



**The Park
Academies
Trust**

Application Information Pack

Trustee

Dear prospective Trustee,

I am delighted to introduce you to The Park Academies Trust – a family of schools united by our shared mission:

Inspiring Futures, Empowering People

This mission drives everything we do for our pupils, staff, and communities. We believe in the power of education to transform lives and are committed to working together with purpose, ambition, and care.

Our approach balances alignment and autonomy: we bring schools together where it adds value, while empowering leaders to make the best decisions for their individual communities. We foster a culture of continuous improvement, where staff feel supported, valued, and encouraged to grow through feedback and collaboration.

Our five-year strategy focuses on sustainable development and strong support for school leaders, enabling them to focus on delivering exceptional education every day. Through rich curricula and strong links to industry, our schools prepare pupils for successful futures – locally and beyond.

This strategy is built around three core pledges: Aspiration, Behaviours, and Cohesion. These guide every decision we make and ensure we stay true to our values and purpose.

At TPAT, we are committed to innovation, collaboration, and making a lasting difference. Our schools are places where both children and adults thrive.

As a Trustee, you'll play a key role in supporting our leadership, holding us to account, and helping us deliver real impact for our communities. This is a meaningful opportunity to be part of a Trust that believes in the power of education to change lives.

Education is a fast paced environment, which balances strategic planning and reactive capability in order to maximise the impact of our resources as we serve our communities every day. We have two key guiding principles that shape our work as an organisation, 1) will it improve outcomes for pupils? 2) will it make us a happy healthy place to work? These ground our decision making and policy shaping to ensure we are financially stable in order to deliver exceptional education for all.

We welcome interest from anyone who is keen to use and develop their skills in a values driven organisation with social impact and improving the life changes of children at the heart of everything we do.

I welcome further enquiry and discussion about the important work we do, and how you can be part of the team that inspires futures, and empowers all our people.

Gemma Piper

Chief Executive Officer



WELCOME TO TPAT

Welcome to the TPAT Family of schools

Thank you for your interest in joining the Board of Trustees at **The Park Academies Trust**.

We are pleased that you are considering this opportunity to help shape the future of our Trust. As Chair of Trustees, I have the privilege of working alongside a committed and skilled group of people who are passionate about ensuring that every child across our schools receives the highest quality education and the best possible start in life.

The Park Academies Trust is a growing family of schools located in or around Swindon, we believe that education should be inclusive, ambitious, and transformative – and that good governance is essential in creating the conditions for pupils and staff to thrive.

We are currently seeking to strengthen our Board by appointing new Trustees with experience in one or more of the following areas: **finance, human resources, risk management, estates, education and Church of England representation**. These skills are key to ensuring effective oversight of the Trust's strategic priorities and operations as we continue to evolve.

We are equally committed to **increasing the diversity** of our Board. We want our governance to reflect the communities we serve and to benefit from a wide range of perspectives, lived experiences, and professional backgrounds. We encourage applications from individuals who may not have served as a

Trustee before but bring fresh insight, a collaborative mindset, and a deep belief in the power of education to change lives.

As a Trustee, you will contribute to high-level decision-making, support and challenge our executive leaders, and play a vital role in ensuring accountability, financial sustainability, and educational excellence across the Trust. The role is voluntary but highly rewarding, offering the chance to make a meaningful impact on thousands of young people's lives.

This recruitment pack includes more information about our Trust, our values, and the responsibilities of Trustees. If you would like an informal conversation before applying, please don't hesitate to contact our Governance Co-ordinator **clerk@theparkacademiestrust.com**

Thank you again for your interest in joining us. We look forward to hearing from you.



Catherine Dampney
Chair of Trustees

WELCOME TO GOVERNANCE

Key Documents

Are all available on our website, www.theparkacademiestrust.com, which includes:

[Articles of Association](#)

[Scheme of Delegation](#)

[Annual Report and Financial Statements to 31 August 2024](#)

Our Schools

The Park Academies Trust was formed in 2016 with the aim of improving education in Swindon and the surrounding areas. The Trust started with just one school, Lydiard Park Academy, and now comprises of a family of 8 schools serving children aged 2 to 18, a virtual school for internal Alternative Provision and SEND support, and a large training provider.



TPAT Vision

Inspiring Futures, Empowering People Our schools are known for exceptional pupil outcomes and achievements, creating an inspiring and empowering environment where every pupil thrives. Our commitment to excellence and a culture of improvement for all makes TPAT a highly sought-after place to work, recognised for excellent career development for our staff and the positive impact we deliver across our communities.

TPAT Purpose

TPAT exists to empower all our people to thrive through opportunity. We aim to benefit our communities by nurturing well-educated, aspirational and creative young people. We achieve this by enriching and fulfilling our employees with the investment to become masters of their craft, all working together to realise exceptional outcomes for young people.

TPAT Values



THE TPAT MISSION

The way we work...

We uphold three core commitments that shape our approach to work. These principles guide us in asking the right questions and offering constructive challenge in every context, fostering innovation, growth, and personal and professional development for our school leaders. This is how we uphold excellent governance practice throughout the organisation.

Aspiration



Aspiration for All

We pledge to foster aspiration in every pupil and staff member across TPAT.

We will:

- Provide a rich, challenging curriculum that enables all pupils to know more, do more, and achieve excellent outcomes.
- Empower our staff to deliver outstanding education and inspire excellence in all pupils, while prioritising their professional growth and wellbeing.
- Remove barriers and ensure that every pupil, especially the most vulnerable, have the opportunity to thrive and reach their full potential

Behaviours



Behaviours that Reflect Our Values

We pledge to model and cultivate behaviours that align with respect, integrity, ambition, and courage. We will:

- Ensure our leaders set a clear example of how to act, plan, and lead in all situations, providing strong role models for our pupils and staff.
- Create a positive culture of accountability, collaboration, and mutual support, ensuring psychological safety throughout our interactions and drive for excellence across our Trust.
- Foster resilience and well-being among staff and pupils, promoting a healthy, happy environment that enables everyone to succeed.

Cohesion



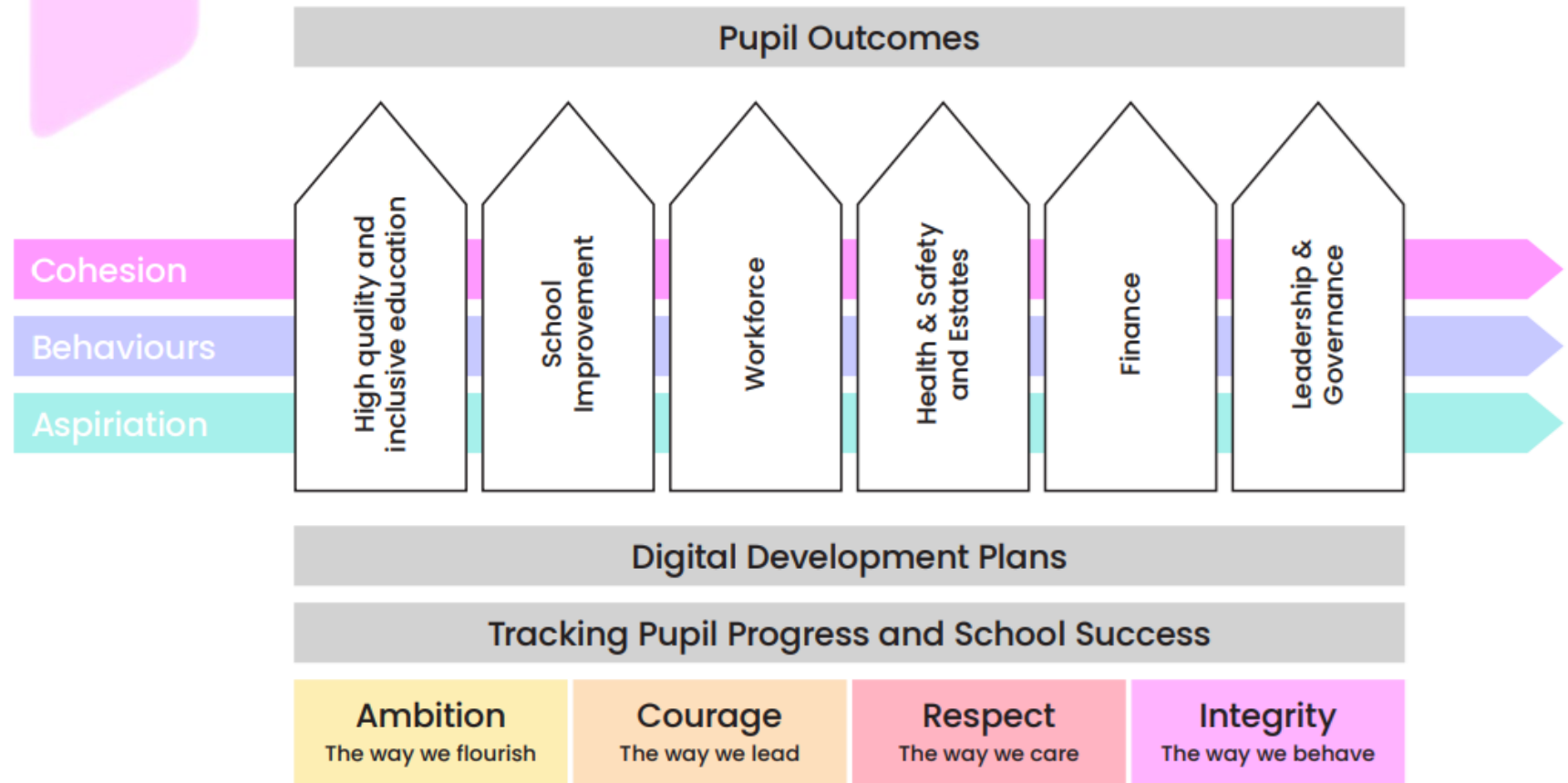
Coherence in the TPAT way

We pledge to create coherence in everything we do, ensuring a unified, consistent approach across our schools. We will:

- Align our school improvement cycle of work, to inform our curriculum, assessment, and support system decisions at all levels in order to ensure every pupil benefits from the same high-quality education and opportunities.
- Maximise the financial resources of the Trust through efficient operations, centralising key services, and reinvesting in our pupils and schools.
- Provide a cohesive and comprehensive professional development framework, ensuring all staff have access to training that develops them within our Trust frameworks for success.

TPAT Strategy

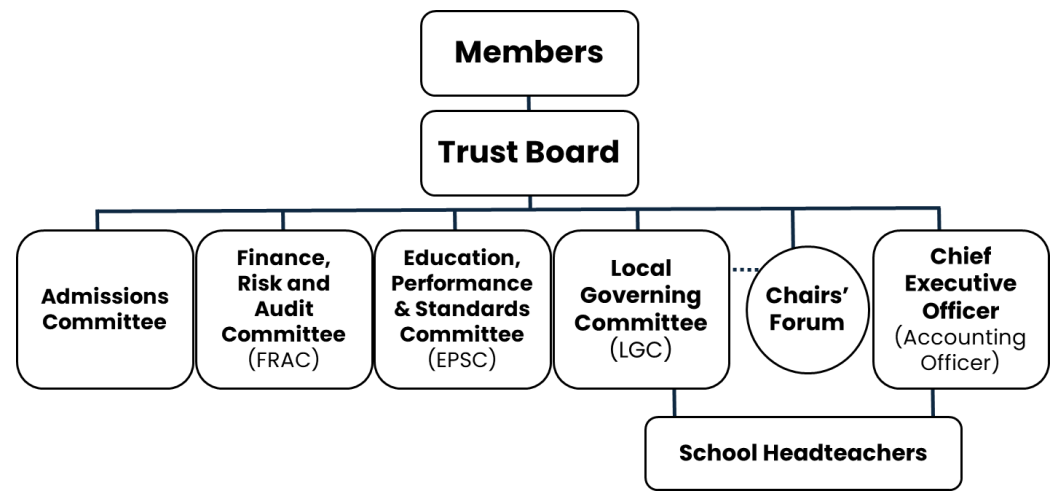
Inspired Futures, Empowered People



We have developed a 5 year strategy which prioritises our energies and improvement over the coming years. We are highly aspirational and have set clear targets to which we are continually striving.

Our strategy pulls together our ways of working, values and development strands. It enables us to align our thinking and prioritise resources to support schools to have the biggest impact for the children and communities we all serve. The full document can be found on our website, and the image shares an overview of how these things work together to realise our vision 'Inspire Futures, Empowered People'.

Our Governance Structure



Members

The Members are the guardians of the Trust. They have the responsibility to appoint some of the Trustees and the right to amend the Articles of Association. The Members also appoint the Trust’s auditors and hold the Trustees to account for the performance of the Trust.

Trust Board

Trustees provide strategic leadership by setting the Trust’s vision, culture, and strategy, and determining governance structures. They ensure accountability through oversight of education, pupil welfare, finances, and estates. Trustees also oversee stakeholder engagement, involving parents, schools, and communities in key decisions. Some responsibilities are delegated to the Local Governing Committees to support this work.

Admissions Committee

The Committee is responsible for making admission decisions as the Admitting Authority and for oversight of the admissions process completed by the Admissions Officer.

Finance, Risk & Audit Committee

The Trust’s management is responsible for financial reporting, systems, and internal controls, under the oversight of the Trust Board. The Finance, Risk and Audit Committee supports the Board by overseeing internal and external audit, budgeting and forecasting, financial policies, and executive pay.

Education, Performance & Standards Committee

The Committee’s core role is to oversee curriculum, teaching quality, SEND, academic performance against KPIs, care and inclusion, behaviour, attendance, exclusions, and the effectiveness of Local Governing Committees within their remit.

Church Articles

We have foundation representation in our Members, Trustee board and for our Church of England schools in their LGCs.

Local Governing Committees (LGC)

Local Governing Committees are a committee of the Trustee board, and are made up of local governors only. This includes parents and community representatives. Their work is focussed on school standards, including most importantly the school improvement journey. Where schools are on a more rapid improvement journey, we have a Trust Interim Board in place to meet more regularly and support this progress.

Chairs Group

The Chairs’ Group provides support and advice to our Chairs and Vice-Chairs across the trust and to receive updates and information. It is not a decision making body. They share examples of good practice and consider and recommend any areas of improvement relating to governance across the Trust to the Trust Board.

Trustees play a vital strategic role in shaping the direction of the Trust

Trustees are responsible for:

- Defining the Trust's mission, values, and long-term vision
- Approving strategy, key policies, and the scheme of delegation
- Appointing and appraising the CEO, and ensuring strong leadership
- Overseeing educational quality, curriculum breadth, and pupil outcomes
- Ensuring financial sustainability and effective use of resources
- Supporting robust risk management and safe estate oversight
- Engaging stakeholders and promoting effective communication
- Ensuring governance structures remain fit for purpose

"Being a member of the Board of Trustees has given me the opportunity to work with a dedicated team of people who bring different skills and experience but who share the same ambition to achieve the strategic vision agreed by The Park Academies Trust. Coming from an educational background, the role of Trustee allows me to continue to support initiatives that impact positively on the performance of schools and the educational outcomes of pupils; this role is both challenging and rewarding."

Trustee, The Park Academies Trust

Trustees are expected to:

- Attend meetings, prepare in advance, remain engaged between meetings and contribute constructively
- Build effective working relationships with fellow Trustees and leaders
- Visit schools and stay connected with the Trust's work
- Commit to training and continuous development

"Being a Trustee at TPAT Has helped me grow personally, whilst giving back to a community who deserve the very best education and opportunity. I have accessed training and feedback as I have undertaken a range of roles within the governance structure. It has given me an opportunity to work at board level, developing my strategic awareness and empowered me to progress further within my own professional journey."

Trustee, The Park Academies Trust

The Role of a Trustee

How To Apply

Complete your application

Send your CV along with covering letter outlining your skills and experience to clerk@theparkacademiustrust.com

Shortlisting

A panel of Trustees will process applications and the Governance Co-ordinator will communicate with all candidates.

Informal Meetings

Candidates will have informal meetings with the CEO and the Chair of Trustees to learn more about the Trust and the role of a Trustee.

Formal Interview

Candidates wishing to proceed following informal meetings will be interviewed by a panel of Trustees.

Appointment

Role offered after appointment made by Full Trust Board and onboarding commences, including DBS, reference checks and appointment form.

Onboarding

Governance Co-ordinator registers details with Companies House, collects Business Interests and compliance checks. Induction training arranged.

We welcome people from all backgrounds, especially those who bring:

We are looking for individuals with a strong commitment to education, inclusion, and community values, who can contribute to the strategic development of our Trust as we live out our purpose: 'Inspiring Futures, Empowering People'. Strategic thinking, along with the ability to interpret and apply data and evidence within an educational context, will be valuable skills for all Trustees.

We are particularly seeking individuals with experience in:

- 1) School improvement (particularly secondary school or SEND),
- 2) Safeguarding
- 3) Finance
- 4) HR

We are committed to strengthening representation from our **Church of England schools** and **enhancing the diversity** of our board. We warmly welcome expressions of interest from all prospective trustees who share our values and meet the necessary criteria.

Professional Development & Networking

We offer access to a range of TPAT governance development training, and access to national networks such as Confederation Schools Trusts and National Governance Association for further training and support.



The Park Academies Trust

'Inspiring Futures, Empowering People'