



Application Details

Role

Trustee Board Member

White Rose Academies Trust





Welcome from the Chair of the Trust Board

**We are delighted that you are considering
joining White Rose Academies Trust.**

Serving as a Trustee is a rewarding opportunity to make a meaningful contribution to the lives of children and young people. By joining our Board, you will play an important role in shaping the strategic direction of the Trust, supporting strong governance, and helping to ensure that every pupil receives an excellent education.

White Rose Academies Trust is a cross-phase Trust comprising three secondary schools and one primary school in Leeds. Our schools are welcoming, inclusive communities where every child is encouraged to flourish and where ambition, achievement and personal growth are at the heart of everything we do.

As a Trustee, you will work alongside fellow Board members and Trust leaders to provide support, challenge, and oversight. We are committed to maintaining high standards across all aspects of our work, ensuring robust governance, financial sustainability and positive outcomes for our pupils and communities.

We value the diverse skills, experience, and perspectives that Trustees bring to our Board. Whether your background is in education, finance, business, law, human resources, governance or another sector, your expertise can help strengthen our collective decision-making and contribute to the continued success of the Trust.

Thank you for your interest in White Rose Academies Trust. We hope this recruitment pack provides an insight into our values, vision, and governance structure, and we look forward to hearing from individuals who share our commitment to improving the life chances of every child.



Stewart Harper
Chair of the Board of Trustees
White Rose Academies Trust



About the White Rose Academies Trust

White Rose Academies Trust was founded in 2014 with its first schools: Leeds City Academy, Leeds East Academy and Leeds West Academy. From the outset, the trust has been committed to providing outstanding education and support for every child. In 2020, Alder Tree Primary joined the Trust, further expanding our cross-phase provision and strengthening our growing community of schools.

At the heart of the trust is our central team, based at Leeds City Academy, supporting all our schools. This team includes experts in Finance, Human Resources, Safeguarding, IT, School Improvement and Marketing, working collaboratively to ensure our schools can focus on what matter most; the education and wellbeing of our students.

Although headquartered at Leeds City Academy, the central team works across all Trust locations, building strong relationships with school staff and leaders. Every member of the team plays a vital role in enabling high-quality teaching, fostering safe and inclusive environments and driving continuous improvement.

Together, our schools and central team form a dynamic community, sharing knowledge, expertise and best practice to ensure every child can flourish. By joining White Rose Academies Trust, you become part of an organisation where your contribution is valued and your potential can thrive.



Our trust in numbers

£18m ⁺	3600 ⁺	4	500 ⁺	12 ⁺
Invested in the last 3 years improving facilities for our students.	Students are educated across our academies.	Academies form the WRAT three secondaries and one primary.	colleagues made up of teachers, and support staff.	years since our inauguration in 2014.

Recruitment Pack | White Rose Academies Trust

Job Description

Purpose of the Role:

Trustees are both charity trustees and company directors of White Rose Academies Trust and are responsible for ensuring compliance with the Trust's Articles of Association, Funding Agreement and relevant statutory and regulatory requirements.

Working collectively as the Trust Board, trustees provide strategic leadership, oversight and accountability, ensuring the Trust delivers high-quality education, remains financially sustainable, complies with its legal and regulatory obligations, and remains true to its vision and values.

Trustees support and challenge executive leaders through effective governance and act at all times in the best interests of pupils, staff and the wider Trust community. Trustees are responsible for strategy, assurance and accountability rather than the day-to-day operational management of the Trust.

Duties and Responsibilities:

Strategic Leadership

- Contribute to the development and review of the Trust's vision, values and strategic objectives.
- Support the development and monitoring of the Trust's strategic plan.
- Consider future opportunities, challenges and risks affecting the Trust.
- Promote high aspirations, inclusion and excellent outcomes for all pupils.
- Ensure strategic decisions support the long-term sustainability and success of the Trust.

Educational Performance and Quality

- Hold executive leaders to account for educational standards, pupil outcomes and school improvement.
- Monitor Trust performance through agreed reports, performance measures and assurance information.
- Seek assurance that effective safeguarding arrangements are in place across the Trust.
- Promote a culture of continuous improvement and educational excellence.
- Ensure that all academies provide high-quality educational opportunities for their pupils.

Financial Stewardship

- Ensure proper stewardship of public funds.
- Review and approve budgets, financial plans and significant expenditure as required.
- Monitor financial performance and sustainability.
- Ensure appropriate financial controls, assurance and value-for-money arrangements are in place.
- Support the long-term financial sustainability of the Trust.

Governance, Compliance and Risk

- Ensure compliance with company law, charity law, funding agreements, the Academy Trust Handbook and other statutory requirements.
- Promote effective governance arrangements and accountability.
- Monitor strategic risks and seek assurance regarding mitigation measures.

- Ensure the Trust operates with integrity, transparency and accountability.
- Support effective internal scrutiny and assurance arrangements.

People and Organisational Culture

- Support the appointment and appraisal arrangements for the Chief Executive Officer.
 - Seek assurance regarding workforce wellbeing, leadership capacity and organisational effectiveness.
 - Champion equality, diversity, inclusion and safeguarding across the Trust.
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Board Responsibilities

Trustees are expected to:

- Contribute to the effective governance and strategic direction of the Trust.
- Attend and actively participate in Board and committee meetings.
- Review meeting papers and information to support informed decision-making.
- Provide constructive support and challenge, exercising independent judgement.
- Uphold the Trust's values and maintain high standards of conduct.
- Maintain confidentiality and manage conflicts of interest appropriately.
- Undertake relevant induction, training and continuing development.
- Support and adhere to collective decisions of the Board.

Time Commitment

The role requires a commitment of approximately 10-15 days per year, including attendance at Board and committee meetings, preparation for meetings, training and development activities, and occasional academy visits and Trust events. Board meetings are generally held on weekday evenings, typically commencing at 5:30pm, and take place across the Trust's academies in Leeds.

Person Specification

We are looking for individuals who can demonstrate:

- Commitment to improving outcomes for children and young people.
- Commitment to the vision, values and best interests of White Rose Academies Trust.
- Commitment to safeguarding, equality, diversity and inclusion.
- Understanding of, or willingness to learn about, academy trust governance and the responsibilities of trustees and company directors.
- Ability to think strategically, exercise sound judgement and contribute to effective decision-making.
- Ability to analyse information, provide constructive challenge and hold leaders to account.
- Strong communication and collaborative working skills.
- Integrity, discretion and commitment to the Nolan Principles of Public Life.
- Willingness to undertake training and devote sufficient time to the role.

Experience that would be beneficial

- Previous experience as a trustee, governor, non-executive director, charity trustee or board member.
- Experience of strategic leadership, organisational development or change management.
- Knowledge of the education sector.
- Professional expertise in a relevant field, such as education, finance, legal, human resources, estates, technology or communications.

Proud to be Part of the White Rose Academies Trust



Alder Tree Academy Primary

Alder Tree Primary is a unique two form intake inner-city school in Leeds. We help every child reach their potential through engaging lessons and strong pastoral support and are proud to be nationally recognised for supporting disadvantaged pupils.

Ofsted "The school values epitomise the school's determination that every pupil will reach their full potential."

Our core values are: **Believe, Belong, Become**



Leeds City Academy Secondary

A vibrant inner-city school in Woodhouse with over 1,000 students from diverse backgrounds. A recent £8.5 million investment has enhanced facilities, supporting growth and improvement, while students and staff work proudly together to achieve even more.

Ofsted "Pupils thrive at this happy and inclusive school"

Vision Statement: **Working In Partnership**

Our core values are: **Aspirational, Caring, Professional, Respectful, Resilient and Tolerant**



Leeds East Academy Secondary

Leeds East Academy is a vibrant, diverse school in Seacroft, housed in a £14 million building. With the ambition of 'Every Child Can', we support students to excel academically and personally, while fostering high standards and strong support for all staff.

Ofsted "The school nurtures pupils so they have the self-belief and resilience to succeed"

Vision Statement: **Every Child Can**

Our core values are: **Resilience, Integrity, Trust, Ambition**



Leeds West Academy Secondary

Known for its welcoming atmosphere and Performing Arts specialism, Leeds West Academy unites and inspires our community through education and opportunity. With a broad, ambitious curriculum and strong pastoral support, every student can reach their full potential, while staff are supported to thrive in a nurturing, high-standard environment.

Ofsted "A happy and inclusive school"

Vision Statement: **Evolving Excellence**

Our core values are: **Care, Commitment, Community**





