



# Person Specification for Trustees

The board of trustees considers the following as essential skills and attributes for membership of the Board:

## PERSONAL QUALITIES

- Commitment to the ethos and values of the Castleman Academy Trust
- Commitment to the education and welfare of children and young people
- Commitment to equal opportunities and the promotion of diversity
- Independence of thought and sound judgment
- Ability to work as part of a team
- Commitment to seeking and taking account of the views of stakeholders (e.g. parents and pupils)
- Respect for the work and views of other trustees and staff
- Willingness to devote time, enthusiasm and effort to the duties and responsibilities of a trustee
- Willingness to make and stand by collective decisions, even if offering an alternative view during discussions

## APTITUDE AND SKILLS

- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Ability to challenge current thinking, the method of governance and management of the Trust in a constructive manner and in the best interests of the Trust
- Ability to evaluate and interpret management information and other data/evidence
- Ability to play a strategic role to successfully effect change and meet the objectives of the Trust
- Eagerness to reflect and learn, even in the role of trustee

## KNOWLEDGE/EXPERIENCE

Specific professional knowledge and experience in **at least one** of the following:

- Charity law and governance
- Trusteeship or management of a complex organisation with multiple sites/subsidiaries
- Financial expertise
- Extensive expertise of school education in England
- Data analysis and/or research expertise
- The management of change
- Monitoring and evaluating performance in the commercial and/or not for profit sectors
- Recruitment and human resources expertise, including employment legislation
- Business development experience/expertise
- Risk management experience/expertise
- Property and estate management
- Marketing, media and PR
- The education sector, schools and their curriculum at different key stages

## OTHER REQUIREMENTS

- Willingness to attend meetings of the Board and other meetings as required – there will usually be 6 meetings of the full trustee board per year and also committee meetings.
- Willingness to undertake training and participate in evaluation of the Board's work

The Trust Board has a code of conduct underpinned by the seven principles of public life as identified by the Nolan Committee: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.