Trustee Person Specification

Purpose of the Role

The Trustees are accountable for the effective operation of the Trust and must fulfil the following three core strategic functions of governance:

- Ensuring clarity of vision, values, and strategic direction.
- Holding the Executive Team to account for the educational performance of the Trust and its students as well as the performance management of staff.
- Overseeing the financial performance of the organisation ensuring value for money.

All Trustees must comply with the Trust's Code of Conduct.

Therefore, the Board of Trustees considers the following as essential skills and attributes for membership of the board; training will be provided where necessary.

Personal Qualities

- Commitment to the, vision, and values of the Trust.
- Commitment to the education and welfare of all our students.
- Commitment to equal opportunities, inclusion, and the promotion of diversity.
- Independence of thought and sound judgment.
- Ability to work as part of a team.
- Commitment to seeking and taking account of the views of stakeholders (e.g., parents and students).
- Respect for the work and views of other Trustees and staff.
- Willingness to devote time, enthusiasm and effort to the duties and responsibilities of a Trustee.
- Willingness to make and stand by collective decisions.

Aptitude & Skills

- Understanding and acceptance of the legal duties, responsibilities, and liabilities of Trusteeship.
- Knowledge of education legislation, guidance, and legal requirements.
- A willingness to challenge current thinking, the method of governance and management in a constructive manner and in the best interests of all our students.
- Ability to evaluate and interpret management information and other data/evidence.
- Ability to play a strategic role successfully to affect change and meet the objectives of the Trust.
- Ability to remain impartial and to maintain confidentiality.
- A positive and initiative-taking approach to problem solving.
- Eagerness to reflect and learn, even in the role of Trustee.

Knowledge/Experience

Specific professional knowledge and experience in at least one of the following:

- Charity law and governance.
- Trusteeship or management of a complex organisation with multiple sites/subsidiaries
- Financial expertise.
- Extensive expertise of school education in England.
- Health & safety expertise/experience.
- Safeguarding expertise/experience.
- Data analysis and/or research expertise.

- The management of change experience/expertise.
- Monitoring and evaluating performance in the commercial and/or not for profit sectors.
- Recruitment and Human Resources expertise, including employment legislation.
- Business development experience/expertise.
- Risk management experience/expertise.
- Property and estate management expertise.
- Marketing, media, and PR.

Other Requirements

- A willingness to attend meetings of the Board, relevant sub-committee meetings and other meetings as required – there will at least four meetings of the full Trust Board per year.
- Willingness to undertake one of the three mandatory Link Trustee roles (Inclusion, Safeguarding and Careers) and meet with the relevant Link Governors on a termly basis in order to provide assurances back to the Trust Board.
- Willingness to undertake annual mandatory training to support the Trust with compliance, as well as additional Link role specific or other relevant training, and participate in evaluation of the Boards work
- Willingness to support with interviews and panel hearings as required, for which training will be provided.
- Willingness to attend question and feedback sessions during Ofsted inspections.
- Willingness to undertake skills audit exercises as required to support the Board in understanding skills gaps for training and recruitment purposes.
- Willingness to complete online verification on Companies House within 14 days of taking up position and sharing of ID code with the Head of Governance for compliance purposes.
- Completion of an annual Suitability Declaration form to confirm no changes to DBS status and eligibility to remain in office.

Mosaic Learning Trust subscribes fully to the principles described by the work of the Committee on Standards in Public Life (The 'Nolan' principles,1995). We commit to recognising the importance of these principles and expect all employees, Governors, Trustees, Members, and any other officers of the Trust to always uphold them.

- **Selflessness:** Holders of public office should act solely in terms of the public interest.
- **Integrity:** Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity:** Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- **Accountability:** Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness:** Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty:** Holders of public office should be truthful.
- **Leadership:** Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs

A Trustee **automatically ceases to hold office** if they become disqualified under charity/company law (e.g. bankruptcy, criminal conviction, disqualification order).