

## About the trust

Learning Today Leading Tomorrow (LT2) is a Multi-Academy Trust based in Rugby, Warwickshire. Its founding schools are two start-up free schools:

- Rugby Free Primary School, opened in 2015 and currently has Reception, Year 1, Year 2, Year 3 and Year 5 pupils; 420 pupils at full capacity
- Rugby Free Secondary School, opened in September 2016 and currently has Year 7 to Year 11 pupils; 1260 pupils at full capacity

## Trust Vision, Mission and Values

The Vision of Learning Today Leading Tomorrow is to build a group of outstanding schools across phases, including specialist provision, to become (a mid-size) Trust that provides vibrant and inclusive learning environments in which every member of the learning community is passionate about learning. The Trust is led by an experienced CEO who works closely with two committed forward looking Headteachers who lead the two schools supported by a central team to support finance, HR, estates and governance.

LT2 Trust and schools have a relentless focus on high achievement supported by robust organisational structure and governance. We aim to give children and young people in our care the knowledge, skills and experiences to expand their minds and world view to enable them to develop a naturally inquisitive approach to learning and life, fit for an ever-changing world.

## Plans for the Future

The key challenges for the board over the next 12-24 months are:

1. Ensure that all children and young people return to school in September 2020 and have access to a full curriculum throughout the year despite challenges that may be ahead due to the pandemic.
2. Support both schools as they prepare for Ofsted from different starting points particularly at RFSS which received a very positive monitoring visit from Ofsted in December 2019
3. Ensure that the trust and the services it provides from the centre are appropriate to the needs of its schools.
4. Start to plan for sustainable growth in the future

## Being a Trustee

Trustees – or non-executive directors - are both charity trustees and company directors of the academy trust; the role is to hold to account the executive and senior leadership team. The board of trustees manages the business of the academy trust and may exercise all the powers of the trust. The trustees ensure compliance with the trust's charitable objects and with company and charity law.

Trustees meet every six to eight weeks and are asked to commit an additional eight to 10 hours between meetings to follow up on actions, provide advice, and input into strategic documents/areas of work relevant to their areas of expertise.

## Person specification

The ideal candidate will provide leadership and direction to the board in all matters associated with their area of expertise and able to advise the board on matters relating to this. In addition to this, candidates have:

- Integrity
- A commitment to LT2 MAT and its objectives
- An understanding of the legal duties and responsibilities of trusteeship
- A willingness to devote the necessary time and effort to their duties
- Strategic vision
- Good, independent judgement
- An ability to work effectively as a member of a team
- Personal/professional networks that will enhance LT2's positioning
- Knowledge of safeguarding legislation and best practice

## General Responsibilities

### Planning

- Approve the organisation's mission statement and review the staff's performance in achieving it
- Annually assess the changing environment, support the development of and approve LT2's key strategic documents (e.g. Strategic Plan)
- Annually review and approve LT2's budget
- Review, update and approve major policies

### Organisation & Operations

- Be assured that the organisational strength and staffing is equal to the requirements of the long range goals
- Approve appropriate salaries, terms and conditions of service for staff

- Annually evaluate the performance of the Trustees and take steps (including organisation and responsibilities) to improve its performance
- Review the results achieved by the staff team in relation to LT2's aims and objectives, as well as annual and long term goals
- Be certain that LT2's financial structure is adequate for its current needs and its long term strategy
- Approve major actions of the organisation, such as capital expenditure over authorised limits and major changes in activities and services

#### Audit

- Be assured that the LT2 Trust Board is adequately and currently informed of the condition of the organisation and its operations
- Be assured that published reports adequately reflect the nature of the services and the financial condition of the organisation
- Ascertain that the LT2 Trust Board has established appropriate policies to define and identify conflicts of interest throughout the organisation and are administering and enforcing those policies
- Appoint independent auditors subject to approval by members
- Review the compliance with relevant laws affecting the organisation