



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Trustee Recruitment Pack

“Flourishing in Partnership”



The Lighthouse Schools Partnership

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Lighthouse Schools Partnership. Registered address: St Mary's Road, Portishead, Bristol BS20 7QR.
A charitable company limited by guarantee registered in England & Wales (company number:
07662102)

Welcome

Thank you for your interest in becoming a Trustee of the Lighthouse Schools Partnership.

We are now embarking on an exciting improvement journey and to achieve our strategic aims, we are now looking for a team of experienced and multi-disciplinary professionals who can help us achieve our vision.

We currently seek individuals with a track record of leadership and experience within complex environments in the following areas:-

- Legal
- Finance
- Risk Management

We trust that this information pack, which contains details of the experience and expertise we are looking to bring onto our Board, and our [online information](#) of interest.

Adele Haysom, MBE

A handwritten signature in dark ink, appearing to read 'A Haysom', with a stylized, cursive script.

Chair of Trustees

About Us

The Lighthouse Schools Partnership (LSP) is a high-performing mixed, Church of England and Community multi-academy trust, overseeing 30 schools in the South-West. It has an income of ~£55m, over 12,000 pupils and nearly 1,800 staff.

In partnership with the Diocese of Bath & Wells we offer a broad and balanced curriculum and consistently high levels of teaching from Nursery to Sixth Form for local children and families. We have undergone rapid and successful growth from six schools in 2016 to 30 schools in 2023.

We value excellence and collaboration, but the real identity of each school remains its own and this has meant that we have established a culture of equal partnership.



Our Values:

- A deep partnership where our schools flourish

Our Beliefs:

- Education transforms our lives for the better and forever
- Disadvantaged and vulnerable pupils deserve priority
- Great teaching leads to great learning
- Partnership and professional generosity extend opportunity for pupils and colleagues
- Coherence requires some alignment but also enables local decision making

Our Culture:

- Strong and improving outcomes, especially for disadvantaged children and young people
- A rich and exciting curriculum where our pupils thrive and develop character
- Excellence in teaching, professional learning and staff development
- Extraordinary opportunities for both pupils and professionals
- Delivering more and improving quality through collaboration
- A humane, ethical, ecological and generous culture in all our activities
- Strong and strategic leadership and governance at all levels
- High quality and cost-effective central services

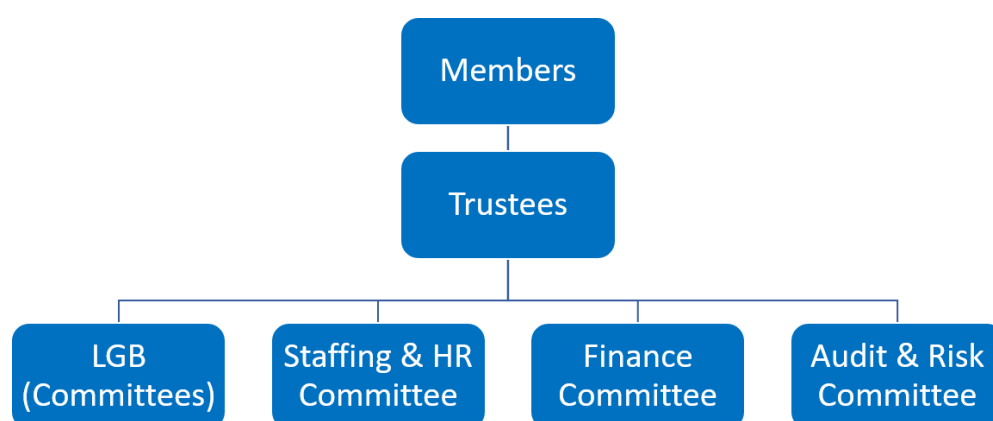
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Governance

The LSP is a charitable company, limited by guarantee and its governing document is its Articles of Association. The Articles describe how the LSP is governed, including how many Members and Trustees can be appointed by who, including voting rights.

The Board operates at a strategic level and is the responsible body for the performance, achievement, and overall direction of the LSP.

The LSP has three formal governance layers, Members, the Board of Trustees (Directors) and Board Committees.



The Board has dual functions as both charity Trustees and Company Directors. They are subject to both charity and company law.

The Board is responsible for the general control and management of the administration of the LSP and must always act in the best interests of the LSP. The DfE generally uses the term ‘Trustees’ as opposed to Directors to refer to people on the Board.

The Board is legally accountable body for all decisions made. This does not mean that all decisions are undertaken by the Board, and many can, and are, delegated to the CEO, other senior staff, committees, and local governing bodies (LGBs).

The Board has delegated responsibility for the day-to-day management of the LSP to the CEO, who is responsible for leading Senior Leadership Teams and for making and implementing operational decisions.

The Board operates through Board meetings, Committees (Finance, Staffing & Pay, Audit & Risk) and Local Governing Bodies (LGBs).

Trustee Role

Trustees work together to carry out these core functions:

1. ensuring there is clarity of vision, ethos and strategic direction
2. holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
3. overseeing the financial performance of the organisation and making sure its money is well spent
4. ensuring the voices of stakeholders are heard

Trustees are responsible for governing a charitable company and directing how it is managed and run. Trustees must also ensure that the LSP complies with all legal and statutory requirements.

The Board's Strategic Responsibilities

Trustees work closely with senior executive leaders. Senior executive leaders are responsible for day-to-day operational management of the LSP and its schools, whereas the role of the Board is strategic. As such, Trustees are responsible for:

- determining the mission, values and long-term ambitious vision for the LSP
- deciding the principles that guide LSP policies and approving key policies
- appointing and appraising the senior executive leaders 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 LSP 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 LSP's financial sustainability and ensuring effective resource management across the LSP
- agreeing the LSP'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

Monitoring and evaluating LSP performance

Trustees must monitor the priorities that have been set to ensure progress is being made by:

- measuring the LSP's impact and progress towards its strategic objectives
- ensuring the required policies and procedures are in place and the LSP is operating effectively in line with these policies
- holding the senior executive leader to account for standards, financial probity, and compliance with agreed policies
- evaluating relevant data and feedback provided by senior executive leaders and external reporting on all aspects of LSP performance

- asking challenging questions of the senior executive leader to hold them to account
- ensuring that there are policies and procedures in place to deal with complaints effectively

Contribution to the Board

Trustees should ensure that they are making a positive and meaningful contribution to the board by:

- attending meetings (typically ten full board meetings each year), reading papers and preparing questions for the senior executive leader in advance
- attending at least one additional committee meeting a year (typically 10 hours a year), reading papers and preparing questions
- establishing and maintaining professional relationships with senior executive leaders and colleagues on the board of Trustees
- getting to know schools within the LSP, including visiting occasionally during school hours
- undertaking induction training and developing knowledge and skills on an ongoing basis

Local Governance Arrangements

Trustees are responsible for:

- ensuring that the LSP's governance structure meets the needs of the LSP
- agreeing clear schemes of delegation, outlining the responsibilities delegated to the senior executive leader and the responsibilities of the board and academy committees
- ensuring effective communication channels are in place



Terms of Appointment

Appointment will be either by the Members or the Foundation for a 4 year term, with the potential for re appointment at the end of the first term.

Commitment

It is anticipated that the time commitment will be up to 7 hours a month, including attendance at ten scheduled Board meetings together with any additional Board Committee meetings that may be arranged, and to undertake specific work on behalf of the Board from time to time as required.

Meetings are held during the working day, and in the evening with a mix of online and in person sessions.

You will also need to commit to reading of documents.



Person Specification

To support the Board's overall knowledge and experience, we are looking for Trustees with skills in the following specific areas:-

Post 1 - Legal - You will have significant experience at a senior level with experience in either the private or public sector. Experience in charity law would be desirable but is not essential.

Post 2 - Finance - You will have significant experience at a senior level in reading and interpreting financial statements and working in the finance sector. A financial qualification would be desirable not essential.

Post 3 - Risk management - You will have high level, strategic experience in managing risk across an organisation.

For all posts, candidates must have:-

- An understanding and belief in the vision and goals of the LSP;
- A sound appreciation of the responsibilities of a Trustee and the role of a non-executive together with the capacity to work alongside senior management;
- An independent and inclusive approach with the capacity to think and contribute strategically;
- An understanding of the standards of public life ([Nolan Principles](#))



Diversity & Inclusion

LSP is committed to ensuring people with a diverse range of skills and experience are encouraged to apply and contribute fully as Trustees. Where possible, we will strive to remove the barriers that prevent people from applying to become Trustees.

How to apply

If you would like to find out more about the role, you are welcome to contact the Chair of Trustees, Adele Haysom by emailing enquiries@lsp.org.uk

To apply please send a CV together with a covering explaining why you would be suitable for this role to enquiries@lsp.org.uk

