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# **Letter from the Principal**

Thank you for your interest in the role of Local Advisory Board (LAB) Member at Lydiard Park Academy.

The role of a LAB member a pivotal one in the academy's future journey as they will help to continue to build upon the successes of Lydiard Park Academy. LAB members work closely with the Principal, other senior leaders and curriculum leaders across the school.

The positive and caring ethos at Lydiard Park Academy is combined with a clear and relentless focus that all pupils will achieve well and turn their 'Potential into Performance'. The Lydiard Park Academy Journey is at the heart of our expectation that pupils will during the course of their school life have a range of character and cultural opportunities to help them develop into confident young people prepared for higher education or the world of work through a higher apprenticeship.

Our curriculum aim is to offer all pupils a broad and inspirational curriculum, while fulfilling individual learning needs. We share a clear mission: to deliver the richest possible educational experience which enables young people to leave our care as responsible citizens equipped to fulfil their personal goals and career aspirations. To deliver our curriculum model all staff are trained in the Teacher Effectiveness Enhancement Programme (TEEP) which allows for a consistency of learning language and structure. The framework is pedagogically based and is further enhanced by our LPA CLEAR strategy which focusses on staff exposing the following elements of teaching practice with pupils in all lessons: Challenge, Learning Intentions, Extended Reading, Ask Targeted Questions and Retrieval.

Lydiard Park Academy is the founding school of The Park Academies Trust (TPAT) and as Multi Academy Trust (MAT) we are a family of schools with inclusion in our heart and believe in 'collaboration not competition'. Together we are stronger and will be able to co-create the structures to ensure that all children regardless of background have the educational experience and opportunities we would want for our children

We welcome LAB members who will share our commitment to the ethos and values of the Academy and our wider MAT, take on the challenges and opportunities of the current education climate, and who will challenge us to ensure the best outcomes.

I hope you will consider becoming a LAB Member, and look forward to hearing from you.

Gary Pearson

Principal



# Letter from the Chair of the Local Advisory Board

On behalf of the Local Advisory Board (LAB), thank you for showing an interest in our vacancies. We hope you find the pack informative, and that it stimulates your interest further to join Lydiard Park Academy (LPA) Local Advisory Board and become part of The Park Academies Trust governance, as a volunteer.

Much has been achieved by the Trust since the academisation of LPA in 2012. A further four schools have joined the Trust, with two secondary, of which Lydiard Park Academy is one, and three primary schools. The Board of Trustees have a refreshed five-year strategy, providing the Trust with a vision that combines our commitment to improve the quality and consistency of support, alongside real enthusiasm and confidence to grow the Trust, with a strong commitment of delivering the best education possible for all our pupils throughout our 'family of schools'. We are about to complete our first year of the strategy, with good progress being made by our CEO and his executive team.

The highly professional senior staff have been working in collaboration to promote and develop a 'continuous path of education' from primary through to year 13, creating the opportunity to join our sixth form, with many of our students attending top universities across the country along with opportunities in a wide variety of sectors.

We are working to create centres of educational excellence at all our schools that inspire all pupils to turn their 'potential into performance'. Through this, we aim to become the leading educational trust in Swindon and the South West. We deliver a broad and balanced curriculum that allows pupils to develop their talents and ambitions, all facilitated by our excellent staff.

As a member of the Lydiard Park Academy LAB, you will be able to use your skills and experience and have a direct influence over children's education. It is a rewarding role with responsibilities meaning you will need to commit time to support your fellow LAB members. You will support the school in delivering the Trust's statutory responsibilities to provide the best outcomes for all pupils.

We are looking for candidates who are looking to broaden their experience and therefore able to give their time, to support and enhance the strategic direction the Trust Board has set at a local level.

Justin Robbins Chair of the Local Advisory Board at Lydiard Park Academy School



# **About the Trust**

The Park Academies Trust was formed in 2016 with the aim of improving education in Swindon and the surrounding area. The Trust started with just one school, Lydiard Park Academy, and has been joined by Abbey Park School (formerly Isambard Community School), Red Oaks Primary School and Orchid Vale Primary School. We are expecting Bridlewood Primary School and Nursery to be part of the Trust in the new academic year.



#### **Our Purpose**

We are dedicated to the advance of education to the public benefit in the communities we serve, we hold trust on behalf of all the pupils in our educational care.

The Park Academies Trust is a family of schools built on the values we aspire to:

AMBITION this is the way we flourish

COURAGE this is the way we lead

**RESPECT** this is how we care

INTEGRITY this is the way we behave

## **Our Vision**

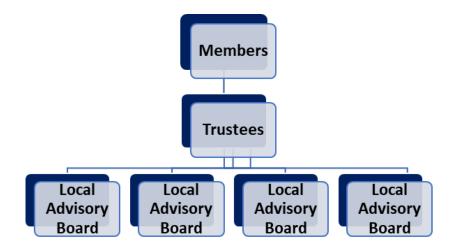
To be the leading Multi-Academy Trust for all-through education in the South West.

#### **Our Mission**

The Park Academies Trust is a family of schools working together within the communities they serve, delivering inspirational education through professional staff who turn our pupils' potential into performance.



## **Our Governance**



#### **Members**

The Members are like the shareholders of a company. They have ultimate control over the Trust, with the ability to appoint some of the Trustees and the right to amend the Articles of Association. The Members also appoint the Trust's auditors and hold the Trustees to account for the performance of the Trust.

#### **Trustees**

The Trustees ensure that the Trust has a clear vision, ethos and strategic direction, they hold the Chief Executive Officer to account for the educational performance of the Trust and its pupils, and the effective and efficient performance management of staff, and they oversee the financial performance of the Trust and ensure that money is well spent.

The Trustees are accountable to the Members for the performance of the Trust.

To enable the Trust Board to meet its responsibilities, some duties are delegated to the Local Advisory Boards.

#### **Local Advisory Boards**

A Local Advisory Board is a committee of the Trust Board that functions at the school level, with powers delegated by the Trust Board. It has an essential role in reporting to the Trust Board on what is happening in the school, and the wider community.

Link to the governance section of the Lydiard Park Academy website



# The role of the Local Advisory Board Member

#### Delegating responsibility to the local tier:

The Trust Board is accountable for decisions about all schools within the Trust. However, many functions of the Board are delegated, including to the Local Advisory Board (LAB).

You will form part of a bespoke role where the focus is on areas such as monitoring and scrutinising educational standards, overseeing safeguarding arrangements and being a point of contact for stakeholder engagement.

#### **Understanding your role:**

Your role, as part of the local tier of governance, is mapped out and specific to our Trust. In order to understand your role and areas of focus, it is important that you:

- Familiarise yourself with the Trust's Scheme of Delegation (SoD) which documents the governance and decision-making responsibilities delegated by the Trust Board to all layers of governance including the LAB and the CEO
- Read the terms of reference documents provided to supplement the SoD as these will detail how many people sit on your LAB, the number of meetings, and your key responsibilities
- Seek advice as appropriate from your Chair, and the governance professional for the LAB or Trust

#### Why the Local Advisory Board is important:

- To gain a better understanding of the Trust's role and how individual schools fit into the Trust's structure
- More diverse views being expressed which in turn adds to the richness of discussion and challenge
- A positive contribution to the checks and balances of trust governance
- More active engagement between the school and its wider community
- More support for individual schools and the Trust from stakeholders



## **Being strategic:**

- There is a Trust wide vision and strategy. The Trust expects the Principal and the LAB to co-create their school's own vision and strategy which aligns with the Trust's wider vision but is specific to the school's context
- The work of the LAB requires an understanding of the school's strategic aims, targets and milestones
- This understanding helps to maintain a focus on strategic matters and the scrutiny of progress towards achieving the vision
- The LAB contributes to the Trust Board's scrutiny and monitoring of specific delegated areas in greater depth, feeding back crucial information to Trustees. This enables Trustees to retain a strategic focus without getting overwhelmed by excessive information and unrealistic monitoring requirements
- The LAB also has a meaningful role in policy work. The Trust has a range of centrally agreed policies which its schools adopt (such as health and safety and HR policies), however, other policies will be agreed at school level. In many cases, policy development and review can be supported by consultation with the LAB who bring an understanding of individual school culture.

### **Holding to account:**

- Within the Trust, the Heads and Principals are held to account through line management. The CEO
  will undertake the performance management alongside the Chair of the LAB. This is in recognition
  of the LAB's knowledge of the school and its community, and the role it plays in scrutinising the
  work of the school
- If the LAB is unhappy with how the Trust is contributing to the running of the school, it is able to communicate this to Trustees. Having good communication channels is important to the Trust, and adds considerably to the checks and balances of governance practice within the Trust

### **Financial oversight:**

- The Trust manages finances centrally, with the Trust's Director of Finance and Operations engaging
  directly with their schools' business managers and Heads and Principals, and the LAB is made aware
  of what the school's budget is and the plan for how it is to be spent
- Seeing how spending is being planned and monitored will provide the LAB with reassurance that public funds are being used ethically and that the Trust is securing value for money



#### Panel work:

- The Trust delegates the review of some Head and Principal decisions to the LAB, for example decisions made to exclude pupils, outcomes of complaints, and staffing and HR issues
- LAB involvement serves to increase confidence in the outcome of the panel, given that the LAB
  works closely with the individual school and its community. In some instances the Trust may
  request a LAB member from another school in the Trust to join a panel when hearing or reviewing a
  decision to ensure objectivity

### **Stakeholder engagement:**

- Understanding the views and experiences of stakeholders staff, parents and carers, pupils, and those in the local community – is crucial. The Trust considers ensuring the voices of stakeholders are heard to be a core function of governance
- As the Trust grows, the LAB is vital in ensuring that stakeholder voices are heard. Local volunteers
  will also have a greater awareness of parents' perspectives and can help parents understand what it
  means to be part of a multi academy trust

### **Providing local intelligence:**

- A good knowledge of context promotes informed and therefore better decisions to be made in the best interests of all pupils within the Trust
- An effective LAB can help the Trust Board know and understand the individual contexts of schools within the Trust



# **Person specification**

## We are seeking LAB Members with the following personal qualities:

- commitment to the ethos and values of the Trust
- commitment to the education and welfare of children and young people
- commitment to equal opportunities and the promotion of diversity
- commitment to seeking and taking account of the views of stakeholders
- willingness to devote time, enthusiasm and effort
- willingness to make and stand by collective decisions
- willingness to adhere to and follow the Nolan Principles of Public Life

### **Aptitude and skills:**

- understanding and acceptance of the legal duties and responsibilities
- ability to challenge in a constructive manner and in the best interests of the Trust
- ability to evaluate and interpret management information and other data / evidence
- ability to play a strategic role to successfully effect change and meet the objectives of the Trust





# **Further information**

#### Commitment

As a Local Advisory Board Member, you will work alongside and challenge our senior leaders to ensure the very best outcomes for our pupils. To ensure this is done effectively, c 6 hours of commitment is required from you each month to attend eg evening meetings, working groups, training for your role, meeting preparation and general correspondence.

## **Term of appointment**

Local Advisory Board Members are appointed for a four year term.

### **Induction and training**

An induction and training programme will be offered to new Local Advisory Board Members.

# You will be joining the Trust at an exciting time in our growth journey and we look forward to welcoming you

We recognise the importance of a diverse Board so that decisions are made robustly with input from people with a variety of lived experiences, just like the schools and communities the Board serves. It is vital that children see people of all backgrounds in Board-level positions and we welcome all applications that reflect this.





# How to apply

Please email your curriculum vitae, and a covering letter outlining why you are interested in the role, to Stephanie Connolly, Clerk to the Lydiard Park Academy Local Advisory Board, at connollys@theparkacademiestrust.com.

Applications will be open to 30th September 2022

Please contact Stephanie Connolly if you are interested in applying and would like to have an informal discussion about the role, and with any general enquiries.

## **Safeguarding Statement**

The Park Academies Trust is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment.

All volunteers and employees are subject to an enhanced DBS check and require satisfactory references.