



## The Nicholas Hamond Academy is seeking community governors for 2020-21

We are looking to recruit committed local individuals to become governors at The Nicholas Hamond Academy who believe in providing the best opportunities for local young people to fulfil their potential.

Strong local governance is absolutely critical to our future, and so you will be joining us at a most important time. Your role will be to challenge and support in equal measure, and to bring your own professional or community expertise to bear in enriching the experience of and opportunities for our students.

You can find more details about this fulfilling role in the following document.

The role of governor is unpaid, although reasonable travel expenses will of course be covered. You will need to attend six meetings a year (usually at 3.45pm at the Academy) and it would also help if you are able to spend additional time in the academy supporting myself and our dedicated staff to do a great job.

I look forward to receiving your application.

A handwritten signature in black ink, appearing to read "M Woodhouse".

**Mark Woodhouse**  
**Principal**



## **About The Nicholas Hamond Academy**

The Nicholas Hamond Academy or 'TNHA', is an aspirational 11 - 16 school. Our students are awesome, the staff passionate and the parents supportive. Together we are 'One Team', "determined to be the best that we can be".

It is our responsibility to provide our students with the best possible educational experience that we can and every day we continue to strive to do this. We want our learners to be motivated, enthused and, most importantly, inspired by the experience they have with us whilst helping them to develop all the skills that they need to be successful in their futures. We want our students to achieve and to be successful and by creating an environment in which they can flourish and are certain that our students will have many successes during the time that they spend with us.

Our students are capable of many fantastic things and being able to provide them the platform from which to do this is what we continually endeavour to do at TNHA so that our young people can have the most amazing futures.

The Academy is part of the Academy Transformation Trust (ATT) who are a leading multi academy trust committed to transforming the learning opportunities and aspirations for its students and the communities in which they live. ATT believes that by embracing the 7 'Nolan Principles' of public service of public life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership) that we can transform lives. We are committed to playing our part in giving young people the education and opportunities they need to succeed in a changing world.



## About Academy Transformation Trust

TNHA is one of 22 academies within Academy Transformation Trust (ATT). The ATT academies family now includes ten primary, ten secondary, one 'all-age' and one further education provider. Our dedicated staff of around 2,000 are transforming the lives of over 12,000 young people.

Our provision is overwhelmingly in areas of significant socio-economic disadvantage, evidenced by the large numbers of young people eligible for 'pupil premium' funding. This is where we believe we can make the biggest difference, and our academies are proving that they know how to deliver the best outcomes for their pupils.

We group our academies into two broad regions (the 'West' and the 'East'). In the West, we have academies in Staffordshire, Stoke-on-Trent, Walsall, Sandwell, Warwickshire and Nottinghamshire. In the East, our academies are in Suffolk, Norfolk, Essex and Thurrock.

Each academy has a 'local academy committee' (LAC) and we are implementing a new, more regionalised approach to devolved governance for the start of September 2019. You will be a part of creating that change.

We believe passionately in the need for academies to be both supported and challenged to deliver the best for every pupil as they work together to drive up educational standards, and our Board of Trustees is legally responsible for making sure that happens.

ATT's vision is clear:

*Transforming education; Transforming performance; Transforming lives – putting children and young people at the heart of everything we do.*

We will ensure that all our children and young people, regardless of their background, fulfil their educational potential. We will do this in safe, supportive and ambitious environments, ensuring we maximise life chances for them all.

Our values are built upon four key principles: transparency, innovation, collaboration and ambition. We will

- work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values
- develop the very best leaders of the future, working to improve education and transform lives
- adhere unwaveringly to the 'Nolan Principles' of public service, which are made clear in our commitment to ethical leadership.

ATT's Trustees have agreed a *Strategic Plan* for the next three years with ten strategic aims which will ensure that ATT is positioned within the top 10% of MATs nationally in regard to school performance by August 2021.



## About multi-academy trusts

Academy schools, which are charities run independently of local authority control, now account for 71% of secondary schools and 26% of primaries – and their number continues to grow.

Although some academies operate on a 'standalone' basis, many are grouped together within multi-academy trusts (MATs). MATs take on all the responsibilities that come with running a school, including the leadership of school improvement, responsibility for standards and outcomes and the management of finance, HR, estates and a range of other 'back-office' functions.

Within a MAT, the Board of Trustees fulfils the legal responsibilities that the Board of Governors has in an individual school. Trustees may devolve some responsibilities to Local Academy Committees (LACs).

The Department for Education's *Governance Handbook* (2017) sets out clear expectations for Trustees:

*"Academy boards must be ambitious for all children and young people and infused with a passion for education and a commitment to continuous school improvement that enables the best possible outcomes. Governance must be grounded in reality as defined by both high-quality objective data and a full understanding of the views and needs of pupils/students, staff, parents, carers and local communities. It should be driven by inquisitive, independent minds and through conversations focused on the key strategic issues which are conducted with humility, good judgement, resilience and determination."*

ATT subscribes absolutely to this approach and is determined that the quality of governance across the Trust should not just meet but exceed these expectations and develop a national reputation for excellence over the coming three years.

## The role of academy governor<sup>1</sup>

Our governors are a vital part of driving improvement and excellence within TNHA. Governors form a Local Academy Committee (LAC) which is accountable to the Trustees of ATT.

The role of governors is to ensure high standards of achievement for all children and young people in the school by

- ensuring clarity of vision, ethos and strategic direction
- holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- overseeing the financial performance of the organisation and making sure its money is well spent.

As part of the LAC team, a governor is expected to

1. contribute to the strategic discussions at governing board meetings which determine
  - a. the vision and ethos of the school
  - b. clear and ambitious strategic priorities and targets for the school
  - c. that all children, including those with special educational needs, have access to a broad and balanced curriculum
2. hold executive leaders to account by monitoring the school's performance, which includes
  - a. monitoring the outcomes from the school's self-evaluation and ensuring they are used to inform the priorities in the school development plan
  - b. considering all relevant data and feedback provided on request by school leaders and external sources on all aspects of school performance
  - c. asking challenging questions of school leaders
  - d. ensuring senior leaders have arranged for the required audits to be carried out and receiving the results of those audits
  - e. monitoring the school's budget, including the expenditure of the pupil premium allocation
  - f. acting as a link governor on a specific issue, making relevant enquiries of the relevant staff, and reporting to the governing board on the progress on the relevant school priority
  - g. listening to and reporting to the school's stakeholders: pupils, parents, staff, and the wider community, including local employers.
3. serve on panels of governors to
  - a. hear the second stage of staff grievances and disciplinary matters
  - b. hear appeals about pupil exclusions.

The role of a governor is largely a thinking and questioning role, not a doing role.

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<sup>1</sup> More information on governance can be found, alongside the text on which this role descriptor was based at [www.nga.org.uk](http://www.nga.org.uk)



In order to perform this role well, a governor is expected to

- get to know the school, including visiting the school occasionally during school hours and in agreement with the headteacher, and gaining a good understanding of the school's strengths and weaknesses
- attend induction training and regular relevant training and development events
- attend meetings (full governing board meetings and committee meetings) and read all the papers before the meeting
- act in the best interests of all the pupils of the school
- behave in a professional manner, as set down in the governing board's code of conduct, including acting in strict confidence.

### **How to find out more and/or apply**

If you would like an informal conversation about the role, please contact either Mr. Woodhouse, Principal, via email: [office@tnha.org.uk](mailto:office@tnha.org.uk) or 01553 726152 or Andy Gannon, ATT's Head of Corporate Affairs on 07880 190318.

To apply, please fill out the application form and return it to:

Jill Hambright  
Principal's PA/Clerk to Governors  
The Nicholas Hamond Academy  
Brandon Road  
Swaffham  
Norfolk  
PE37 7DZ  
or by email to [Jill.Hambright@tnha.org.uk](mailto:Jill.Hambright@tnha.org.uk)

*Your application should arrive by 12 noon on Friday 30<sup>th</sup> October 2020.*