



Trinity Academy Newcastle Multi Academy Trust Recruitment Pack

Non-executive Director on Board of Directors
Deadline for application: *31st August 2025*



Vision - To create confident, competent and kind citizens of the future



Welcome Message from our Chair

Michael McHugh - Chair of Board of Directors

On behalf of the Board of Directors, may I extend a warm welcome to Trinity Academy Newcastle Trust.

We are an Academy Trust which offers skilled specialist support for young people with diagnosed mental health, behavioural and emotional issues across our range of specialist academy schools in Newcastle and Sunderland.

Our provision extends from supporting young children (from age 5) through to older learners in our Post-16 setting and learners with particular special needs in our post-19 setting. Our staff are committed to providing them with the best possible educational experiences to give them the best preparation for the next stage of their life journey. We specialise in a wide range of alternative education provisions as we are aware that many of our learners excel in non-academic subjects.

We are keen to support the ambitions and hopes of all our learners and we work hard to ensure that all of our learners leave with the best possible outcomes and preparation for their future lives. In particular, in our post-16 provision, we offer a range of courses, such as construction skills, land-based studies, hair and beauty and motor vehicle maintenance to provide alternative outcomes for our young people.

We are also aware that the lives of many of our learners are sometimes impacted by factors and events in their lives outside of school. We are at the forefront of the latest educational strategies on mental health support and are very proud of our new specialist centre at our Trinity Academy Newcastle – Upper Site to support trauma-based learning and parenting skills, with a corresponding satellite provision at our Trinity Academy New Bridge in Sunderland. Our new provisions are supported by skilled, dedicated staff to help our young people through some of the most difficult periods in their lives.

We pride ourselves on maintaining the highest behavioural standards in our academies. While we understand the challenging nature of some of our learners, we want all of our learners and staff to feel safe at all times and as such, any instances of poor behaviour will not be tolerated and will be dealt with fairly but firmly.

Our Post-16 provisions have been judged by Ofsted to be 'Good', while our Pre-16 provisions have been judged as 'Requires Improvement'. Our facilities are first-class, and our learning provision is generally based on small class sizes to help our learners develop to their best potential.

Regards,

Michael McHugh | Chair of Directors

Lynn McNally | CEO

Trinity Academy Newcastle Trust



Benefits of Joining our Trust

1. Make a real difference to children's lives and education in the area.
2. Develop experience in strategic decision making at Senior level
3. Develop your professional skills & experience in areas such as strategic planning, chairing, policy implementation and teamwork, all of which are valued by employers and assist your own career.
4. Working closely with a passionate team of people who have different perspectives
5. Support and Challenge the Trust so that it improves for pupils and staff.
6. Access to National Governance Association membership, online training and other professional platforms.



Our Mission

Vision - To create confident, competent and kind citizens of the future

How do we know if we are successful?

1. All academies become trauma-informed by 2025
2. The values of Calmness, Kindness and Honesty can be observed across all academies.
3. Our core purpose can be measured in the following way...

Pre-16 Academies

Confidence measures

- 90% learners either making progress towards, or working at, age-expected levels in the confidence indicators of the SEMH assessment.

Competence measures

- 90% learners leave KS4 with a qualification in English and Maths.
- 70% learners to achieve their reading age (raising to 90% by end of 2024-25).
- 90% achieve their EHCP targets
- 90% learners progress to sustained positive destinations
- 70% learners demonstrate progress in their digital social and cultural capital (raising to 90% by end of 2024-25).

Kindness measures

- 90% learners either making progress towards, or working at, age-expected levels in the compassion indicators of the SEMH assessment.

Post-16 Academies

Confidence measures

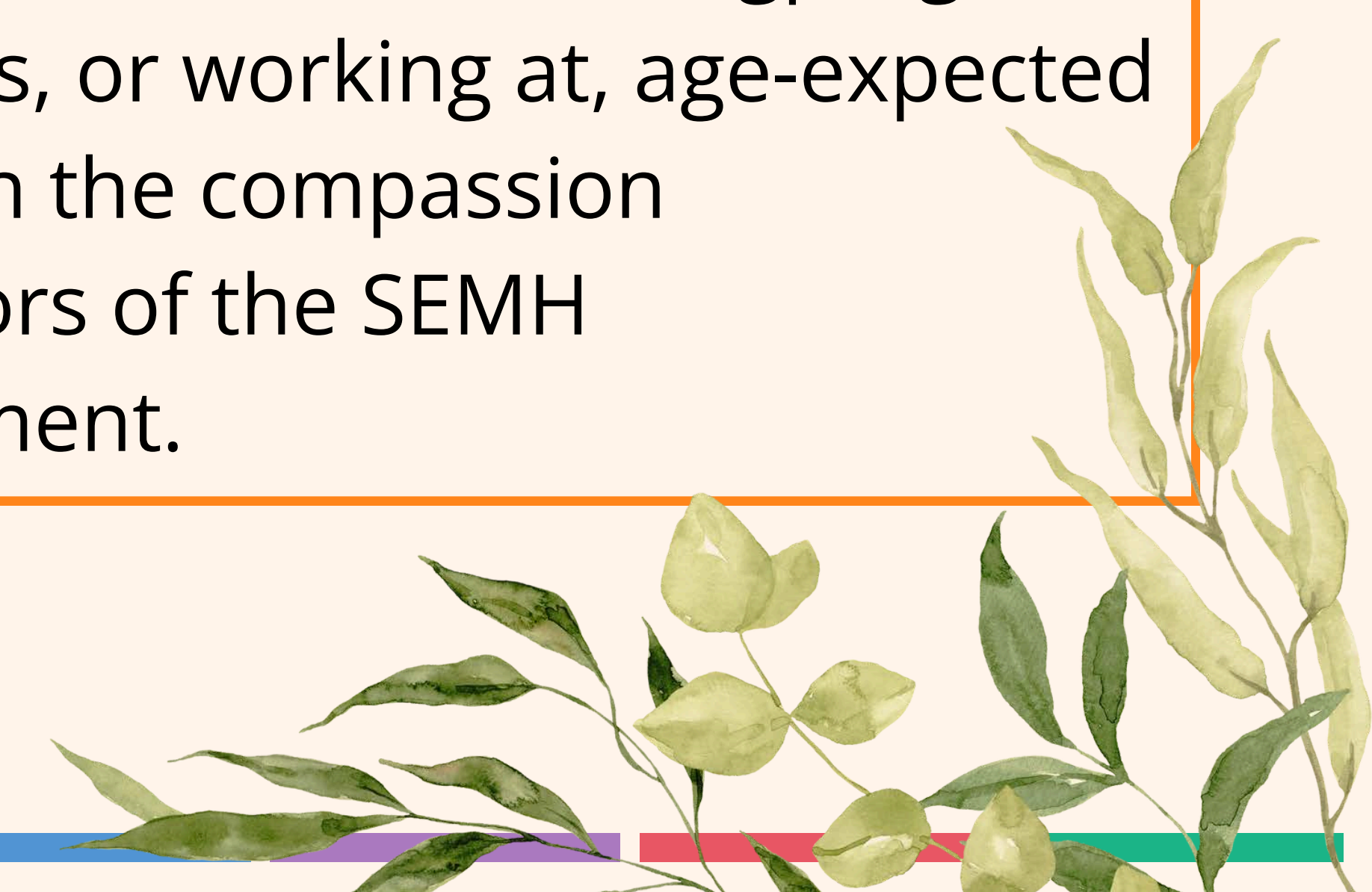
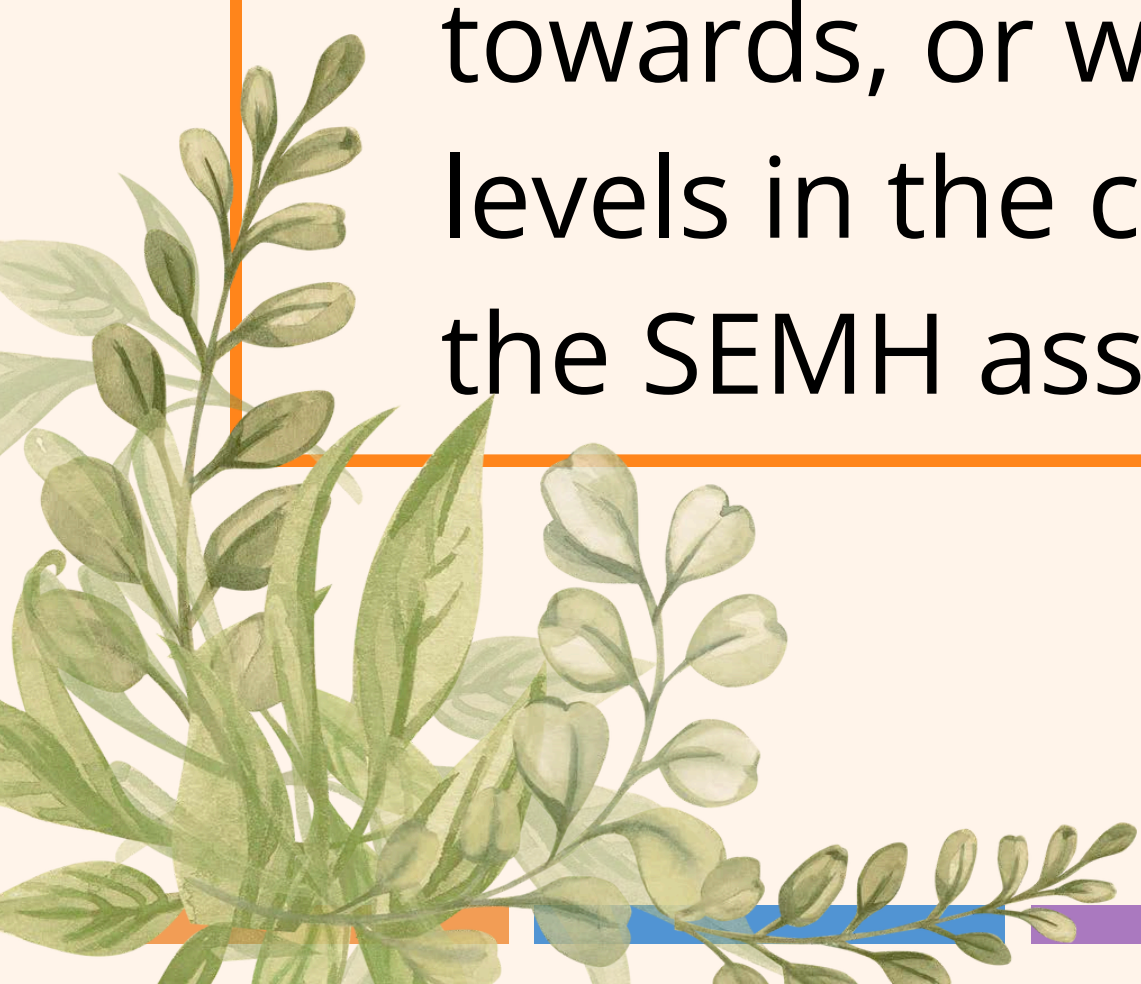
- 90% learners either making progress towards, or working at, age-expected levels in the confidence indicators of the SEMH assessment.

Competence measures

- 90% learners who have no prior attainment leave Post-16 with a qualification in English and Maths.
- 90% learners progress to sustained positive destinations
- 90% of those learners with EHCP plans achieve their targets
- 70% learners demonstrate progress in their digital social and cultural capital (raising to 90% by end of 2024-25).

Kindness measures

- 90% learners either making progress towards, or working at, age-expected levels in the compassion indicators of the SEMH assessment.



Join our Board

Non-executive Director on Board of Directors

Our Board is chaired by Peter Carter and of made up of seven Directors. We plan to add 2-3 more to strengthen the skills and experience, and widen our diversity

The Board of Directors have overall oversight of Trinity Academy Newcastle Trust. In Trusts the purpose of Governance is to provide:-

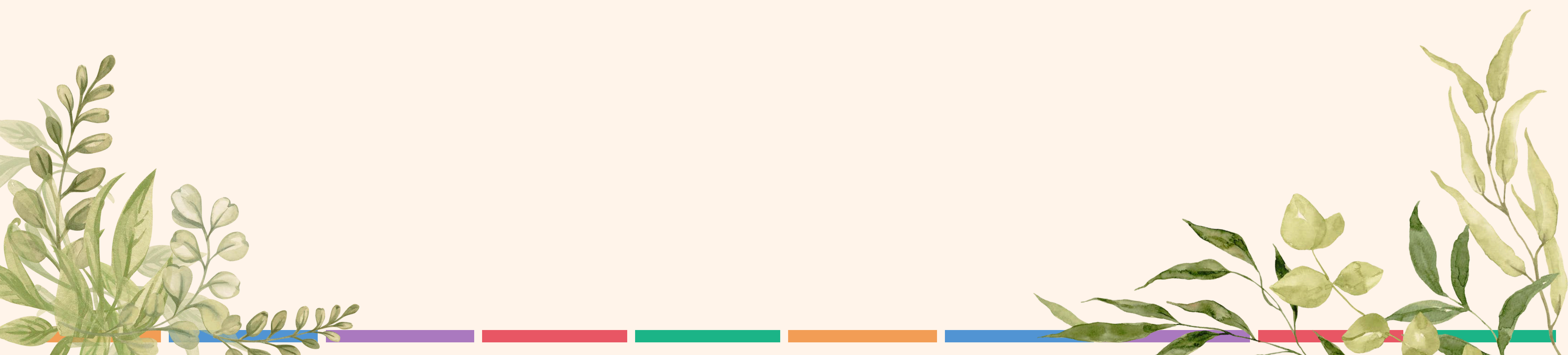
- Strategic Leadership
- Accountability and Assurance
- Strategic Engagement.

As a Director, on the Board of Directors, you will work in partnership with the CEO, to set the strategic direction of the Trust, challenge Senior leaders and to take the Trust forward as an excellent example for the type of alternative provision that it offers.

Being a Director is a commitment to attending Board and Committee meetings that consider issues such as setting the Trust's vision, mitigating financial risk and scrutinising educational outcomes, as well as overseeing the management side of the Trust.

Through oversight and strategic direction, the board will ensure that the Trust:

- Complies with governance documentation and relevant legislation
- Apply the resources solely towards pursuing our purpose
- Have financial stability and sustainability
- Have effective policies and procedures in place
- Evaluation performance against agreed goals



Person Specification

Every Director is expected to abide by the Trusts Code of Conduct and the seven principles of public life set out by Lord Nolan: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

No previous experience is required and we welcome application from young and old alike from people with all kinds of backgrounds.

Our Directors must be:

- Willing and able to champion our Vision and Values
- Collaborative and open to new ideas
- Able to listen, express views constructively and be fair and objective.
- Reliable, ethical and honest
- Willing and able to contribute to the work of the Board
- Willing to undertake an enhanced DBS check

We are particularly seeking applicants with one or more of the following:

- Experience of the education sector and/or further education
- An understanding of Special Educational Needs and Disabilities
- Advanced financial/ accounting skills
- An understanding of adolescence mental health



Completing your Application

Follow the below information to complete your application

- Please use the standard Trust's Application Form and ensure that you provide evidence about how you meet the criteria in the person specification that are assessed at the application stage in the 'skills, knowledge and experience' section.
- You need to complete a Safe Recruitment Form to declare whether you have any relevant criminal convictions. We will carry out an enhanced DBS check for the successful candidate.
- Please submit your completed Application Form and Safer Recruitment Form by email to central.admin@tanmat.org

Contact us

Trinity Academy Newcastle Trust

Condercum Road,

Newcastle upon Tyne,

NE4 8XJ

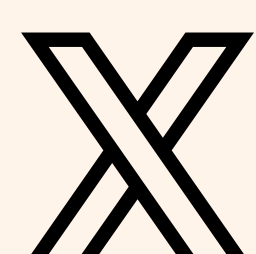
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