



King's Group
Academies



**King's Group Academies Trustee (Voluntary)
Candidate Application Pack**

Dear Candidate,

Thank you for your interest in becoming a voluntary Trustee at King's Group Academies.

At KGA, our mission is clear: to ensure every child in our academies has the best possible opportunity to succeed, no matter their background or circumstances. Our Trustees play a vital role in making that mission a reality - setting our strategic direction, ensuring robust governance, and supporting our Executive Team to deliver **Opportunity and Success on a Global Stage** for all.

This is an exciting time to join our Board. We are ambitious for the future, committed to raising standards, and determined to ensure that our academies remain a place where children thrive academically and personally. As a Trustee, you will bring fresh perspective, energy, and expertise to help guide our Trust through the challenges and opportunities ahead.

We are particularly keen to strengthen our expertise in cyber security and digital risk, recognising the growing importance of protecting our systems, data, and pupils in an increasingly complex digital landscape. As a Trust, we are committed to ensuring robust cyber resilience, strong data protection practices, and effective oversight of digital risk at Board level. Our approach is informed by national guidance, including the National Cyber Security Centre (NCSC) Board Toolkit and the Department for Education's Cyber Security Standards, ensuring that our governance reflects current best practice and emerging risk.

If you share our passion for improving life chances for young people, and you are ready to contribute to a collaborative and forward thinking Board, we would be delighted to hear from you.

Yours sincerely,

Ben Williams
Chair of the Board of Trustees

Job Description

Job Title: Trustee

Reporting to: Chair of the Board of Trustees

Expenses: This is a voluntary position but reasonable expenses will be reimbursed.

Time Commitment:

- Six Board meetings per year (primarily in person) plus rare additional meetings.
- Approximately three committee meetings per year.
- Preparation and reading of papers in advance.
- Participation in Board training and occasional academy visits.

Role Purpose

Trustees of King's Group Academies (KGA) provide strategic leadership, oversight, and challenge to ensure that the Trust delivers its mission: To create Opportunity and Success on a Global Stage.

As both charity Trustees and company directors, Trustees carry ultimate responsibility for the Trust's governance, legal compliance, financial stewardship, and long-term strategic direction. Working collectively, Trustees set the vision and values of the Trust and hold the Executive Team to account for delivery.

This role will provide additional expertise in cyber security, digital risk, and information governance to support the Trust in maintaining secure, compliant, and resilient systems.

In doing so, the Trustee will support the Board in aligning its approach with recognised national frameworks, including the National Cyber Security Centre (NCSC) Board Toolkit and the Department for Education's Cyber Security Standards, ensuring that cyber governance is embedded within wider organisational risk management and operational continuity planning.

Key Responsibilities

Strategic Leadership

- Contribute to the development and monitoring of KGA's strategy, ensuring alignment with the Trust's vision, mission, and values.
- Provide strategic input on education, safeguarding, finance, risk management, and organisational change.
- Ensure decisions are always made in line with the Trust's charitable objects and in the best interests of pupils and the communities we serve.

Governance and Accountability

- Uphold 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 and its pupils, and for the effective performance management of staff.
 - Overseeing the Trust's financial performance and ensuring its money is well spent.

- Serve on at least one Board committee and take an active role in areas of governance that match your expertise.
- Understand and manage risk, seeking specialist advice when necessary.

Support and Challenge

- Use data and evidence to evaluate academy performance, financial sustainability, and organisational impact.
- Provide constructive challenge to the Executive Team, supporting improvement while holding leaders to account.
- Monitor the impact of Board decisions on pupil outcomes and stakeholder confidence.

Cyber Security and Digital Risk

- Support the development of a cyber resilience approach that prioritises preparedness, response, and recovery, recognising that the risk of cyber incidents cannot be eliminated entirely.
- Contribute to Board-level oversight of continuity planning in relation to cyber incidents, ensuring that the Trust can continue to operate effectively in the event of disruption.
- Provide strategic insight into emerging risks, including those associated with generative artificial intelligence (AI), such as data security, misinformation, and safeguarding concerns.
- Ensure alignment with national guidance, including the NCSC Board Toolkit and DfE Cyber Security Standards, and support the Board in seeking appropriate assurance against these frameworks.

Cyber Resilience and Operational Continuity

- Support the Board in ensuring that cyber resilience is fully integrated into the Trust's wider continuity and risk management frameworks.
- Encourage a proactive approach that anticipates potential disruption and ensures effective response and recovery planning.
- Provide appropriate challenge and support in balancing investment in prevention, detection, and recovery, recognising the operational realities of the education sector.

Safeguarding Responsibilities

- Maintain a strong personal understanding of safeguarding responsibilities, including the Trust's Child Protection and Safeguarding Policy and Staff Code of Conduct and Behaviour Policy.
- Ensure that safeguarding is embedded in all areas of the Trust's work, and that Trustees fulfil their statutory duties in this area.
- Trustees should recognise the increasing overlap between safeguarding and online safety, including cyber risks, and ensure appropriate protections are in place for pupils and staff. This includes maintaining oversight of filtering and monitoring systems, and understanding how these intersect with safeguarding responsibilities at Board level, while working collaboratively with the safeguarding lead Trustee.

Health, Safety, and Data Protection

- Ensure personal compliance with the Trust's health and safety, data protection, and confidentiality policies.
- Promote a culture of safety, wellbeing, and compliance with health, safety, data protection, and regulatory requirements.

Equity, Diversity, and Inclusion

- Champion an inclusive culture where diversity is valued and respected.
 - Ensure the Trust's governance reflects the communities it serves.
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Person Specification

We are seeking individuals who share our commitment to the values of **Honesty, Faith, and Courage**, and who bring the skills, expertise, and personal qualities to contribute effectively at Board level.

Knowledge and Experience

Essential

- Understanding of effective governance, including strategic planning, risk management, and change management.
- Ability to distinguish between strategic and operational decision-making.
- Knowledge of the legal, financial, and regulatory responsibilities of a Multi Academy Trust.
- Experience of constructively challenging and supporting senior leaders.
- Confidence in raising concerns about non-compliance or risk.
- Ability to identify when external advice is required and to act on it appropriately.
- Experience or strong understanding of cyber security, information security, or digital risk management.
- Ability to interpret cyber risk in a strategic governance context.
- Understanding of data protection principles and regulatory requirements.
- Understanding of cyber resilience principles, including incident response and continuity.
- Awareness of emerging risks in digital environments, including generative AI and associated safeguarding and data protection considerations.

Desirable

- Awareness of national education policy and local education context.
- Knowledge of financial management, audit, or assurance.
- Experience of HR, organisational development, or people management.
- Professional experience in cyber security, IT risk, information governance, or digital infrastructure.
- Experience of incident response or managing cyber/security risks at organisational level.
- Familiarity with the NCSC Board Toolkit and/or DfE Cyber Security Standards.
- Experience of balancing risk, investment, and operational priorities within a resource-constrained environment.

Personal Attributes

Honesty

- Acts with integrity, objectivity, and transparency, upholding the Nolan Principles of Public Life.
- Engages in honest and respectful dialogue, even when issues are challenging.
- Reflective and accountable, taking responsibility for actions and learning from experience.

Faith

- Demonstrates commitment to KGA's mission and values, always keeping pupils at the centre of decision making.
- Collaborates effectively with fellow Trustees, the Executive Team, and stakeholders.
- Brings compassion, support, and respect for colleagues, building trust across the Trust.

Courage

- Contributes to robust debate and decision making with independence of thought and sound judgement.
- Welcomes feedback and engages constructively with challenge.
- Embraces change, innovation, and continuous improvement, while applying sound judgement to ensure that decisions are proportionate, practical, and represent effective use of public funds.

Selection process

Candidates with the required skills and experience will be invited for an initial conversation with the CEO and/or the Chair of the Board of Trustees.

KGA is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

All posts within our academies are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent, and complete an Enhanced Criminal Records Disclosure via the Disclosure and Barring Service (DBS).

Such declarations will be made on the appropriate section of the application form, and will be removed prior to the selection panel shortlisting process. The chair of the panel will discuss relevant, positive declarations confidentially with the applicant at interview.

The disclosure of convictions, cautions, or pending cases will not necessarily prevent employment but will be considered in the same way as positive DBS disclosures.

