

## Recruitment to Trust Governance

The Trust is a not for profit educational charitable company and its Governance structure ensures that it meets its requirements to ensure probity, good governance and outstanding performance.

### Members

The Members of the Trust are responsible for determining the Trust's articles of association and for holding the Trust Board to account. They are essential for keeping integrity in the Trust's Governance. They measure the success of the Trust against its charitable objective.

The Members of the Trust meet the Trust Board formally twice a year and receive regular updates on the performance of the Trust and the decisions of the Trust Board.

Members of the Trust are recruited by open competition.

### The Trust Board

The Trust Board is comprised of the Trustees who are also non-executive Directors of the Trust. They meet regularly as a Trust Board and have a number of sub-committees including Audit & Risk; Covid Task & Finish Group; Finance & Resources; People, Pay and Performance and Standards.

Trustees focus on the three core functions of governance:

- Ensuring clarity of vision, ethos and strategic direction.
- Holding executive leaders to account for the educational performance of the Trust Academies and their students, and the performance management of staff.
- Overseeing and ensuring effective financial performance

Members of the Trust Board are recruited by open competition based on the skills and experience they can bring to the Trust Board. Recruitment often takes place via Academy Ambassadors.

### Local Review Board ("LRB")

Each Academy maintains an LRB. Each LRB is a committee of the Trust Board comprised of volunteers, parents and members of staff in each Academy. The purpose of each LRB is to provide local oversight, challenge and support of each Academy and be a link between the Trust Board and the community in which the Academy is situated.

Local Review Board members appointed by the Trust are recruited by open competition based on the skills and experience they can bring to an LRB. Recruitment often takes place via Governors for Schools and/or Inspiring Governance.

When vacancies occur for Parent and Staff LRB members, nominations are sought and if there are more nominees than vacancies, an election will be held.

If you have any interest in becoming a Member, Trustee or LRB member, please contact Adam Marham to have an informal discussion about the roles. He can be contacted via email: [amarham@rodillianacademy.co.uk](mailto:amarham@rodillianacademy.co.uk).