



Tees Valley Education Trust

Commitment - Courage - Curiosity - Care - Creativity


Mission

Our mission is to deliver educational excellence for all of our children by fostering a culture of creativity, curiosity, care, courage and commitment.


Vision


To transform children's life chances


Our vision and mission are underpinned by **our values** embodied in our **Diamond Standards**

 *Commitment: to be dedicated, hard-working and always try our best.*

 *Courage: to be adventurous, bold and brave.*

 *Curiosity: to be inquisitive, excited and explore.*

 *Care: to be kind to ourselves, each other and our communities.*

 *Creativity: to use our talents to imagine, innovate and inspire.*

This means that, as a trust, we offer a wide range of opportunities to all children, irrespective of need, place or circumstances.



About TVED



Our academies all serve areas of considerable social and economic deprivation. As a trust, we are passionate about the difference a good education can make to the life chances of the children who attend our schools and their families. This means that we aspire to ensure that all pupils have the best possible education and achieve outstanding outcomes whatever their starting points and ongoing vulnerabilities. Recent Ofsted reports and national assessment results (SATs) demonstrate considerable success in achieving this ambition on which we continue to build in most academies. As a learning organisation, we are committed to continuing to develop and grow our particular expertise in order to make a difference and to improve.

TVED is a strong, caring and outward facing multi-academy trust currently comprising five academies based in Middlesbrough and Redcar and Cleveland local authorities (LAs): four mainstream primary academies, two with specialist units and a special academy for pupils with severe learning difficulties (SLD). This special academy was opened in 2017 as a primary academy and, with LA and regional DfE approval, is now developing all-through provision from nursery until age 16 and beyond.



The role

The experience, expertise and commitment of our trustees is fundamental to ensuring the effective governance that is crucial to achieve our vision and mission.

Trustees

- are also directors registered with Companies House;
- work with TVED's CEO and senior management to set the trust's strategic direction for the next three to five years;
- are expected to support and constructively challenge TVED's CEO and senior leadership team to ensure the trust's vision becomes a reality;
- review strategic plans and ensure the operation of the trust complies with legal requirements;
- satisfy themselves that the trust is using resources efficiently and effectively to change children's lives and improve their life chances through ensuring the best possible education offer and pastoral support as well as out of school enrichment opportunities.

The remit

Trustees collectively comprise the trust board. This meets four times a year either in TVED's central offices in Middlesbrough or on-line. Most trustees also sit on either the board's standards or audit, risk and finance committees that meet once a term, three times a year. Trustees are also expected to participate in an annual training and development meeting where they can work with TVED's senior leaders to learn about key policy developments and consider the implications for the trust.

Who can become a Trustee

Crucially, all trustees must be prepared to sign up to and champion the trust's vision, mission and Diamond Standards. Trustees must demonstrate an appreciation of and commitment to putting TVED's children first, raising expectations and understanding what it means to serve communities with high levels of social and economic disadvantage.

All trustees do not have to have school education experience and expertise although this is helpful for some trustee appointments, notably to be the trustee lead for special educational needs and disabilities (SEND) and pupil performance data and school improvement.

It is also helpful if some trustees have an understanding of requirements for safeguarding children;

The trust also welcomes trustees with financial, legal, human resources and risk and project management experience and expertise.

The trust welcomes trustee applications from people who have experience of the wider education context, including higher education, other multi-academy trusts and education administration. We also welcome potential trustees who have worked with children and families in a range of sectors including health, the justice system and charities.

The trust needs to ensure that, collectively, the board has the right mix of experience, knowledge and skills. The appointment criteria for particular trustees will therefore vary depending on what is required at any particular time.

All trustees must:

- be over 18 years of age;
- complete an enhanced DBS check; and
- fulfil Companies House criteria for being a company director.





Trustee role description

TVED's trustees, working with the trust's CEO and directors are the trust's strategic leaders. As such, they must commit to TVED's vision, mission and values as encapsulated in the Diamond Standards.

Trustees should be committed, collectively as the board, when serving on the trust's committees and as individuals, to work collaboratively with TVED's executive leaders and outside bodies through asking appropriately challenging questions and using clear language that will contribute positively to framing the trust's priorities and plans. Trustees should act as critical friends and commit to abide by the principles of collective decision making, including accepting board decisions that differ from their personal points of view.

Trustees should have due regard for risk and risk management, ensuring that TVED's risk management and internal control systems are robust, asking appropriate questions about the risks associated with particular strategic proposals, thereby enabling the trust to deliver on its plans and priorities in the short, medium and long term.

Trustees must appreciate that all decision making should be made to ensure the best interests and opportunities for all the trust's pupils, having due regard for TVED's place, context and commitment to social justice for all.

Strategic leadership and accountability

TVED trustees are expected to work together and collaboratively with the trust's CEO and directors to:

- provide strategic leadership for the trust;
- ensure robust accountability for improving pupil performance and ongoing school improvement in all the trust's academies;
- ensure the safety and well-being of all pupils and staff;
- ensure robust financial management and accountability systems rooted in best value; and
- participate actively in learning opportunities to ensure a shared and full understanding of current and relevant local, regional and national developments.

Strategic leadership

TVED's trustees are expected to:

- set the trust's strategic direction by contributing positively and proactively to shaping and framing TVED's strategic priorities and short, medium and longer term plans, taking full account of local, regional and national contexts; and
- ask appropriately relevant and challenging questions of each other and TVED's leadership about the trust's direction of travel to ensure a shared understanding and commitment.

Accountability

Trustees are expected to:

- support school improvement across the trust by probing and asking trust and academy leaders appropriately challenging questions and taking account of the trust's independent challenge board reports and recommendations about what needs to be done to ensure ongoing improvement and progress to meet the learning needs of all pupils including the most vulnerable and children with special educational needs (SEND);
- be curious and act as a critical friend in reviewing and analysing a broad range of information and data about pupil performance and well-being to understand trends and patterns both at individual academy level and across the trust;
- ensure that robust safeguarding policies and systems are in place and effective and that all safeguarding issues are appropriately addressed so that the well-being of pupils and trust employees is never compromised;
- if appropriate, be able to contribute effectively and with knowledge and confidence to discussions with external scrutiny bodies (Ofsted, DfE Regional Directors, ESFA);
- be committed to set and agree a sound and viable financial strategy and plan for TVED that ensures sustainability and enables the trust to achieve its strategic priorities while appropriately managing risk;
- ensure the provision of timely and accurate financial information is available to inform strategic decisions;
- comprehensively review the annual external and internal audit reports, including responding to any audit recommendations and making appropriate decisions to address appropriately any recommendations in line with the DfE's Academies Handbook;

·if appropriate, participate effectively in the performance management interviews with the TVED CEO and respond with confidence and understanding to recommendations about performance related pay recommendations for academy and trust senior leaders;

·work collaboratively with TVED's CEO to ensure that governance and compliance structures are regularly reviewed and updated and that, as the trust continues to develop and evolve, TVED's senior leadership and executive structures are kept under constant review and that governance decisions can be made in a timely fashion to ensure that nothing stands in the way of meeting the needs and interests of all TVED's pupils; and

·as part of the annual governance review and trustees' training and development programme, commit to participating in a constructive process to evaluate the ongoing effectiveness of TVED's governance.

