

University of Lincoln Academy Trust



UNIVERSITY OF
LINCOLN

ACADEMY TRUST

“Enhancing life choices.
Transforming lives.”



Job Application Pack: Trustee

Volunteer Position

Start date: 1st September 2026

CEO's Welcome

Thank you for your interest in the position of Trustee across University of Lincoln Academy Trust (UoLAT). I am delighted that you are considering joining the wider family of schools and I hope that this pack gives you a clear sense of who we are, the values that guide us, and the exciting opportunities ahead.

Our family of schools currently stands at seven: one special school; four primary schools; and two secondary schools. We serve over 3100 pupils and more than 550 staff. We also are unique in that we educate more than 132 apprentices and are our own apprenticeship provider. This provision is also based and operates from University Academy Holbeach (UAH), a secondary school where the trust offices are also based.

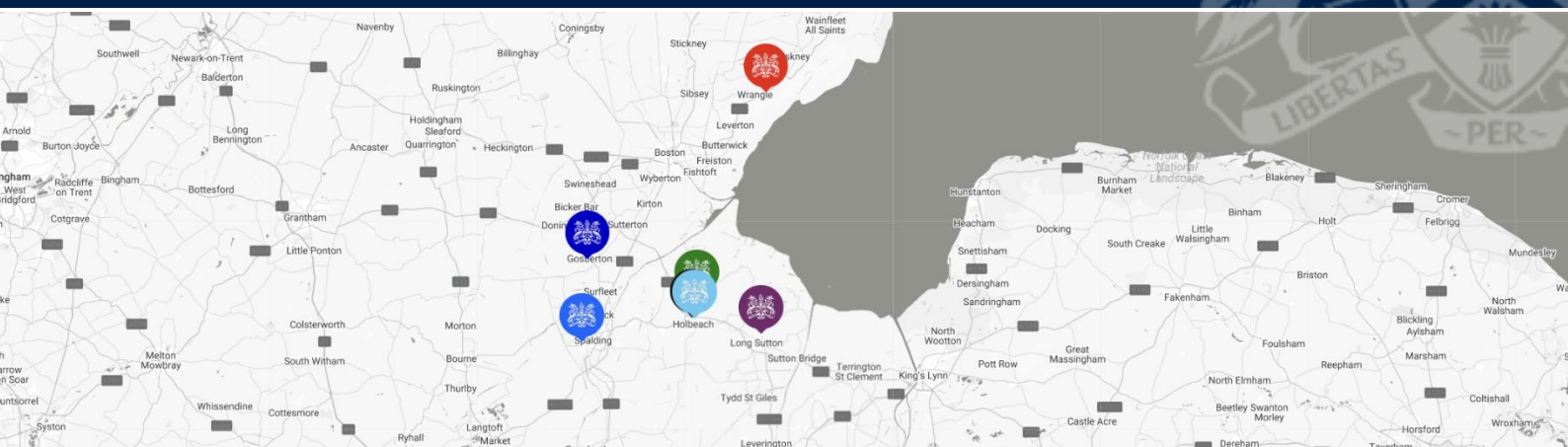
Our schools are clustered in the southeast of Lincolnshire, predominately in the South Holland district of the county. These are rural communities and often hold many challenges for our young people in terms of access to services and opportunities. To some this is a challenge, to us it is our mission: 'to create life choices' and 'to transform lives'.

To date, the trust has experienced many successes in terms of opportunities, improved outcomes for our young people and success in Ofsted too. However, our trust values of ambition applies equally to both pupils and staff, and we recognise that continued improvement requires access to strategically informed external expertise. In particular, we benefit from specialist input across key areas such as Finance, Safeguarding, and Education Leadership.

For more information about our trust please visit www.uolat.co.uk. In the section for 'How to Apply' later in the pack there is also further information about visits and making contact. These are warmly welcomed.

Stuart Anderson

Stuart Anderson
Chief Executive Officer



About Our Schools



GOSBERTON HOUSE ACADEMY

Principal: Katharine Saywell
NoR: 100
Ofsted: 'Outstanding' (June 2025)

GHA joined the trust in 2016 as an academy convertor school. It is approximately 13 miles from Holbeach and is a specialist academy for pre-school and primary aged pupils with social communication, autism and/or additional needs.

The academy holds the National Autistic Society's 'Advanced' Status, one of the first in the country to have received this highest grade. It also holds the Lincolnshire County Council's contract for social communication/autism outreach – The Working Together Team. The school has recently updated its estate with a £4m extension and additional four classrooms plus sensory space added in October of this academic year. More work is planned to develop it further again.



Principal: Nicola Kenyon
NoR: 315
Ofsted: 'Good' (May 2023)



HOLBEACH PRIMARY ACADEMY



The academy is popular and well regarded by the local community, where it is over-subscribed.

The academy, like all of our schools, has a reputation for its inclusive nature. The academy joined the trust in 2014, going on to improve from its Requires improvement judgement to have consecutive inspections at 'good' since joining.



WRANGLE PRIMARY ACADEMY

Principal: Tiffany Hebron
NoR: 60
Ofsted: Not yet inspected.
(‘Good’ at time of joining)

Wrangle primary Academy is based between Skegness and Boston.

First established in 1895 and with additional buildings and a swimming pool added more recently. It is situated within Wrangle Village with many pupils eligible for pupil premium. The school joined the trust in March 2024 as an academy convertor and is at the heart of its community.



Principal: Kerryann Cunningham
NoR: 91
Ofsted: ‘Good’ (October 2022)



HOLBEACH BANK ACADEMY

Holbeach Bank joined as a sponsored academy, attaining ‘good’ in all areas for the first time in its history since joining the trust. It is now increasingly popular for parents with numbers rising each year and does wonderful work with its families.

It is a small rural school, originally dating back to 1877 where pupils are well known and cared for. The academy shares many leaders and governance with Holbeach Primary Academy. Like HPA, it is a direct feeder school for UAH, joining the trust in 2018.





MONKSHOUSE PRIMARY ACADEMY

Principal: Andy Clarke
NoR: 450
Ofsted: Not yet inspected.
(‘Good’ at time of joining)

The academy is a two-form entry primary school, with a nursery that joined the trust in January 2024.

The Academy is very highly regarded by parents and the town of Spalding where it is situated. It is popular and over-subscribed with consistently strong outcomes.



Principal: Simon Gilman
NoR: 745
Secondary Academy



UNIVERSITY ACADEMY LONG SUTTON

University Academy Long Sutton joined the trust in 2019 as a sponsored academy.

The school has recently undergone a £30m programme to rebuild the entire school and deliver state of the art facilities. This opened in June 2026, this compliments its leisure facilities which includes a gym and floodlit, full-size astroturf.





UNIVERSITY ACADEMY HOLBEACH

Principal: Sheila Paige

NoR: 1400

Secondary Academy

University Academy Holbeach is an 11 – 19 academy located in the market town of Holbeach.

The school is popular and well regarded by the local community, seeing it grow considerably over time and with a further pupil increase planned for September 2027 from 240 PAN to 270. The school has a thriving sixth form which offers A, and T' Levels as well as an impressive vocational offer.

The school's estate is vast and further building work is about to begin again to aid expansion with another new building.



You can find information about the trust on our website here: www.uolat.co.uk

You can also explore each school within our family of schools here: www.uolat.co.uk/family-of-schools

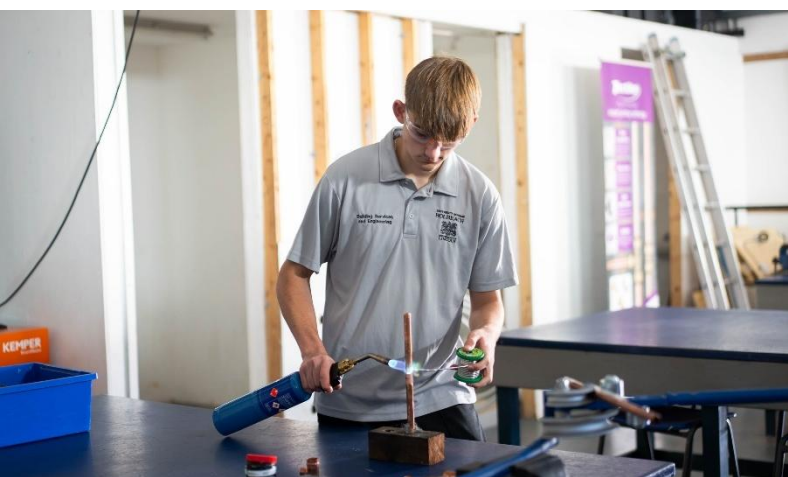


About the Trust:

The Trust is sponsored by the University of Lincoln. The university are passionate about supporting both the pupils and also the local area. The university operate some courses related to food and manufacturing in the local area and have some building/campus arrangements on the edge of Holbeach. The university also help to deliver a strong and enriched careers programme with a number of schools and support to add expertise and many local and trust boards.

Schools within University of Lincoln Academy Trust have high levels of autonomy compared to other trusts. The trust does not believe in a GAG pooling and instead charges a top slice. At under 3% currently this is one of the lowest in the country and well below the national average for a trust of this size. However, there is still support. The successful applicant will be supported and coached by the new CEO who has experience of two large headships and a number of executive roles in a larger trust previously, as well as experience as an Ofsted inspector across all phases.

In addition, the trust has established estates, governance and finance support; enhanced and centralised IT and we have recently recruited our Head of People & HR to develop our people function. This will ensure that you are free to drive the safeguarding and attendance in schools. The trust is unusual in its apprenticeship provision. Currently there are 132 apprentices at UAH who are employed in a wide range of local businesses, from plumbing to administration. UOLAT also directly employs apprentice teaching assistants across our family of schools.



About the Role from our Chair of Trustees

Dr Anita Backhouse



We are seeking to appoint committed and values-driven Trustees to join our Board and support the next phase of our development. Building on strong foundations, improved outcomes for our pupils, and positive Ofsted outcomes, we are ambitious for continued growth and excellence across all our academies.

We are particularly interested in individuals who can bring strategic expertise in one or more of the following areas:

- Finance and audit
- Safeguarding and child protection
- Education leadership and school improvement

As a Trustee, you will play a vital role in providing strategic oversight and challenge, working collectively with fellow Trustees and executive leaders to ensure the Trust delivers high-quality education, strong financial stewardship, and a safe and supportive environment for all pupils and staff.

You will contribute to:

- Setting the strategic direction and vision of the Trust
- Ensuring compliance with statutory and regulatory requirements, including the Trust's Articles of Association and Department for Education expectations
- Holding executive leaders to account for educational performance and financial probity
- Supporting a culture of ambition, inclusion, and continuous improvement

This is a rewarding opportunity to make a meaningful difference to the lives of young people across our communities. We welcome applications from experienced professionals as well as those looking to develop their governance knowledge and skills.

We are committed to developing diverse and effective governance and encourage applications from individuals of all backgrounds who share our values and ambition.

How to Apply

If you wish to know more about this exciting opportunity, need further information or would like to arrange an informal discussion or visit please contact Viv John, Head of People & HR at Viv.John@uolat.co.uk, who will arrange this with our CEO Stuart Anderson.

Closing Date:

Rolling Advert

Apply on MyNewTerm and complete all sections in full.

Interviews:

As and when applications received

References will be obtained after shortlisting and prior to interview. Please ensure that contact details are accurate.

mynewterm



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ACADEMY TRUST

Trustee

JOB DESCRIPTION

Ambition | Inclusion | Integrity

Job Title: Trustee

Salary: Voluntary Position

Start Date: 1st September 2026

Reports to: Chair of Trustees



Job Purpose & Key Responsibilities

The Trustee will provide strategic oversight, constructive challenge, and support to the Trust's executive leadership. Working collectively with the Board, the postholder will help ensure the Trust delivers high-quality education, maintains strong financial stewardship, and complies with statutory and regulatory requirements.

Trustees are responsible for setting the Trust's strategic direction, holding leaders to account for performance, and ensuring that resources are used effectively to benefit pupils.

Specific areas of responsibility and key tasks

Culture	- Promote and uphold the Trust's values of ambition, inclusion, and integrity. - Provide oversight to ensure a positive, inclusive, and ethically driven culture across all academies. - Seek assurance that policies and practices support pupil wellbeing, staff wellbeing, and equality. - Champion high standards of behaviour, attendance, and safeguarding through strategic monitoring rather than operational involvement.
Governance & Board Contribution	- Contribute actively to Board discussions, bringing independent judgement and professional expertise. - Support and challenge executive leaders in a constructive and strategic manner. - Build effective working relationships with fellow Trustees and senior leaders. - Participate fully in Board and committee meetings, preparing thoroughly and contributing to informed decision-making.
Strategic	- Contribute to the development, review, and monitoring of the Trust's strategic plan. - Ensure that the Trust's vision, values, and objectives are clearly defined and effectively implemented. - Monitor performance against strategic priorities using appropriate data and reports. - Support long-term planning to ensure sustainability and growth of the Trust.

Safeguarding	• Ensure the Trust meets all statutory safeguarding responsibilities. • Seek assurance that effective safeguarding policies, systems, and training are in place across all academies. • Monitor safeguarding reporting and challenge where appropriate to ensure continuous improvement. • Promote a culture where safeguarding and child welfare are prioritised at Board level.
Professional Development	• Participate in ongoing training and development to remain effective in the Trustee role. • Maintain up-to-date knowledge of governance, education, and regulatory requirements. • Engage in induction and continued professional development opportunities provided by the Trust. • Reflect on individual and collective Board effectiveness and contribute to continuous improvement.
Continuous School Improvement	• Monitor the educational performance of the Trust, including pupil outcomes and Ofsted outcomes. • Scrutinise reports on school improvement and hold leaders to account for progress. • Ensure appropriate systems are in place for self-evaluation and improvement planning. • Support a culture of continuous improvement through strategic challenge and oversight.
Governance & Accountability	• Fulfil the statutory duties of a Trustee in line with the Academy Trust Handbook and relevant legislation. • Attend board meetings and commit additional time for preparation training and occasional academy visits. • Ensure compliance with the Trust's Articles of Association and Scheme of Delegation. • Oversee financial performance, ensuring value for money and financial sustainability. • Identify and manage risk through effective scrutiny of risk registers and internal controls. • Ensure robust systems of internal and external accountability are in place. • Maintain confidentiality and act in the best interests of the Trust at all times.

Requirements for all Trustees

- To promote and uphold the Trust's Mission Statement, values and strategic objectives.
- To comply with the Trust's policies and procedures, including those relating to health and safety, safeguarding, welfare and security.
- To work positively with colleagues, pupils, parents and other partners, regardless of their gender, ethnicity, sexuality, age or disability.
- To attend briefings and meetings as required.
- To be a positive role model and to take responsibility for promoting good standards of behaviour and conduct.



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