

RECRUITMENT PACK

Director



‘Together we flourish, in the love of God.’

‘To love, to learn, to serve - through collaboration, honesty, and hope’

ABOUT OUR TRUSTS

The Diocese of Worcester Multi Academy Trust (DoWMAT) is currently working in partnership with the Elements Diocesan Learning Trust (EDLT) to progress a merger between the two organisations. Both Trusts share a strong commitment to the Church of England's vision for education and a common ambition to provide the highest quality educational experiences for children and young people across our communities.

Subject to the necessary approvals, the merger is expected to take place in September 2026. This represents an exciting opportunity to create a stronger, larger family of schools, bringing together the expertise, experience and resources of both Trusts. Through increased collaboration, we aim to enhance school improvement support, broaden professional development opportunities for staff, and strengthen the sharing of best practice across all schools.

The merger will also support greater operational efficiency and long-term sustainability through shared services, procurement, finance and administrative functions. Most importantly, it will enable us to further improve outcomes for children and young people while continuing to support, develop and value our staff.

This is an exciting time to join our Trust as we embark on the next stage of our development. Throughout this process, our focus remains firmly on delivering educational excellence, nurturing our Christian distinctiveness, and ensuring that every school retains its unique identity while benefiting from being part of a larger and stronger organisation.

As part of this next stage we are looking to further strengthen and recruit to the Trust Board and are particularly interested in hearing from individuals with skills and experience at a strategic level in the following areas:

- Education Finance
- Estates
- Human Resources
- Legal

If you believe you can contribute and would relish the challenges and opportunities that being a Director brings, we would love to speak to you.

OUR VISION AND VALUES

The vision and values of both Trusts are strongly aligned and work is underway to bring the two together. Both Trusts believe that, 'Together we flourish in the love of God' underpinned by the words from scripture in John 10:10. 'To love, to learn, to serve - in collaboration, honesty and hope', are the values that underpin our decision making and relationships. We are committed to creating environments where children, young people and staff can thrive and fulfil their potential.

JOINT MESSAGE FROM THE CHAIRS

As Chairs of Elements Diocesan Learning Trust and the Diocese of Worcester Multi Academy Trust, we are excited about the opportunities presented by bringing our two organisations together. This merger creates a stronger Trust, building on the strengths, expertise and shared Christian vision of both organisations. By working as one family of schools, we can enhance opportunities for pupils and staff while preserving the unique character of every school. We look forward to welcoming new Directors who can help shape the future of this growing Trust.

David Reeson, Chair of Elements Diocesan Learning Trust

Chris Stephens, Chair of the Diocese of Worcester Multi Academy Trust

ABOUT THE ROLE

Overview

The Board of Directors manages the business of the Academy Trust and focuses on the three core functions of governance:

- Ensuring clarity of vision, ethos, and strategic direction.
- Holding executive leaders to account for educational performance and staff management.
- Overseeing financial performance to ensure money is well spent.

The Trust Board has established Local School Boards (LSBs) for each school within the Trust. The Trust Board decides which governance functions are delegated to these Boards.

Independence and Objectivity

To maintain objectivity, there should be a clear separation between the LSBs and the Trust Board. If local governors also serve on the Trust Board, it could compromise the Board's ability to exercise impartial judgment. While local governors may have a strong interest in the specific schools they represent, Directors of the Trust must prioritise the interests of all schools within the Trust. Therefore, it is important that Directors be independent of local governance.

Composition and Membership

Directors are not school-specific but have an overarching and strategic view of all schools within the Trust. Directors ensure compliance with the Trust's charitable objects and with company and charity law. They also sign off on the annual accounts and are responsible for ensuring adherence to the Trust's funding agreement with the Secretary of State.

In contrast, each LSB should include elected representatives: two parents of current pupils, one headteacher (or head of school) one staff member, three foundation LSB members and two co-opted LSB members. The total membership should be sufficient to carry out the LSB's responsibilities effectively, with a maximum of 9 members.

Meetings and Leadership

Directors meet up to six times a year for full board meetings, in addition to 3-6 sub-committee meetings, an annual strategy day and an Annual General Meeting (AGM). Adequate time must be allocated to prepare for these meetings by reading papers and formulating challenging questions. Directors are also expected to attend training to expand their knowledge of governance. Hybrid options for attendance are available where required.

LSBs meet four times a year at DoWMAT with additional sub-committees at Elements. The Chair and Vice Chair of each LSB are elected annually by LSB members, subject to Trust Board approval. The LSB appoints other members, and all appointments require Trust Board approval, except for Diocesan/Foundation representatives, who are appointed by the Diocesan Board of Education.

Terms and Conduct

Although the position of Director is voluntary, it is rewarding, allowing individuals to make a real difference in the lives of young people within the community. Directors gain new skills and experience and have the chance to meet and work with others who are equally passionate about improving educational outcomes.

LSB members serve up to two four-year terms but may resign earlier by submitting a written notice. Members may also be asked to leave by the Directors if they fail to adhere to the Code of Conduct.

Responsibilities

Directors must ensure the Trust's accountability to Parliament and the Secretary of State as the Principal Regulator of academies, which are exempt charities. Their duties include signing off on financial documents, ensuring the proper use of funds, and monitoring the educational performance of all schools in the Trust.

LSBs, on the other hand, play a crucial role in the Trust's governance by:

- Assuring the Trust Board and external bodies, such as Ofsted, that the school's standards, performance and safeguarding is being scrutinised and policies are followed;
- Being accountable for decisions made within the scope of the Trust's policies on complaints, exclusions, admissions appeals, and staff disciplinarys;
- Participating in collaborative development, quality assurance activities, and decision-making processes, such as appointing a new Headteacher or during an Ofsted inspection;
- Ensuring that the committee has the right membership and balance of skills;
- Upholding and promoting the Christian vision of the school;
- Engaging with stakeholders across the community, championing the Trust and the school, fostering positive attitudes toward learning, and connecting the classroom with the outside world through professional networks.

Differences Between LSBs and Directors

Local School Boards (LSBs) focus on individual schools, providing scrutiny, stakeholder engagement and assurance that standards, safeguarding and Trust policies are implemented effectively. Directors operate at Trust level, setting strategy, overseeing finance and risk, holding executive leaders to account and ensuring legal and regulatory compliance across all schools. LSBs provide local insight and challenge, while Directors retain ultimate accountability for the Trust.

Additional Considerations

Directors hold executive leaders to account for the performance of the organisation as a whole, ensuring the Trust's long-term strategic goals and its financial health.

LSBs, however, should not duplicate the work of the Trust's executive functions, particularly in the performance management of the academy's senior leadership. Their role is to scrutinise, not to hold to account.

School Governors

School governing bodies - also known as Local School Boards or LSBs - are committed to ensuring their school does the best possible job for the children and advocate for the school.

Governors get to know their school in depth, monitoring and evaluating performance and engaging with the school community. They ensure excellence in:

- The curriculum
- Student and staff welfare and wellbeing
- Parental engagement and feedback
- Health and safety
- Safeguarding

They promote and support the Trust's vision and values and report to the Directors confirming effective development plans are in place. Governors form a link between the school community and the Directors, holding both the school and the Trust to account.

Individual governors may have a specific area of responsibility such as Safeguarding, known as a 'link governor'. School staff and parents are represented on the governing body, elected by their peers.

Directors (Trustees)

The board of trustees have responsibility and ultimate decision-making authority for all the work of the organisation, including establishing and running schools.

This is largely exercised through strategic planning and the setting of policy, holding the executive team to account and the oversight of financial control. It is managed through business planning, monitoring of budgets, performance appraisal, the setting and monitoring of standards and the implementation of quality assurance processes. Directors oversee the local governing committees, holding leaders to account and ensuring effective governance across the trust.

Core functions:

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

MAKING AN APPLICATION

The closing date for applications is midday on 1st October 2026.

Applicants are advised to contact vicky.rudge@dowmat.education if they would like to arrange a meeting with the CEO and Chairs to discuss the opportunity further.

If you have any questions relating to the Director role and application process, please email vicky.rudge@dowmat.education.

We look forward to hearing from you.

W: www.dowmat.education www.edlt.org.uk