



EQUITAS
— ACADEMIES TRUST —

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TRUSTEE APPLICATION PACK**



About Our Trust

Equitas Academies Trust was formed in September 2012 and incorporates Aston Manor Academy (Secondary) and Chilwell Croft Academy (Primary). Both Academies are happy, exciting and inspiring learning environments for their children who are from a vibrant mix of cultures. The staff and Trustees have a great sense of pride in their schools and care passionately about the pupils they serve. We are consistently in the top 15% of schools nationally for achievement.

Aston Manor Academy serves a culturally diverse and economically disadvantaged catchment area yet year on year produces excellent results for its very deserving students. We firmly believe that one of the key hallmarks of Aston Manor Academy is the positive, friendly, and supportive ethos that enables all of our students to make progress, both academically and in their personal development. Aston Manor Academy underwent an ungraded Ofsted Inspection in May 2025 which confirmed that the school has taken effective action to maintain the standards identified at the previous inspection which were outstanding. In addition, our Sixth Form is rated as one of the best for progress in Birmingham!

Chilwell Croft Academy is a rapidly improving Primary School that is well supported by staff and parents alike. The Academy has made an extremely positive journey over the last 18 months, the Academy leaders and staff place a strong emphasis on positive attitudes, high-quality learning, and a strong team approach. Consequently, the school has received an Ofsted rating of 'Good'. Chilwell Croft is a harmonious community where pupils from different ethnic heritages work together well and feel safe. We celebrate our global community and the wonderful experiences and enrichment that this brings. As we continue to support our pupils to be able to reach their full potential, we are looking to appoint a Classroom Teacher to support our journey.

Our Vision and Aims

'All Different, All Equal, All Achieving.'

This is the mission statement for both Academies and encompasses the Trust's ethos.

Our aim is to provide a stimulating environment in which students learn exceptionally well and develop life skills that prepare them for the future. We have high expectations for all students to work hard so that they reach the highest levels of attainment possible.

The Academies in the Trust are caring and nurturing environments and place the utmost importance on student welfare and personal development. Our students are safe in school and feel safe all of the time.

Purpose of the Role

The purpose of the board of trustees is to provide the following:

- ***Strategic leadership***

Trustees help to set the trust's vision and strategy and monitor how the trust and its schools are achieving their strategic goals.

- ***Accountability and Assurance***

The board monitors the operations and performance of the trust and holds senior leaders account for these.

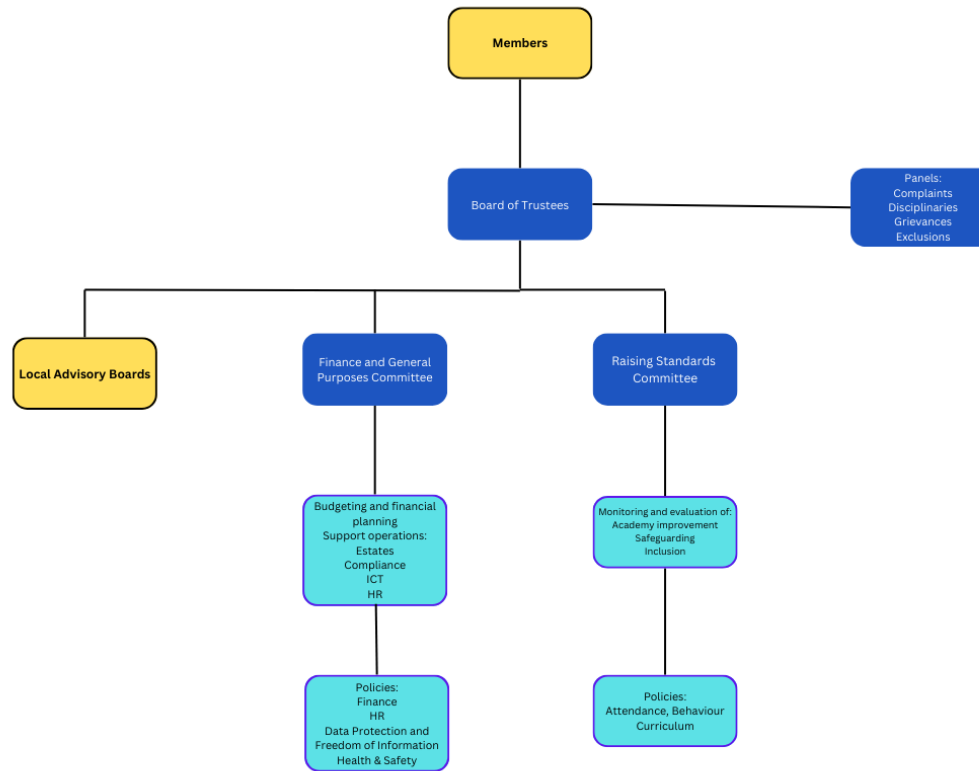
- ***Engagement***

The board ensures that the trust and schools are communicating with stakeholders – staff pupils, parents and the local community and ensures that their views are considered when making decisions.

Responsibilities of trustees

- Determining the mission, values and long-term ambitious vision for the trust
- Deciding the principles that guide trust policies and approving key policies
- Appointing and appraising the senior executive leader and making pay recommendations
- Working with senior leaders to develop a strategy for achieving the vision
- Ensuring that stakeholders are involved, consulted and informed as appropriate
- Ensuring that all schools in the trust deliver a broad and balanced curriculum such that pupils are well prepared for the next stage of their education and adult life
- Taking ownership of the trust's financial sustainability and ensuring effective resource management across the trust
- Agreeing the trust's staffing structure and keeping it under review to ensure it supports delivery of the strategy
- Ensuring robust risk management policy and procedures are in place and that risk control measures are appropriate and effective

Equitas Academies Trust Governance Structure



What we require from you

You will be required to attend four board meetings per year plus six committee meetings.

All meetings start at 5pm and are expected to last about 2 hours. They are usually held at Aston Manor Academy or Chilwell Croft Academy although they may be held virtually via Teams on occasion. Meetings of the Finance and General Purposes committee are usually held via teams.

We expect that you will attend fully prepared for meetings, having read all the papers in advance and prepared questions for senior leaders where appropriate.

You will also be expected to visit the schools during the school day on a termly basis and to complete induction training for the role, including mandatory safeguarding training.

Experience, Skills and Knowledge

You are not required to have previous governance experience as full training will be provided.

We are more interested in what skills you can bring to role.

The following skills and attributes are crucial to perform the role effectively:

- Ability to think strategically
- Good communications skills
- An interest in education

In addition, it would be useful if you have experience in one of the following areas:

- Capital Estates
- Law
- HR
- Marketing and communications

What you can expect to gain from the role

- Board level experience
- Experience of strategic planning
- Skills in analysing data
- Decision making and problem-solving skills

How to apply

If you would like to express your interest in this role please complete the application form which can be found on our website and return it to alofthouse@equitasacademiustrust.com

If you would like to discuss the role in more detail before submitting an application, please contact our CEO Alex Lofthouse on alofthouse@equitasacademiustrust.com