.
6. Empowering the wider community to work alongside us to our mutual benefit.

What can we offer you

A rewarding opportunity to use your skills and experience to support young people, contribute to the success of your local school and make a positive difference within your community. You will receive training and support, develop your leadership and decision-making skills, and work with like-minded individuals who share a passion for improving educational outcomes for all pupils.

I think the second version works best for a governor recruitment pack because most applicants are motivated by community impact rather than gaining board experience.

Safeguarding

Lydiate Learning Trust is strongly committed to safeguarding and promoting the welfare of children and young people. All Trustees are expected to share this commitment and support a vigilant and safe environment.

The successful appointment will be subject to appropriate safeguarding checks, including an Enhanced DBS check and satisfactory references.

Candidates are encouraged to reflect the diverse communities served by the Trust. Application monitoring information and the application process should be confirmed with the Trust before publication.

Lydiate Learning Trust is committed to promoting equality, diversity and inclusion and welcomes applications from individuals from all backgrounds and communities. The Trust believes a diverse Board brings broader perspectives, stronger decision-making and a richer understanding of the communities it serves. Appointments are made on merit through a fair and transparent recruitment process.

Candidates are encouraged to reflect the diverse communities served by the Trust. Application monitoring information and the application process should be confirmed with the Trust before publication.Equal Opportunities in Recruitment Monitoring (Page 1 of 6)

Equal Opportunities

Lydiate Learning Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete an Equal Opportunities in Recruitment Monitoring (Page 1 of 6) form which can be found on our Careers Homepage.

Job Description – Governor AGC

Main Purpose:	To support and challenge school leaders in the delivery of high-quality education, promote high standards of achievement and wellbeing, and help ensure that the school continues to provide the best possible outcomes for all pupils. Governors act as a critical friend to school leaders, providing local oversight and helping to ensure that the school's vision, values and strategic priorities are delivered effectively.
Time Commitment	• Attend three Academy Governance Committee meetings per academic year. Meetings will be in-person. If 50% or more of Governors cannot attend and request to join remotely, the meeting will be moved to Teams. • Read and review meeting papers circulated in advance. • Participate in governor training and development opportunities. • Undertake 2/3 days school visits per year and attend relevant school events where appropriate.
Level of disclosure:	Enhanced DBS check; satisfactory references.
Key Responsibilities	• Support the school's vision, values and strategic priorities. • Provide appropriate support and challenge to the Headteacher and senior leaders. • Monitor the school's performance and progress against key improvement priorities. • Champion high standards of achievement, attendance, behaviour and wellbeing for all pupils. • Monitor the effectiveness of safeguarding arrangements and promote a culture of safety and care for all children. • Monitor provision and outcomes for pupils, including those with Special Educational Needs and Disabilities (SEND) and disadvantaged pupils. • Engage with pupils, parents, staff and the wider school community to understand their views and experiences. • Undertake school visits to gain first-hand understanding of the school's strengths, priorities and challenges. • Monitor the implementation of Trust and school policies at local level. • Support the effective use of resources and value for money. • Act as an ambassador for the school within the local community. • Attend meetings, contribute to discussions and participate in training to develop your effectiveness as a governor. • Always act in the best interests of pupils and uphold the values of the school and Lydiate Learning Trust.
Equal Opportunities:	Promote equality, diversity and inclusion; support fair and transparent governance and decision-making; and help the Trust understand and engage with the diverse communities it serves.
Health and Safety:	Support the Trust's commitment to safe, supportive learning environments and act in accordance with relevant Trust policies and governance responsibilities.
Safeguarding Commitments:	Champion safeguarding and the welfare of children and young people. Appointment is subject to appropriate safeguarding checks, including an Enhanced DBS check and satisfactory references.

The requirements above are specific to this role and complement the responsibilities of the AGC. They may be reviewed following consultation to reflect or anticipate changes in the role that are commensurate with its purpose.

Person Specification

Desirable E = Essential; D = Desirable. Previous Board or Trustee experience is welcomed but is not essential.	
Skills and Experience	**Essential / Desirable**
Ability to think strategically and contribute to long-term school improvement.	E
Good listening and communication skills.	E
Ability to analyse information and ask constructive questions.	E
Ability to work collaboratively as part of a team.	E
Sound judgement and decision-making skills.	E
Ability to maintain confidentiality and act with integrity.	E
Previous governance, committee or board experience.	D
Knowledge of education or the academy sector.	D
Understanding of school performance data	D
Personal Attributes	Essential / Desirable
Commitment to improving outcomes and life chances for children and young people	E
Enthusiasm for education and supporting the local community.	E
Commitment to equality, diversity and inclusion.	E
Willingness to learn and undertake governance training.	E
Reliability and commitment to fulfilling the responsibilities of the role.	E