**Role Description for Trustee members of the REAch2 Trust Board**

Trust Board Members (the Trustees) are both Trustees of the Trust as a charity and directors of the Trust as a Company limited by guarantee. The Charities Act 2011 defines charity trustees as the people responsible under the charity’s governing document for controlling the administration and management of the charity, regardless of what they are called. Trustees are known collectively as ***“The Trust Board”.***

Under charity law the Trustees have the ultimate responsibility for directing the affairs of the Trust, and ensuring that it is solvent, well run and delivering the charitable outcomes for which it has been set up. In law Trustees have several legal duties, which are often described as those of compliance, care, and prudence.

The REAch2 Trust Board and its committees conduct their business in accordance with governance best practice and with the following seven ***Principles of Public Life***.

***Selflessness*** - holders of public office should act solely in terms of the public interest.

***Integrity*** - holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

***Objectivity*** - holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

***Accountability -*** holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

***Openness*** - holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

***Honesty*** holders of public office should be truthful.

***Leadership*** holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

Trustees work collectively with the Chair of Trustees and other Trustees to provide high-level strategic oversight and ensure that adequate control and monitoring arrangements exist to support management in exercising proper stewardship and working towards agreed strategic objectives.

**Collectively the Trust Board:**

1. Reviews the Trust’s performance, monitoring and ensuring the robustness and transparency of the required systems of control, governance, and assurance.
2. Is ambitious for the Trust.
3. Analyses complex issues and applies strategic approaches to the collective decision-making process
4. Ensures and regularly reviews the Trust’s long-term sustainability
5. Conducts its affairs ethically
6. Has due regard to the interests of all its stakeholders and the wider communities it serves
7. Determines the strategic direction and determines the Trust’s values
8. Leads and exemplifies the Trust’s approach to equality and diversity and social responsibility,
9. Ensures that the Trust observes the highest levels of compliance and good governance practice and operates in an open and transparent manner.
10. Take all final decisions on matters of fundamental concern to the Trust.

**Individually Trustees are expected to:**

1. Familiarise themselves with the constitutional framework within which the Trust operates including but not exclusively the Articles of Association of the Trust, Funding Agreements, and the Academies Financial Handbook.
2. Make an ongoing positive and enthusiastic contribution to the development of the Trust, through sharing of their skills and experience, ensuring delivery of outstanding outcomes for pupils and the local communities it serves.
3. Be a critical friend and advocate for the Trust.
4. Challenge and to debate constructively and contribute to the effectiveness of the Trust Board and its committees on which they serve as part of a cohesive group with collective responsibilities
5. Recognise and respect the balance and interactions between governance and executive management functions
6. Support equality and diversity
7. Serve on at least one committee of the Trust Board
8. Seek to continuously advance their own knowledge, including participating in induction and a regular programme of Trustee development offered to Trustees
9. Participate in the life of the Trust more widely, availability permitting

The Board regularly assesses and agrees the desired skills set required amongst its members, amending that suite of skills as required, the current skills set (agreed March 2022) is as follows:

1. Leadership & Policy
2. Education Performance & Curriculum
3. Finance
4. Risk & Audit
5. Risk Management
6. Constitutional Governance
7. Strategic Partnerships, External Relationships & Public Relationships
8. Engagements with Internal Stakeholders
9. Human Resources
10. Estates & Property
11. Health, Safety & Safeguarding
12. Change Management
13. IT/Digital
14. Equality, Diversity & Inclusion
15. Charity fundraising
16. Social justice/social mobility/community support and engagement
17. SEND knowledge and/or experience

The Board seeks the following demonstrable personal qualities in its members:

* A commitment to the values and touchstones of the Trust
* A commitment to the education and welfare of children and young people
* A commitment to equal opportunities and the promotion of diversity
* Independence of thought and sound judgment
* The ability to work collectively as part of a team
* A commitment to seeking and taking account of the views of stakeholders (eg parents and pupils)
* Respect for the work and views of other trustees and staff
* A willingness to devote time, enthusiasm and effort to the duties and responsibilities of a trustee
* A willingness to question intelligently, debate constructively, challenge rigorously and decide dispassionately having listened sensitively to the views of others.

***Remuneration***

In common with most Academy Trusts, there is no remuneration directly associated with membership of the Trust Board. The Trust will meet reasonable expenses incurred in connection with membership of the Trust Board (and its committees) or other activities undertaken on behalf of the Trust.

***Time Commitment***

The Trust Board usually meets in person six times a year (in London), with one additional strategic event. The Trust expects all Trustees to join at least one of its Board committees (usually 4-6 meetings per year – remote or in person) and to be committed and willing to engage with the work of the Trust Board and its committees. Trustees are also invited to attend and engage in other Trust related activities from time to time, including visits to schools.

***Last updated: April 2022***