

**SHINE**  
ACADEMIES



**Co-Opted Governor  
Northwood Park Primary School  
Candidate Information Pack**



# Message from the CEO



I am privileged to be the Chief Executive Officer of SHINE Academies. Having been part of the SHINE journey since its inception in January 2015, I am incredibly proud of the progress that has been made by all of our pupils, staff and stakeholders over the years.

Children only get one chance for their primary education. Whilst we all understand the importance of the core subjects, our pupils are much more than a numerical outcome. We strongly believe that all pupils should have an opportunity to find their niche and reach their potential in all areas. This is supported by a steadfast commitment to the arts and sport, as well as opportunities for exploring cultural capital making our pupils exceptional citizens. We have high expectations of our pupils and encourage them to have high aspirations – there should be no ceiling.

I am proud that our schools are recognised as inclusive environments for our pupils, and we pride ourselves on having skilled practitioners to support our diverse communities. Our family support team has broad expertise and the capacity to support our pupils and their families in many areas beyond the classroom, including mental health, bereavement and housing support. We offer a range of opportunities to our pupils, creating a high-quality educational experience, in a safe, creative and exciting learning environment.

I am proud that our schools maintain their own identity and characteristics, whilst joining a MAT that supports the strategy and school improvement journey, alongside the business elements of running an educational establishment, such as finance and HR. SHINE Academies has a mission to grow with likeminded schools joining our Trust, and whilst we have the capacity to support schools that need additional help in key areas, we are small enough to listen and work alongside our Headteachers to ensure support is tailored for their needs. All of our leaders recognise the need to evolve and take mitigated risks in order to ensure our pupils are ready for the challenges of secondary school and beyond.

Strong and robust governance is key to a successful MAT and I am lucky to work with some exceptional individuals who volunteer on our Member, Trust and Local Governing Boards. Each governance function aids the MAT delivery of its strategic objectives and ensures accountability of my role and that of other executive leaders within the MAT.

This is an exciting time to be part of SHINE Academies!

Gemma Draycott  
Chief Executive Officer

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# Our Values

In 2024, our stakeholders developed a new set of values and a vision for SHINE Academies. These values are our drivers for change within all of our schools, and underpin everything that we do within the trust. We demonstrate working **COLLABORATIVELY**, with **COURAGE** and **COMPASSION** – we support staff and stakeholders to take calculated risks but always remember that children must be at the heart of everything that we do.

No matter the challenge, **SHINE** works **collaboratively** with **courage** and **compassion**, creating a child centered community

We launched our new values at our first Trust Collaboration Day in September 2024, which saw all our schools come together for the first time.

SHINE Academies Trust  
Collaboration Day  
4<sup>th</sup> September 2024



Click [here](#) to watch our values video

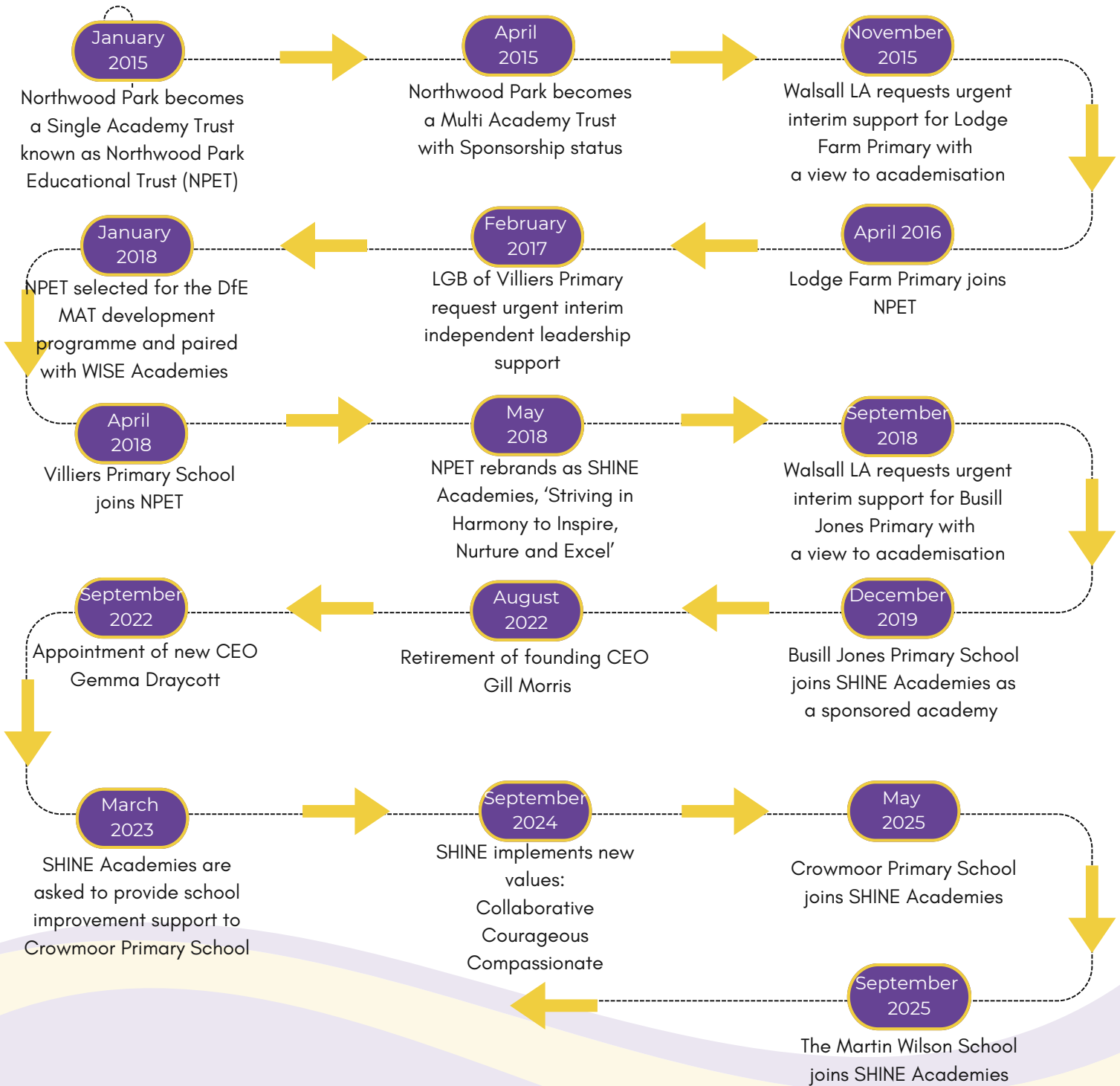
# Our Values

Our most recent Trust Day, held on 5th January 2026, focused on our value of Courage. We were inspired by guest speakers Diana Osagie, Stephanie Davies and Matthew Holt, and also heard powerful personal stories from colleagues across the Trust who shared their own experiences of courage. The day also marked a special milestone as we hosted our first-ever SHINE Staff Awards.



We look forward to sharing details of our next Trust Day very soon.

# Our Journey So Far



# Our Schools

The Trust currently comprises of six schools: Northwood Park Primary School in Bushbury, Lodge Farm Primary School in Willenhall, Villiers Primary School in Bilston, Busill Jones Primary School in Bloxwich, Crowmoor Primary School in Shropshire and The Martin Wilson School in Shropshire. All our schools are large, and therefore progression opportunities are plentiful.

All our schools across SHINE Academies work collaboratively and to the same ethos. Our executive leadership, middle management teams, trust board, and local governing body are compassionate and supportive. Our talented, enthusiastic, and caring pupils are at the center of all that we do, and our staff are proud to be part of the SHINE family.

We recruit highly talented individuals for our schools, which are led by exceptionally talented Headteachers and their teams, who demonstrate a dedication, enthusiasm and commitment to their local community. We recognise talent and develop our staff to be the very best they can be through an intense internal and external CPD programme of support. Our staff and leaders refer to being part of an extended family.

## We are proud of our SHINE family of Schools



# Employee Benefits

We offer a range of employee benefits, including:



**Excellent CPD Opportunities**

**One term time wellbeing day per year**



**Lifestyle & Shopping Discounts**

**Employee Assistance Programme**



**Generous Occupational Pension Schemes**



*Your Award-Winning Employee Benefits Provider*



Working for SHINE Academies you will have access to our employee benefits platform in partnership with Vivup, a leading and award-winning employee benefits provider



24/7 counselling support, options include telephone, virtual and face to face counselling sessions

Online GP with video and telephone consultation options

Access to health and wellbeing resources such as recipes, podcasts & health assessments

# Northwood Park Primary School Message from the Headteacher



A warm welcome to our school.

We take pride in encouraging and enabling children to become positive, independent, confident and ambitious individuals in order to prepare them for the journey of life ahead. We are committed to delivering a rich, exciting, creative, broad and balanced curriculum incorporating a wide range of opportunities and experiences for all. Please visit our school website where you will find a lot of relevant information, which we hope gives you an insight into the work of our school. However, we realise it may not answer all of your questions, so please contact the school if you require any further information. Please also see our Facebook page for further insights into daily life at Northwood Park.

I would be very pleased to welcome you to our school to watch Northwood Park in action and see for yourself how committed we are to ensuring all children reach their potential.

Mrs N Boys  
Headteacher





## Co-opted Governor – Northwood Park Primary School

### Voluntary Role

The Local Governing Board is seeking to appoint a dedicated and enthusiastic Co-opted Governor. This is an excellent opportunity for someone who wants to make a positive contribution to the local community, support children's education and help shape the strategic direction of the school.

Co-opted governors are appointed for the skills, experience and perspectives they can bring to the governing board. The role is strategic rather than operational and provides support and challenge to school leaders to ensure high standards of education, safeguarding, financial oversight and pupil wellbeing.

### Key Responsibilities

As a Co-opted Governor, you will:

- Contribute to the strategic direction and long-term vision of the school.
- Support and challenge school leaders to secure the best outcomes for pupils.
- Monitor the school's performance, including educational standards, attendance and behaviour.
- Help ensure effective safeguarding arrangements are in place.
- Promote high standards of governance and accountability.
- Act as an ambassador for Northwood Park Primary School and SHINE Academies.
- Attend Local Governing Board meetings and relevant training sessions.
- Participate in school visits linked to your governor responsibilities.
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### Person Specification

We welcome applications from individuals from all backgrounds. Previous governance experience is not required.

We are particularly interested in applicants who can demonstrate:

- A commitment to improving outcomes for children and young people.
- Strategic thinking and good judgement.

- An ability to analyse information and ask constructive questions.
- Strong communication and interpersonal skills.
- A willingness to undertake governor training and development.
- Integrity, confidentiality and commitment to public service.

Experience or knowledge in any of the following areas would be beneficial:

- Education
- Legal services
- Data analysis
- Estates or facilities management
- Community engagement
- Safeguarding or SEND

Time Commitment

Governors typically commit to:

- Attending four meetings Local Governing Board meetings per year. Two of these take place at 4pm and two of these take place at 10am so governors can visit the school in operation.
- Reading meeting papers in advance.
- Undertaking governor training.
- Participating in occasional school visits or governor activities.

What We Offer

- The opportunity to make a meaningful difference to children's lives.
- Comprehensive induction and ongoing training.
- Support from experienced governors, school leaders and the Trust Governance and Compliance Manager.
- Opportunities to develop leadership, strategic and governance skills.

Eligibility

Governors must be able to meet the eligibility requirements set out in education and charity governance legislation. Enhanced DBS checks and safeguarding checks will be required as part of the appointment process.

## How to Apply

If you are passionate about supporting education and helping children thrive, we would love to hear from you.

For an informal discussion about the role, please contact Katy Khandeparker, Governance and Compliance Manager for SHINE.  
[kkhandeparker@shineacademies.co.uk](mailto:kkhandeparker@shineacademies.co.uk).