

# New Governor Recruitment Pack

---

Help us **serve**, **challenge** and **empower** the next generation







## About us

The Challenge Academy Trust is a multi-academy trust (MAT) in Cheshire, comprising of Primary, Secondary and Sixth Form providers. We educate the youngest in our community while also providing opportunities for adults to return to the classroom.

Our objective is to equip all our young people with the knowledge, skills, and attitudes necessary to navigate a changing world successfully. We aim to empower school leaders to run thriving academies whilst leveraging our strength and capacity to contribute to the broader educational system.

Our vision is rooted in our mission – to serve, challenge, and empower the educational community. We embody this mission by offering highly effective services to our academies, fostering strong leadership, investing in our workforce, and inspiring the children and young people in our care.

Scan the QR code or visit [www.tcat.uk.com](http://www.tcat.uk.com) to find out more about TCAT.



## A shared vision to make a difference

### Enhancing the outcomes for young people

The Challenge Academy Trust was established in 2017 by like-minded leaders with a shared vision - a commitment to deep collaboration aimed at improving and enhancing outcomes for children and young people within our community, a responsibility we continue to uphold today. The world has witnessed profound change since our inception, ushering in a new landscape of challenges for both our staff and the young people we serve and, consequently, our vision has evolved, with a newfound emphasis on the principle of agency. In our pursuit of better outcomes, the promotion of agency among children, young people, staff, and leaders has become pivotal to our future successes. With this in mind, we are focused on recruiting new governors to support our trust in future-proofing our young people for the years to come. We welcome applicants from a diversity of backgrounds - if you are a strategic thinker, commercially astute and motivated by our mission, we want to hear from you. This is an exciting time for The Challenge

Academy Trust and our LGCBs will be more crucial than ever in providing direction and energy to our schools whilst also advocating the role of TCAT in shaping our communities. If you are interested in becoming a governor for one of our academies or colleges, we would love to hear from you.

**Andy Moorcroft**  
The Challenge Academy Trust



## Building better lives together

### The role of a governor

The Challenge Academy Trust is recruiting governors to support academies within our MAT. This is an opportunity to make a positive difference and become a key part of the communities our trust serves. We've recently refreshed our governance strategy with a strong focus on next-generation governance. This means our Local Governing Challenge Boards (LGCBS) are now structured to maximise impact - less time on paperwork, more time making a real difference where it matters most. Our academies are based in Warrington, St Helens and The Wirral and we are looking for people from diverse backgrounds, with a

range of experiences to bring interesting perspectives to our Local Governing Challenge Boards. Our academies benefit greatly from working with skilled volunteers. Governors do not need to be educational experts or have any specific qualifications. The ability to listen, debate new ideas, monitor academy budgets assuring that money is well spent, and work collaboratively is what matters most.

The new scheme of delegation: <https://www.tcat.uk.com/governance/>







## What does an academy governor do?

Governors enable our academies to run as effectively as possible, acting as critical friends to the headteacher and senior leaders to provide excellent education to children. The governor role is strategic rather than operational. Governors don't get involved with the day-to-day running of a school, instead supporting, and challenging the school's leadership team to drive school improvement. They champion the work the school does.

### The three functions of our governing board are to:



Ensure school/academy's clarity of vision, ethos and strategic direction



Oversee school/academy budgets and ensure money is well spent



Hold leaders to account for the educational performance of the school/academy

### Activities include:



Attending six LGCB meetings per year which are held outside of school hours.



Visiting schools to see plans working in practice and listening to the views of staff, pupils and parents.



Looking at information and evidence on the progress of schools and discussing with executive leaders.



Undertaking induction training and ongoing development.



## What we are looking for

### The role of a governor

#### Desirable personal attributes

- An understanding of how education can impact individuals and communities
- The ability to think creatively and strategically, demonstrating good judgement
- Good communication, teamwork and interpersonal skills
- Advocate of equality, diversity and inclusion
- Strong collaborator with the ability to network
- Growth mindset with the ability to generate solutions

#### Person specification

- Capacity to work effectively at strategic level
- Highest levels of personal integrity
- Passion for using the power of education to shape young people's lives

#### Eligibility

To be eligible to volunteer you need:

- The time to contribute
- To be aged 18 or over
- Not to be disqualified under the relevant rules and procedures







## Reward

- Opportunities to see and be part of TCAT's mission to shape young people's lives.
- Opportunities to network with senior professionals on the Board.
- Opportunities to experience leadership at board level and develop and hone personal skills such as negotiation, influencing and teamwork.
- Access to TCAT's Reward Gateway, TCAT Plus, which provides a range of benefits such as access to the Wellbeing Centre and a wide range of exclusive discounts.

## Training and Support

We are committed to ensuring newly-appointed governors are up to speed and effective in their roles as quickly as possible. We provide several services to support you from the start:

- Strong induction programme to ensure new governors feel well supported and well-equipped to provide strong governance.
- Ongoing governor training programme and resources to support development and competence.
- Bespoke 'Becoming the Chair' training programme for interested colleagues to support succession planning.
- Regular meeting/forum for TCAT Chairs of LGCBs to share practice, ideas, challenges and expertise.

## Diversity and Inclusion

- We are keen that our LGCBs should reflect our trust's diversity and encourage applications from as wide a range of candidates as possible.

## How to apply

### Just a few steps away

If you are interested in becoming a governor for an academy within The Challenge Academy Trust, we would love to hear from you.



Please submit an expression of interest email explaining your skills and outlining how you feel your experiences will help the MAT meet its vision of changing lives.

Please send your email to [admin@tcat.uk.com](mailto:admin@tcat.uk.com)



If you would like to discuss this opportunity further, please contact our office on **01925 216037**.



## Governor Testimonials

### Hear from our academy governors



'I have been a governor/trustee for a number of years at primary, secondary and trust levels and I have enjoyed every minute of the experience. Good governance and constructive challenge is vital to all educational bodies and I would urge anyone wishing to explore such an opportunity to give it a go, you will not be disappointed'

**Howard Platt DL,**  
**Chair of Trustees**



'You do need to be prepared to give up time regularly to do the job of governor well, but for me the rewards have always made it worthwhile. You work alongside some outstanding professionals and develop new skills. You don't need to be an expert in education, just have a passion for supporting the young people in your community.'

**Sheila Yates,**  
**Chair of Governors at Priestley College**



'As a Chartered Accountant I had a proven skill set in finance. I knew nothing about education practice. School leaders knew a lot about education practice but little about finance. I offered to add my skill set to theirs. I found that other governors also had their own particular skill sets and together we have added value to the school leaders.'

**Stephen Whatmore,**  
**Chair of Governors for Beamont Collegiate Academy**

# TCAT



The Challenge Academy Trust  
c/o Bridgewater High School  
Broomfields Road,  
Warrington,  
WA4 3AE

**'For a relatively small  
contribution of hours in  
a year, governors will  
find a bottomless pit  
of opportunities and  
satisfaction.'**

**Stephen Whatmore,  
Chair of Governors for Beamont  
Collegiate Academy**